

## Job Description

### Teacher of Music

George Watson's College wishes to appoint a teacher of Music. The role would suit an experienced or a newly qualified teacher. The vacancy represents an opportunity for an outstanding practitioner to make a high profile contribution to the success of one of Scotland's leading schools. The post will commence in January 2024. It is likely to be temporary in the first instance although a permanent post could be available for an exceptional candidate.

#### THE SCHOOL

George Watson's College is one of the country's best co-educational independent day schools. Founded in 1741 by a local merchant concerned for the education of young minds, it fulfils to this day the role intended by its founder. Despite its size, everyone remarks that it has a small-school 'feel': the close-knit and friendly relationships amongst all its constituents are a hallmark of the School. Its motto – *ex corde caritas* (Love from the Heart) – is central to its values as it seeks to sustain what is described as 'The Watson's Family'.

This tangible sense of togetherness is significantly enhanced by everyone being on one purpose-built site, which is located in the attractive residential district of Morningside, to the South West of the centre of Edinburgh. Edinburgh itself is the second strongest city economy in the UK, outside of London, with the highest percentage of graduates and professionally qualified adults in the UK and over 25% of school age children attending fee-paying schools. Watson's is proud of its independent status and, whilst remaining true to its Scottish roots, seeks to sustain and develop an international perspective. The curriculum is adapting to the innovations inherent in Scotland's Curriculum for Excellence and the new Scottish National Qualifications.

The School welcomes a wide range of academic ability, and has very high academic standards, with 90% of pupils going on to Higher Education and a large proportion of pupils achieving outstanding success. Watson's also has excellent facilities, and offers a huge range of courses as well as extra-curricular activities. In addition, it has particular strengths in Sport, Music, Drama, Outdoor Education, Technology and in Support for Learning. The School is very well resourced with a campus-wide IT network.

The Principal, Melvyn Roffe, took up his post in 2014. Leadership of the Senior School is delegated to Gordon Boyd, Head of the Senior School, and the Senior School Leadership Team, including three Deputy Headteachers. A parallel structure exists in the Junior School.

## **The Senior School**

The Senior School is led by the Head of Senior School who works with a team of three deputy headteachers. The leadership model enables Principal Teachers to shape the character of their department within an overall ambition for the Senior School and the College as a whole. Principal Teachers are encouraged to play a role in the development and implementation of practice in all aspects of the School, especially in curriculum design and in improving learning and teaching. The Director of Music plays an essential role as a Senior School leader but also works with Junior School colleagues and with those who lead the College's externally facing and community work.

Approximately two-thirds of pupils in the Senior School have progressed there from the Junior School. On arrival, they have a carefully worked out induction programme which includes a residential experience together in the first term.

In First and Second Year, a diverse and stimulating timetable balances challenging academic progression with a variety of learning experiences, including in two foreign languages. Pupils study many of their subjects in their form classes but are set in English and Mathematics. This enables them to progress at a pace that provides the appropriate level of challenge and provides them with an opportunity to mix with the rest of their year group.

From Second Year, pupils discuss their personal targets and study options with teachers, through to their key certificate examinations, and we ensure that they choose subjects and levels that match their abilities and aspirations.

At Watson's we are proud of the exceptionally broad range of certificate courses we offer. Available at various levels of certification within the national qualifications framework, our extensive provision includes subjects across the spectrum of arts, sciences and social sciences, with a notably wide selection of languages, including Mandarin Chinese.

It is important that we prepare pupils for the increased independence they will require after school. A programme of study skills encourages independent thought and enquiry. Throughout their time at Watson's, pupils make confident use of our outstanding IT facilities and our Library.

## **The Music Department**

Music plays a central role in the life of George Watson's College. Many pupils are attracted to the school because of the considerable opportunities that exist in Music and the other arts, both in the curriculum and in a vast array of "extra-curricular" activities. Central to the work of everyone in the Music School is a desire to encourage pupils to give of their very best at whatever level they can achieve. The result is an enormous number of pupils involved in musical activity of one kind or another, and the very high quality in all of that activity, culminating in the almost professional standards of many of our most able pupils.

The Music Department has 15 full-time staff. In addition there are almost 50 visiting teachers teaching the full range of orchestral instruments, piano, organ, voice, recorder, clarsach, bagpipes, guitar and drums. More than 1100 individual instrumental lessons are given each week to pupils from Primary 1 to Senior 6.

The Music School contains four class music teaching rooms, 22 practice rooms used for individual lessons and private practice, and a 215-seat Auditorium. There is a music staff room, and offices for the Director of Music, other full-time staff, and the Music School PA. There are also two class music teaching rooms for primary school music lessons and six practice rooms in the John Martin Building. In addition there are rooms in New Myreside House which are primarily used as the offices and teaching rooms of the Head of Pipe Band, the Pipe Major and their Assistants as well as an ensemble room.

There is a very full timetable of individual instrumental lessons every day. Pupils as young as Primary 1 can begin learning a stringed instrument on the Suzuki method and other instruments are offered as children move through the school. As a centre for ABRSM, Rockschooll and Trinity, exams are held in the Music School three times a year.

The school owns a large stock of orchestral and other instruments which are available for pupils to hire. There are also a number of pianos, guitars, keyboards, percussion and other instruments which are used for class lessons. There is a Model C Steinway grand piano and a two-manual Wyvern practice organ in the Music School, and a Kawai grand piano and new three-manual Allen digital organ in the Assembly Hall. Three of the classrooms are equipped with class sets of acoustic guitars, some electric and bass guitars and drum kits. Two of the teaching rooms in the Music School are each equipped with 20 iMac computers, all connected to midi keyboards, and all four teaching rooms have large screens to display the teacher computer screen. All computers run Garageband, and Sibelius software.

Music is taught to all pre-school and primary school classes by a music specialist, and this continues into the Senior School where all pupils study Music in S1 and S2. There are usually two sets of pupils studying SQA National 5 Music in S3 and S4 with approximately 30-40 pupils taking that exam every year. In S5 and S6 pupils have the choice between SQA Higher and Advanced Higher Music and the A level exam of OCR board. Results in Music in recent years have been very pleasing. In 2023 25 pupils took National 5 Music, all gaining Grade A. In Higher Music there was 1 grade B and 31 As. 9 pupils took Advanced Higher, 8 receiving a grade A and one grade C. At OCR A level, there were 2 Bs and one A\*.]

The extra-curricular life of the music department is very rich, providing many valuable opportunities for those studying music at all levels to experience the excitement of live performance. The aim of the department is to provide an opportunity for as many pupils as possible to perform in an ensemble of some kind appropriate to their ability and ability. Auditions for some of the groups are held at the start of each session, but there are many other groups which are open to all without selection. There is a weekly rehearsal programme before and after school and during the lunchtimes each day, and a huge number of pupils are involved in musical activities of one kind or another through this programme. All members of the Music staff, and some of the visiting instrumental teachers, contribute to the extra-curricular life of the school. There are numerous concerts at school throughout the year as well as

occasional performances in Edinburgh (more than 400 pupils took part in our concert at The Usher Hall in March 2017) and further afield (a group of 45 singers and string players visited The Czech Republic in 2019 giving four concerts there). Further details of these various groups, a concert calendar and some recordings of concert performances can be found on the school's website [www.gwc.org.uk](http://www.gwc.org.uk)

## **PERSON SPECIFICATION**

The person appointed will:

- be a trained and qualified graduate teacher of Music, registered or eligible for registration with the General Teaching Council of Scotland;
- be an academically rigorous, dynamic creative and flexible teacher in developing new ideas and resources, as well as adapting to curriculum changes;
- be skilled on classroom instruments such as piano/keyboard, guitar, bass guitar, ukulele, drum kit and tuned percussion
- be determined to contribute to the department's extra-curricular activities
- have excellent IT skills including ability to use Sibelius
- be a team player with a drive for learning and teaching, who is keen to explore innovative and stimulating ways to use their passion and expertise to positively encourage the next generation;
- contribute to and strengthen the existing strong team ethos in the department.

## **JOB SPECIFICATION**

### **Line Management**

A Teacher of Music is accountable directly to the Director of Music.

### **General Responsibilities**

A full time Teacher of Music is currently expected to teach up to 45 out of 60 periods of teaching, over a ten day timetable cycle, in classes ranging from Primary 4 to Senior 6.

The person appointed will be responsible for teaching classes in the School using their skill, experience and best endeavours.

All members of the Senior School staff contribute to the health and well-being of our pupils. Under the direction of a Year Head, most teachers undertake the first level guidance role of Form Tutor for a mixed Form class of around 20 pupils. Music teachers do not usually serve as Form Tutors to enable them to use morning registration time (8.40 to 8.50) as part of pre-school rehearsal time.

Departmental meeting and development meetings take place each fortnight.

A contribution to the wider life of the School - known as enrichment - is an expectation of all staff.

They will abide by the Code of Conduct for Staff at George Watson's College.

### **Specific Responsibilities**

The person appointed will:

- maintain the Standard for Full GTCS registration. They will be required to undertake relevant CPD, be observed and write up all activities in the GTCS Profile
- work effectively as a member of the department to facilitate outstanding teaching and learning and ensure pupils are properly prepared for examinations
- set high expectations for all pupils, to deepen their knowledge and understanding to maximize achievement
- prepare and provide activities that are appropriate to each year group and suitable for learners' needs, including the teaching of classroom instruments e.g. keyboard, guitar, ukulele up to AH level, and helping to develop new and innovative approaches using Music Technology
- be confident of their ability to work and respond to the needs of pupils and inspire the next generation of adults
- develop new resources and course materials, as directed by and/or in collaboration with the other staff in the department
- assess, record and report on work of pupils as required by the School, ensuring that assessments are punctual, meaningful and informative
- as a member of the Music Department, a full time teacher of Music would be expected to make a significant contribution to the extra-curricular life of the Department by leading at least two groups, which might be vocal and/or instrumental, and by supporting colleagues with their activities e.g. by playing in an ensemble, helping with a sectional rehearsal.
- attend parent evenings and communicate with parents whenever necessary and contribute effectively and positively to the corporate life and welfare of the School

### **Additional Responsibilities**

The Teacher of Music should also be willing to undertake such other responsibilities as the Head of Senior School and Director of Music may from time to time reasonably require.

### **REMUNERATION**

Teaching staff at George Watson's College are paid at a level which is currently 8% higher than the Scottish Teachers' Pay Scales. The salary is pensionable under the Scottish Teachers' Superannuation Scheme.

### **DISCLOSURE SCOTLAND - PROTECTION OF VULNERABLE GROUPS SCHEME**

All staff must be prepared to undergo screening to confirm their suitability to work with children and

young people.

## **CONTINUING PROFESSIONAL DEVELOPMENT / PROFESSIONAL REVIEW**

All staff are required to participate in appropriate programmes of continuing professional development and undergo professional review as set out in the School's policy.

## **APPLICATION PROCESS**

To apply, please include a letter of application of not more than 800 words giving us more information about you, which role you are applying for and why you would like that role, addressed to Mr Gordon Boyd, Head of Senior School.

Any specific questions relating to the advertised post can be put directly to Steven Griffin, Director of Music by emailing [s.griffin@gwc.org.uk](mailto:s.griffin@gwc.org.uk)

Candidates called for an interview will be asked to teach a lesson as part of the selection process.

If you require more information about the School, please visit our school website.

Closing date: **11:59pm on Monday 18 September 2023**

Interview date: Monday 9 October 2023