

Director of Music



Haileybury is a leading co-educational independent boarding and day school in Hertfordshire with around 900 pupils, aged 11 to 18. Founded in 1862, Haileybury is a school that is rooted in history and tradition, but which is innovative and progressive.

Haileybury has an outstanding reputation in the UK and internationally and was judged “*excellent in all areas*” by ISI in October 2022.

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Situated on a beautiful 500-acre estate within easy travelling distance from London, Cambridge and various international airports, Haileybury offers a world of opportunity for pupils within a happy and purposeful community.

Haileybury is an **academically selective** school that creates learners who are ambitious, intellectually curious, imaginative and collaborative. Inspectors described pupils as “happy learners who appreciate the value of the broad education they receive and who enjoy the process of learning”.

We have a comprehensive system of **pastoral care and wellbeing**. Our House structure is led by an outstanding wellbeing team and Haileybury has onsite Health and Wellbeing Centres including a Counselling Service available to pupils and staff.

The **extensive co-curricular offering** at Haileybury provides a breadth of opportunity, and depth in terms of specialist provision. Pupils enjoy both individual and team successes at national and international level in sport, as well as achieving national awards in the performing arts. Through experiencing the co-curricular programme our pupils develop character, resilience and self-confidence.

Haileybury is **ambitious and thought leading**. For example, our new state-of-the-art SciTech Project includes laboratories that will house our research collaboration with professors from Stanford University allowing pupils to take part in real-life scientific endeavour.

We place great emphasis on playing our part in **the wider community**. The School has a vibrant and inclusive Chaplaincy and community outreach programmes support the School’s central value of service to others.

Haileybury has a strong **international dimension**, with two partner schools well established in Kazakhstan and further schools due to open in Bangladesh and Malta. Haileybury also proudly sponsors our academy partner, Haileybury Turnford, in the UK.

Our goal is for pupils to leave Haileybury with **a passion for learning, a strong sense of their own identity and respect for others.**





The Music Department

Haileybury's Music department is at the heart of the School's life, promoting a distinct and integrated musical education that provides for the fullest diversity of expression. It is a centre of outstanding choral and orchestral music; its flagship Chamber Choir has most recently completed a high-profile international tour of Australia and Malaysia in July 2023. A place of extraordinary opportunity, where all talent finds both a home and a stage, over 40 per cent of the pupil role takes one or more instrumental lessons here; with over 600 lessons taught a week, this is a large and growing department. Dozens of chamber music ensembles and popular music groups determine that pupils will develop their skills, interests and qualities of leadership in a focused environment.

Music is fashioned as a whole-school endeavour; indeed, it forms the pivotal expression of the School's cultural life. Each day, our pupils sing unashamedly and with gusto in the School's magnificent Chapel, and each year every pupil is involved in ever-popular House Music competitions. The department undertakes regular concert and opera trips, annual music tours and twice-yearly musicals (including *The Drowsy Chaperone*, 2020; *Les Misérables*, 2023; *Chicago*, 2024). It has recently begun considerable outreach and engagement work with schools and other organisations in the community, using its resources to support music-making across the local area.

A determinedly holistic vision of music-making ensures that pupils are nurtured and inspired to be the best of themselves. No one musician is the same as another, so the deepening of creativity, musical awareness and technical prowess is never taken to be separate from an individual's simple love of, and engagement with, what they do. To that end, they talk convincingly about the music they make; they understand the significance of the discipline in the widest cultural and world contexts, and they are ambassadors for music as the very structure that binds society together. Challenge, with the appropriate support, is granted through an individual mentoring scheme, and musicians of the appropriate ability attend junior departments of the Royal Academy and Guildhall. Pupils are also members of such national ensembles as the National Youth Orchestra, National Youth Concert Band and National Youth Choirs of Great Britain.



Facilities

The department is housed in a purpose-built three-storey building, including an extension to accommodate additional teaching, practice and storage rooms as well as a glass-fronted atrium, which acts as both an entrance to the Music School and as a venue for smaller concerts (including the weekly lunchtime *Soundbites* recitals).

The extension also connects the Music School to Bradby Hall, a beautiful concert hall of considerable architectural and acoustic merit, used for concerts and ensemble rehearsals.

These premises also house: two academic classrooms, two computer rooms with Apple computers running Sibelius and Logic software, 18 practice rooms (open daily from 6:30am–10:00pm and equipped with Yamaha pianos), offices for the resident staff, a harpsichord, 3 harps, and 6 grand pianos (including both a Steinway and Yamaha).

In addition to this, we have two percussion studios and an impressive range of percussion instruments, 4 drum-kit set-ups (2 with PA systems to enable bands to simply turn up and play), a host of practice amps and a good stock of orchestral instruments available for loan to pupils.

Major concerts also take place in the main school hall (Big School), and in Chapel where we have a superb Klais, 2-manual organ, installed in 1998, and an adjoining Song Room.



Weekly Activities

Over 50 ensembles meet and rehearse in the department each week. The department is fortunate to have a number of 'priority slots' in the weekly timetable, enabling the smooth running of groups without conflict with other co-curricular activities, though chamber ensembles also get together outside of these priority slots. Wednesday afternoons offer an additional 'activity time' during which the more dedicated musicians can focus on music-making and individual practice; this offers perfect moments to develop specific skills, perhaps in preparation for higher level practical exams/diplomas or for Oxbridge Choral/Organ scholarship auditions. Recent initiatives have included the successful introduction of a piano duet scheme and training groups for Symphony Orchestra, the Symphonic Brass Group and Concert Band. A new Contemporary Choir has provided a focus for the promotion of new music.

Haileybury's Lower School has its own music provision, whilst allowing pupils of the relevant skill to be members of the senior ensembles. A hugely successful trial instrumental scheme has seen 100 per cent of Lower School pupils in the past three years learning an instrument in their first year. Lower School boarders enjoy their own practice session early on Saturday mornings. The School's popular Choral Society gathers throughout the year and presents at least one concert per term. A focus on Madrigals in the Summer term is preparation for an annual concert that has been running for over 80 years in the idyllic setting of nearby Great Amwell on the water.



Staffing

Working closely with the Director of Music is the Deputy Director of Music and Head of Academic Music, together with the department's part-time Heads of Section in Brass, Keyboard, Jazz & Popular Music, Strings, and Wind report directly. The Deputy Director of Music has recently had oversight of the choral programme and singing teachers, and a Music Fellow assists with teaching and the general good ordering of the department. A superb team of close to 30 visiting music teachers enables the department to facilitate tuition in all orchestral instruments, as well as, piano, singing, percussion (both drum kit and orchestral percussion), and guitar (classical and electric).

A full-time Music Administrator deals primarily with the successful running of music lessons each week, who factors in specific needs, such as pupils learning two or more instruments, the busy school calendar and any potential conflicts that might arise with timetabling; this central coordination ensures strong communication between teacher, pupil, teacher and the individual's House. The School is uniquely blessed with a system that works well for all. A Music Technician provides full technical support of the music and drama departments, and teaches Music Technology to pupils. The department has in the past enjoyed the specific gifts of a School Organist, whose role is currently supplied by the presence of four organists on the full-time staff.



The role

The Director of Music leads, co-ordinates, supports and oversees all aspects of musical activity within the School.

In addition to the responsibilities expected of all teachers at Haileybury, the Director of Music has responsibility for the smooth running of the Music Department, reporting to the Master, and in daily matters to the Deputy Head (Co-curricular). A complex role, it requires considerable consultation, coordination and collaboration.

Though the following is not exhaustive, the Director of Music will:

Performance Music

- Plan an annual programme of outstanding, coherent and innovatively-conceived concerts
- Support the weekly Soundbites concerts, run by the Music Fellow
- Chapel Choir, alongside the directing of Symphony Orchestra and Choral Society
- Encourage other regular opportunities for informal individual and group performance
- Arrange and conduct high-profile trips/tours out of term-time, both domestic and overseas
- Develop links with external individuals, ensembles and organisations of repute, not least through the annual Artists in Residence scheme
- Support the strong working relationship with the Dramatic Arts, including the the annual Senior and Lower School musicals, and other assistance where required
- Give weight to local community engagement by offering concerts at local venues
- Collaborate effectively and efficiently with Catering, Events and Marketing departments

Recruitment & Admissions

- Have oversight of the around 100 music award holders, providing a bespoke package of training and experience, including numerous opportunities to perform alongside, watch or learn directly from professional musicians, both from inside and outside the School
- Collaborate with the Admissions Department and Senior Leadership Team in relation to awarding Music Scholarships
- Visit local feeder schools on a regular basis, developing strong relationships with other Directors of Music
- Plan annual immersion and taster days for primary school-aged pupils, including the popular Choral and Orchestral days

The role

Management

- Have responsibility for the daily running and administration of the department, including its c.30 members of staff, their employment (in liaison with the HR Department) and appraisal
- Manage and define the specific areas of responsibility of the part-time Heads of Section for the good delivery of their respective areas
- Arrange the Peripatetic staff's considerable contribution to musical activity beyond their routine teaching
- With the Music Administrator, have responsibility for arranging non-academic music exams including the provision of accompanists
- Manage the co-curricular music budget, preparing budget bids in accordance with the School's budgetary timetable and in discussion with the Deputy Head (Co-curricular). Have responsibility for the transparent and careful management of the allocated budget

Chapel Music

- Have a developed awareness, and instinctual appreciation, of the School's strong tradition of sacred music
- Work closely with the Chaplains and organists, overseeing the provision of an appropriate and ambitious liturgical music programme, principally through In Weekend Chapel Services and weekly services of Compline
- Support, and ensure support of, services which may take place outside term time, including weddings, baptisms, memorial services, and the larger festivals of the Church Year

Outreach & Engagement

- Further links with the Music Department at Haileybury Turnford, supporting its musical endeavours and projects
- Develop links with the local community, not least through established lunchtime recital series at local churches and other venues
- Promote music-making in local primary and prep schools, through a successful scheme run by the Head of Strings

Teaching

The Director of Music works closely with the Head of Academic Music. The Head of Academic Music reports to the Deputy Head (Academic) and is responsible for the planning and delivery of International Baccalaureate, A level and GCSE music lessons and exam preparation in the school timetable. The Director of Music will contribute to this classroom teaching and advise and assist where appropriate.

Application Process

Applications must be submitted via our application form together with a covering letter explaining your interest in this role.

If shortlisted, you will be invited for a first-round interview.

To apply for this position, please complete the application form in full, with reference to the job description and return it to teacherrecruitment@haileybury.com by **Monday 29 January 2024 at 12 noon**.

Safeguarding and Child Protection

All employees must be aware of their responsibilities for promoting and safeguarding the welfare of children and young persons with whom they may come into contact whilst at Haileybury. Employees must comply with the School's Safeguarding and Child Protection Policy and must be familiar with how to raise any safeguarding or child protection concerns.

Equality, Diversity and Inclusion

Haileybury is an equal opportunities employer and is committed to treating all employees and applicants equally irrespective of any protected characteristic.

The School is committed to its strategy of diversity and inclusion and encourages applications from staff with diverse backgrounds. In this way, the School wishes to enrich the collective knowledge and experience of its staff body. Staff are encouraged to contribute their ideas in order to help shape a curriculum that explores a range of perspectives, and meets the needs of our diverse pupil body.

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