



STRATHALLAN
SCHOOL

Opportunities for all to excel



Appointment of Director of Music

For August 2025 start date

Introduction

Due to an internal promotion, we are seeking to recruit a full-time, permanent Director of Music to commence in post from August 2025. This is an exciting opportunity for a dynamic, innovative and inspirational professional who has the aspiration, integrity and ability to support, promote and develop music across the school and achieve the Headmaster's vision for the future.

The successful candidate will be an ambitious professional with a proven track record in subject leadership, progress and attainment. The Director of Music will be able to demonstrate a sheer love of music and be committed to nurturing talent and implementing educational excellence across Strathallan School.

The School



Strathallan School is a leading co-educational boarding and day school with an outstanding reputation academically, in sports and the arts. There are c. 590 pupils of ages 5-18, divided between Strathallan Prep School and Strathallan Senior School. There are three senior Girls' Houses, four senior Boys' Houses and a junior boarding house. Approximately 65% of the pupils are full boarders.

The School is situated in the beautiful Earn Valley as a self-contained wooded estate of 153 acres on the edge of the village of Forgandenny. Perth

is the nearest town some ten minutes away by car and access to the motorways puts Edinburgh (45 mins), Glasgow (1 hr) and the Scottish Highlands within easy reach.

The School is well-resourced with a mixture of traditional and modern buildings. The Main Building, a Grade B listing, was once a large private mansion, bought by the School's founder, Harry Riley, in 1919 when he moved the School from its original 1913 location in Bridge of Allan.

The School exists to provide an inclusive all-round education for its pupils in a nurturing and caring environment. Our aim is to engage pupils to be their best and prepare them for the demands of further study and future work in an increasingly diverse global university and employment market. We do this through opportunities that inspire and challenge and by expecting effort and hard work from each individual pupil in achieving their best, based on values of respect, kindness, honesty, hard work, humility and excellence all underpinned by the fundamental value of love.



Music at Strathallan

Music is integral to life at Strathallan. When walking around at Strathallan in term time, music is regularly heard drifting across the campus in a variety of forms and from many locations – practice rooms, classrooms, Chapel, studios, boarding houses, common rooms and halls. A student roll of c. 590 enjoy 400 individual weekly music lessons with participation reaching nearly 70% of pupils. Twenty seven ensembles practice regularly and staff take part in some of these alongside pupils, notably the School Choir, which as a choir is as much for fun as it is for performance. Music is played, rehearsed and enjoyed, often for its own sake or for its social and restorative benefits as much as it is for performances, Associated Board exams or major concerts. Music lifts the spirit and gives voice and expression to our feelings and emotions and at Strathallan, it is supported, encouraged and celebrated precisely because of these very human needs.

Singing is key here. The school sings well together in Chapel – not just heartily but tunefully too, with a distinctly Scottish lilt heard in favourites like *Amazing Grace*, and the unofficial school hymn, *I Vow to Thee My Country*. Singing matters to the Head Man (how the pupils refer to the Headmaster). ‘It’s the one thing we all do together, regardless of age, identity or ability’ he regularly says. In an inclusive and diverse school, this is a central unifying feature that matters. And on the big occasions – Remembrance, Carol Services, Valedictory and so on – the school always ‘steps up’.

With the strength of co-curricular activities and opportunities key to Strathallan’s pursuit of all-round holistic education, a strong focus on pupils’ academic work actually increases engagement in these opportunities, not the other way round. Music enjoys some protected time too to ensure major ensembles – Chamber Choir, Orchestra, Jazz Band – can call on all the talents. Our school terms enjoy small, informal and developmental recitals and mini-concerts as well as major events like ‘Head Man’s Music’ in the Perth Concert Hall, performed to parents, staff, pupils and members of the public alike. Carol Services in school, in Edinburgh and in London each year are well supported and attended and allow music to travel out from Forgandenny just as the weekly community outreach at local primary schools does too. Prep School recitals ahead of their leave-out weekends are also hugely popular and showcase developing instrumentalists and vocalists as well as the Prep ensembles that practice regularly. Music Scholars at the school lead well and perform regularly and input from the Director of Music for their programmes is essential, yielding excellent results and lifting the overall levels of performance in the school as a result. These scholarships are sought after as a result.

Music at Strathallan is both traditional and innovative. It celebrates the school’s heritage and marks the year at key stages, but always finds new ways to add, adapt and develop the talents and interest of musicians here and now. Music binds the community, it thrills and impresses and it salves and supports at times when that is needed too. As in society at large, music in a community gives expression and feeling to hopes, fears, dreams and more and is a unifying force. The Director of Music at Strathallan therefore occupies a key role that goes to and sits at the heart of our community.

The Big Sing

The Big Sing at Strathallan is a special event where the entire school community comes together for an epic performance. The heartwarming event, featuring pupils, staff, and the school's talented music department aims to bring the school and wider community together through music.

In November 2024, Strathallan School's Cover of Skerryvore's 'Take My Hand' went Global. Endorsed by Skerryvore themselves, the band has extended an exciting invitation for the school to join them on stage for a future performance!

[Strathallan School's Cover of Skerryvore's 'Take My Hand' Goes Global - Strathallan School | Leading Scottish Boarding School](#)

Chapel Music

The Chapel is located at the centre of the school for a reason. It gives expression, location and voice to the school as a community. Our Chaplain engages superbly with pupils and staff and works tirelessly for the school community. Taking two and three services a week alternatively, he works closely in all he does with the school's music staff and in particular the Director of Music. The Chapel is where the school finds its collective voice in song (not the obligatory annual House Music competition!). Congregational singing practices underpin this and take place as an enjoyable and instructional weekly rehearsal of the next hymns, songs and choruses being used in upcoming services. Perhaps dated and traditional in some eyes, the Strathallan pupils nevertheless still enjoy this weekly feature and it shows in how they respond and how they sing, as mentioned already. Visiting Chaplains always comment on the good heart of the school because of our singing – our pupils invariably respond as good hosts to visiting speakers in Chapel by singing up and out, often to the pleasant surprise of our guests, especially if it is their first visit!

Organ tuition and recently introduced organ scholarships also add to these occasions when pupils accompany hymns; a chapel band brings variety to the singing too to ensure the range of musical tastes and styles is used to full advantage, both in the Prep and Senior schools. There is scope to extend scholarships and to develop music in the Chapel further and the creation of a Chapel Choir for contributions to regular services is high on the Headmaster's wish-list going forward – visits to Crathes Kirk, once undertaken to sing at services attended by the Royal Family, are hopefully to be restored after a recent lull, although we now provide choristers again for evensong at St Ninians Cathedral in Perth.

Links with Piping, Traditional and Folk Music

Strathallan has three senior Pipe Bands and a Prep Pipe Band. Piping is a serious pursuit at the school, and has its own programme, competitions, CCF links and trips. The Director of Pipes and Drums (Pipe Major) is a full-time member of staff and he organises the piping and drumming instructors and all aspects of this element of music in the school. The Pipe Major reports directly to the Director of Piping and Traditional Music who works alongside the Director of Music to co-ordinate piping and drumming in music concerts and academic exam recordings of piping. Development of the traditional Scottish elements of music, such as a school Ceilidh Band, will require cooperation but also a shared sense of purpose between the

Director of Music and the Director of Piping and Traditional Music to deliver the Headmaster's vision for music in the school in all its forms going forward.

Music and the Expressive Arts

Dance, drama, LAMDA and musical theatre also flourish in the school and the bi-annual senior musical that combines these strands is always a sell-out event. Recent productions have included *Les Miserables*, *Amelie* and *We Will Rock You*. The Director of Music is expected to have a strong supporting and collaborative role with the Director of Drama, the Head of Dance and the teacher who coaches LAMDA. A newly established Performing Arts Showcase has been enthusiastically received by pupils, staff and parents alike. The school regularly enters multiple pupils for 'Perform in Perth' and does extremely well each year in a variety of disciplines. Being musical director for Prep and senior musicals is often shared in the music department and the Director of Music will be expected to use the talents available to best effect for the benefit of pupils and their endeavours in the expressive arts as well as more traditional music settings and performances.

The Music Department

The teaching Music staff are four in number and share academic teaching across both schools. There is a Music Department administrator and over 16 Visiting Music Teachers (VMTs). All report to the Director of Music who attends Heads of Department meetings as well as sits as a member of the Headmaster's Calendar Committee, which meets to discuss strategic planning, calendar planning and school-wide initiatives. There is a strong sense of collegiality, purpose and shared endeavour in the Music staff at school and this is fostered and engendered first and foremost by the Director of Music.

The Department itself is located in the Senior and Prep schools with dedicated teaching spaces in both and a common music practice suite of rooms known as the 'Green Hut', located near the main building and next to Chapel. The main base of the Department is in the senior school and it occupies its own floors and rooms, all fully refurbished in 2018, when a new digital recording studio was added. Teaching spaces are well equipped with class-sets of instruments, breakout spaces all with integrated sound systems, a suite of 12 Macs installed with Sibelius Ultimate and Logic Pro X as well as up-to-date teaching resources and a healthy departmental budget for renewal, development and performance.

Academic Music is taught as curriculum lessons from Year 4 onwards and pupils can opt for GCSE Music, and in Sixth Form SQA Higher Music, SQA Higher Music Technology or A Level Music.

Terms & Conditions

Remuneration

- Competitive salary; commensurate with experience.

Benefits

- Membership of the Strathallan School Defined Contribution Scheme (SSDCS) with a very generous contribution of 22%.
- During the School Term, you will, when on duty, be entitled to such meals as are available at the School for pupils free of charge.
- A generous school fee remission.
- On-site accommodation.

Important Information

- It is essential that the post-holder is eligible for GTCS registration and can gain this by the start date. If applicants are unsure, please contact GTCS at +44 (0)131 314 6000.
- As the work is in a school context, you will be required to attain PVG membership.
- You should, if possible, hold a valid full UK driving license and must be eligible to live and work in the UK.

Application Process

- Further details of the School are available on the School's Website www.strathallan.co.uk
- Closing date: 12 noon Thursday 1 May 2025.
- Application covering letters should be no more than three pages. Please ensure to complete an online application form and attach your CV. If you wish to provide the panel with an additional page with links to recordings or pieces, please attach to your application. Please also ensure to provide two employment references.
- Interviews will be held shortly after the closing date.
- The selection process will include a tour of Strathallan, interviews with key stakeholders, informal meetings with the current Director of Music and the Music department, a teaching observation, and conducting a piece of music.
- If you would like further information on the role, please contact recruitment@strathallan.co.uk

Job Description

Job Title:	Director of Music
Reporting to:	Deputy Head (Academic) and Assistant Head Co-Curricular
Responsible for:	Music Department & Visiting Music Tutors.
In liaison with:	Music Secretary, current pupils and parents, prospective pupils and parents, Senior Management Team, Heads of Department, members of staff.

Core Purpose

The post-holder is expected to uphold the values and ethos of Strathallan School and act as an ambassador for the school.

In this middle management position, the Director of Music is responsible for leading, managing and developing the Music department in line with the school's strategic aims and objectives. The Director of Music will ensure the effectiveness of the department, as a whole, in line with the Headmaster's expectations. The successful candidate will promote a clear vision for the department and be an inspirational, enthusiastic teaching practitioner, acting as a role model for pupils and colleagues. The Director of Music will play a key role in organising events which promote the development of music across the school and the enrichment of pupil experiences.

Head of Department responsibilities:

1. Teaching & Learning:

- Maintain awareness of curriculums and curriculum changes. In liaison with the Deputy Head (Academic), determine and develop courses of study, teaching materials and programmes and methods of teaching across the Prep and Senior school with effective communication to departmental staff.
- Monitor the quality of lessons and tuition through regular observation and drop-ins.
- Ensure that all department teachers plan and deliver first-rate courses, schemes of work and individual lessons appropriate to the needs, abilities, interests, experience and existing knowledge of pupils in accordance with departmental syllabuses, schemes of work and examination requirements.
- Lead the department's self-evaluation and development planning for improvement, ensuring these are effective and closely aligned with the Departmental Review process and the school's aims and expectations.
- Promote the sharing of best practice within the department.
- Monitor academic progress and writing reports and references as necessary.
- Contribute to teaching within the department, including planning and preparing own lessons and setting and marking work.
- Ensure consistency across the department with assessing, recording and reporting on the development, progress and attainment of pupils.
- Support and participate in the arrangements for preparing pupils for public examinations and in assessing pupils for the purposes of such examinations.
- In addition to the timetable, organise and offer rehearsals, performances and events, organise and participate in competitions and other music-focussed activities, where possible.

- Ensure all department members build and maintain co-operative relationships with parents and communicate with them on pupils' learning and progress, drawing attention to skills and talents as well as areas for improvement and difficulties.
- Attend Parents' Evenings and other meetings with parents as required, and provide parents with information about a pupil's effort, attitude, performance and prospects.

2. Staffing and Management:

- Ensure a fair teaching load across the department in liaison with the Director of Studies and Deputy Head (Academic).
- In liaison with the Office Manager, oversee the work and remit of the Music Secretary to ensure efficient and effective use of their time.
- Assist in the recruitment process and leading the induction and assessment of new and probationary teachers and Visiting Music Tutors.
- Conduct appraisals and oversee the Continuing Professional Development of departmental staff.
- General 'line management' of departmental staff and Visiting Music Tutors including but not limited to absence management, performance and capability issues etc.
- Manage any departmental budget as may be allocated to the Head of Department.
- Lead on the department's Health & safety standards and ensure that the Department's resources are appropriately deployed and that the fabric of the Department's accommodation and equipment are in good order.
- Complete Risk Assessments for the department, as and where necessary, and ensuring that Health & Safety issues within the department are reported in a timely manner and dealt with effectively.

3. Pastoral:

- Maintain good order and discipline among the pupils and safeguarding their health and safety both when they are authorised to be on the School premises and when they are engaged in authorised School activities elsewhere.
- Be familiar with the School's Handbook, with particular focus to child safeguarding and internal reporting.

4. Tutoring and Duties:

- Along with all teaching staff, assume the role of tutor and undertake tutor and school duties within normal school hours as required by the School.
- Undertake cover duties to supervise and, so far as practicable, teach any pupils whose teacher is not available to teach them.
- If provided with staff accommodation, be resident in school accommodation and be on call, within reason, to attend to the pastoral and educational needs of boarding pupils and to undertake 'out of normal hours' tutor or school duties as required by the School and as agreed on an annual basis.
- Take a leading role in the co-curricular life of the school.

5. Department Administration:

- Organise and chair regular, well-managed department meetings to enable all staff to contribute to planning and policy making.
- Play an active part in Heads of Department meetings and attending any other meetings as directed by the Deputy Head (Academic).
- Plan and prepare the annual calendar of music events with the Headmaster,

Deputy Head (Academic), Director of Studies and Assistant Head (Co-curricular), choosing material/themes which are aligned to the School's vision and values and which showcase talent.

- Set and monitor internal 'mock' examinations within the department and analyse the results.
- Ensure the annual development plans reflect the objectives presented in the current whole-school development plan.
- Support and develop the School's scholarship programme including setting, assisting with and assessing scholarship examinations in Music. Work with the School's Scholarship Programme Co-ordinator to ensure that Music is represented in the School's scholarship programme.
- Ensure there is a suitably wide range and variety of different resources, including IT, and oversee the use of text books and other resources to include ordering, distribution and return.
- Liaise with the School's Examination Officer for the entering of candidates for public examinations and for the analysis and challenging of results. The Head of Department will be expected to be available for consultation and advice when results are published in August, for instance.
- Plan, oversee and promote regular music events and performances, working alongside the School's Chaplain, the Head of Drama and the Director of Piping as and when appropriate.
- Foster and implement links and initiatives out with the school to build on strong, existing relationships with local primary schools and further identify and develop other opportunities for musical outreach.

6. Marketing.

- Promote an enthusiasm for academic study and increasing the awareness of, and interest in, the subject throughout the School.
- Be a powerful advocate of the subject throughout the School and in particular at parents' evenings, course choice events and Open Days.
- Promote links and co-operation with other departments within the School and departments in other schools.
- Work with the External Relations department to meet prospective families, when required.

National and School Standards (*all staff*):

- Keep abreast of changes to Scottish (SQA Highers & Advanced Highers) and English (GCSE & A Levels) curriculum/education systems.
- Maintain professional expertise by undertaking regular CPD.
- Adhere to the GTCS Code of Professionalism and Conduct as well the School's Code of Conduct for staff.
- Undertake regular Child Protection training and complying with child safeguarding requirements (GIRFEC) and understanding the reporting responsibilities.

Person Specification

Attributes	Essential /Desirable
Qualifications	
Educated to degree level with postgraduate teaching qualification.	E
Ability to gain GTCS registration by start date.	E
Experience	
Significant experience of teaching Music.	E
Experience of managing/leading a department.	D
Experience of working in an Independent School.	D
Experience of conducting and leading ensembles, choirs, orchestras etc.	E
Skills	
Ability to teach throughout the age range 10 to 18 (GCSEs, Highers & A Levels).	E
A well-organised classroom practitioner.	E
Ability to lead, manage and develop a team of staff.	E
Understanding of Health & Safety & Child Protection legislation within Education.	E
Understanding of the pedagogical and wellbeing needs of pupils.	E
Competent user of IT and the ability to share this technical knowledge with colleagues.	E
Good observation skills to record, document and share key information	E
Personal characteristics	
Exceptional time management and organisational skills with the ability to prioritise their own needs as well as those of colleagues and pupils.	E
Excellent interpersonal and communications skills; ability to establish good links with pupils, parents and colleagues.	E
Outgoing, confident, affable, positive and approachable.	E
Flexible and adaptive approach to work.	E
Ability to work on own initiative.	E
Act as a role model for pupils and colleagues.	E
Reliable, methodical and trustworthy	E
Neat, tidy and professional appearance	E
Be a person who is able to mix easily with persons of any culture or background	E
Ability to maintain close and harmonious relations with work colleagues at all levels	E