



GEORGE  
WATSON'S  
— COLLEGE —

## **Job Description**

### **Director of Music**

George Watson's College wishes to appoint a permanent Director of Music. The post will be available from August 2022 and represents an excellent opportunity for a practitioner with outstanding drive and ability to continue their career in a high profile and supportive setting.

#### **THE SCHOOL**

George Watson's College is one of the country's best co-educational independent day schools. Founded in 1741 for the education of young minds, it fulfils to this day the role intended by its founders. 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 Additional 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 four Deputy Headteachers. A parallel structure exists in the Junior School.

#### **The Senior School**

The leadership of the Senior School by the Head of Senior School and a team of four deputy headteachers enables Principal Teachers to shape the character of their department within an

overall ambition for the Senior School and the School 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 leads and manages music across both Senior School and Junior School but is formally part of the Senior School team.

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 Junior School**

The Junior School at George Watson's College is made up of two adjacent buildings to accommodate Preschool, Lower and Upper Primary children. Leadership is by the Head of Junior School and four Deputies.

Our purpose built Lower Primary is designed to meet the needs of our early years learners from Preschool to Primary 3. Our facilities include an all-purpose hall and library as well as play, art and craft areas.

Our Primary 4 to Primary 7 children are taught in our Upper Primary building which also houses our Music Suite of classrooms and individual tuition rooms. Our children also enjoy the facilities of the whole school, which includes the Centre for Sport, Art and Music schools. Specialist subject teaching is delivered in French, Spanish, Art, Music, Drama and P.E.

All classes in the Junior School are of mixed ability. Maths in Primary 4 to Primary 7 is taught in broad-banded sets.

The Junior School also benefits from an established Wraparound Care facility to support children through the Breakfast Club, After School Club and Holiday Care.

Our curriculum ensures that all our pupils have an entitlement to a broad and rich general education ensuring that the needs of pupils are met. Our School motto, Values and Principles echo the Proposals of Curriculum for Excellence.

The School believes in educating the whole child and considerable emphasis is put on extra-curricular activities. There is a wide range of clubs available to Upper Primary children, either at lunch times or after school, and a separate booklet detailing these is available. All staff members are expected to participate in the organising and staffing of these activities.

### **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 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 Pipe Major and Drum 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 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 Apple TV. All computers run Garageband, and Sibelius software.

Music is taught to all nursery 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 2019 30 pupils took National 5 Music, 28 gaining Grade A and 2 grade B. In Higher Music, apart from two grade Bs, the other 25 candidates were all awarded a grade A. 6 pupils took Advanced Higher Music, 5 receiving a grade A and one a grade B.

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. 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 500 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 teacher, eligible for registration with the General Teaching Council for Scotland;
- have significant and successful experience of teaching and leadership in secondary schools, ideally also with some experience of teaching of pupils in the primary years;
- support and develop the inclusive and innovative ethos of music at the School
- have experience of teaching music and instrumental or choral work at a high level;
- be flexible and imaginative in developing new ideas and resources, as well as adapting to curriculum changes.

- have authentic, visible and confident leadership, interpersonal and communication skills and be able to work with colleagues from different disciplines and across both Senior and Junior Schools as well as partners from the wider community.
- have the strong organisational skills necessary to lead a large and diverse department in a high profile school.

## **JOB SPECIFICATION**

### **Line Management**

The Director of Music is accountable to the Head of the Senior School with day to day line management and quality assurance of the department delegated to the Senior School Deputy Headteacher responsible for Enrichment. They will also work closely with the Head of the Junior School in relation to music provision for younger children.

### **General Responsibilities**

In addition to the general responsibilities of a teacher at George Watson's College, the Director of Music is responsible for the delivery of the Music curriculum through the School and the programme of Extra-Curricular Music.

The Director of Music will be expected to teach approximately 25 periods of Music per ten day cycle.

The person appointed will be responsible for teaching classes in the School using his/her skill, experience and best endeavours. S/he will abide by the Code of Conduct for Staff at George Watson's College as well as the safeguarding requirements for all those engaged in working with children in Scotland. A contribution to the wider life of the School is an expectation of all staff.

### **Specific Responsibilities**

The person appointed will be expected:

- To promote a positive ethos in the music department
- To manage, deliver, evaluate and develop the music curriculum across the age-range of the school
- To promote high quality Learning and Teaching practices within the department and to encourage high academic standards
- To manage the resources in the music department, including accommodation, equipment, resources and teaching materials
- To manage the "extra-curricular" life of the music department, including rehearsals, concerts in and out of school and foreign tour

- To ensure that all activities associated with the delivery of Music are compliant with the health and safety protocols in place at any time
- To act as line manager for the Assistant Principal Teachers of Music, the Head of Strings and the Head of Woodwind and Brass and other members of the Music Department, as appropriate;
- To coordinate and lead the work of teachers and support staff in developing resources for Music in the School;
- To advise the Heads of Senior School and Junior School and other Senior Staff as necessary in all matters associated with Music;
- To maintain close liaison with Music organisations in Scotland;
- To maintain liaison with the Merchants' Company of the City of Edinburgh and other for mutual benefit;
- To participate in the Senior School Leadership Forum (Senior School Principal Teacher meetings) and contribute to developments in a collegiate manner;
- To participate in the George Watson's College programme for Professional Update;
- To undertake such other duties and responsibilities as the Head of Senior School may reasonably require

## **REMUNERATION**

A competitive salary is offered for successful candidate. 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**

A letter of application, addressed to Mr Gordon Boyd, Head of Senior School, together with a completed Application Form and Diversity Monitoring Form, should be emailed to Mrs Jane Robinson ([vacancies@gwc.org.uk](mailto:vacancies@gwc.org.uk)) no later than noon on Monday 6 December, 2021.

For any informal discussion about the post, please contact Mr Richard Travers, Deputy Head (Enrichment) by emailing [r.travers@gwc.org.uk](mailto:r.travers@gwc.org.uk)

Interviews are scheduled to take place on Thursday and Friday 13 and 14 January, 2022.