



**Brent
Music
Academy**

Brent Music Academy Head of Learning Pathways Job Description

ROLE

Contract: Initially one year, renewable

Start date: ASAP between July 1st 2024 and September 1st 2024

Salary: £40,000–£45,000 FTE depending on experience, pro rata at 30%

Reports to: BMA Director

Working hours: 1.5 days per week, including 30 term-time Saturdays per year and 2–3 day long enrichment projects (not in year one), with flexible working possible for other aspects of the role).

Location: Saturday / project delivery takes place in locations in Brent, NW London. Office space will be available at a Brent location, with flexibility to include home working when possible within the duties of the role.

BRENT MUSIC ACADEMY

Brent Music Academy (BMA) is an exciting new charitable organisation providing accelerated music, performance and industry opportunities coupled with pastoral and financial support to eliminate barriers to the music industry for young people from diverse backgrounds in the London borough of Brent and surrounding areas. Initially devised by long-time partners the Royal Philharmonic Orchestra (RPO) and Brent Music Service (BMS), BMA will address identified gaps in the existing music industry pipeline, working closely with partner organisations (including RPO, BMS, Institute of Contemporary Music Performance, Brent Black Music Co-op, Brent Council and others), families and educators to identify young people displaying relevant aptitude or ability – regardless of background or prior achievement – and design supported pathways into professional training, performance, work experience and industry opportunities. From small and large mixed ensemble and creative music opportunities (Performance Pathway) to music business, production and administration training and project work (Industry Pathway), BMA will offer the highest quality experiences to talented young people from all genres/musical backgrounds, irrespective of socioeconomic or other barriers, with the aim of creating inclusive progression routes and pathways into the wider music industry.



The Institute
of Contemporary
Music Performa



PURPOSE OF POST

Working with the BMA Director, this role will include overseeing the development of a fit-for-purpose curriculum, as well as designing procedures to monitor quality and student progression. Also responsible for recruiting and overseeing training of additional staff and professional tutors from across the various roles of the industry, the post holder will play a key part in driving the Academy culture, placing inclusion and excellence at the heart of everything the Academy works to achieve.

JOB OUTLINE

Curriculum Management

- In consultation with the BMA Director, Steering Group and the existing team of professional facilitators, design a curriculum to guide teaching and learning across the Performance Pathway, including benchmarks for progress at different ages/stages of development.
- Ensure the curriculum is relevant and appropriate for young musicians from all genres or styles, with a focus on aural and structural elements of music, advanced musicianship skills and creativity, without over-reliance on traditional Western pedagogical techniques, notations or repertoire.
- In consultation with the BMA Director, key members of the Steering Group and the existing team of professional facilitators, design and articulate a curriculum to guide teaching and learning across the Industry Pathway.
- Ensure the curriculum is broad and inclusive of the widest range of industry topics and specialisms, with ample opportunities to experience and develop skills across music business, administration, live events and production.
- Develop processes to monitor the success of curricula to drive student progression, including benchmarks for progress and methodologies for checking and reporting on progress.
- Effectively articulate content and ethos of curricula to all staff and musicians delivering activity, including delivering training and providing ongoing appraisal and feedback on performance.
- Continue to refine and develop curricula as required, keeping in line with best practice, student need and practical considerations of the Academy.

Safeguarding

- Support the Director in overall responsibility for ensuring Safeguarding, accessibility and Health & Safety considerations are taken into account at all stages of event planning and delivery
- Monitor staff adherence to BMA safeguarding procedures with support of the Programme Manager (Designated Safeguarding Officer) and Director.
- Maintain the highest levels of professionalism in handling confidential data, information and disclosures from individuals, organisations and service users.

PERSON SPECIFICATION

Essential

- Evidence of experience and understanding of the professional music industry, in the broadest sense
- Demonstrable track record of working in creative music education contexts with young people from diverse backgrounds
- Evidence of a high degree of understanding of various styles of music pedagogy and theory
- Experience of educational leadership and innovation
- Excellent organisation and leadership skills
- Evidence of a strategic mindset
- Evidence of ability to apply quality management principles and processes
- Excellent communication skills including working effectively with a variety of audiences including children, young people, parents, professional musicians and stakeholders
- Ability to develop excellent trusted working relationships with key external partners at a senior level
- Strong team worker, with an ability to work in partnership with other key staff to deliver a high quality product
- A commitment to diversity and inclusion
- Comfortable identifying and training staff, providing support where necessary to ensure excellence across delivery

Desirable

- Education qualification such as PGCE, QTS
- Ability to confidently facilitate group-based creative music tuition
- Understanding of current music education initiatives and policy
- Demonstrable track record of organising small and large scale performances

The position involves working with children and young people; therefore the appointment will be subject to an Enhanced Disclosure & Barring Service check.