

National Youth Orchestras of Scotland

Director of Engagement

Salary: £40-£45k

Location: 13 Somerset Place, Glasgow, Scotland

Apply by: 16 September 2022



Director of Engagement

Job Description August 2022

Contract: Permanent, full time, starting as soon as possible

Reporting to: Chief Executive

WELCOME FROM THE CHIEF EXECUTIVE

Thank you for your interest in the Director of Engagement role with the National Youth Orchestras of Scotland (NYOS). I joined the organisation as Chief Executive in January 2022 at an exciting time of renewal, recovery, and exploration. As we emerge from the pandemic and refocus our vision for the future, we are recruiting a Director of Engagement. This key new role is designed to support the development and delivery of a new Engagement plan to broaden and diversify the NYOS community and help widen access to the inspirational experiences that NYOS has to offer.

NYOS is currently undertaking a full strategic review, producing a new business plan, and working towards an application for multi-year statutory funding. To underpin these processes, we are currently consulting with stakeholders about NYOS' role in the lives of young musicians and its place within the Scottish musical landscape (see www.nyos.co.uk/soundings).

NYOS provides world-class classical and jazz tuition to young people aged 8 upwards through a comprehensive programme of orchestras, jazz bands, training ensembles, and community and schools' workshops. We work with around 600 of Scotland's young musicians each year.

NYOS is overseen by a non-executive Board of Directors and the management team currently consists of 6 full-time and 4 part-time members of staff. Please see the organisational chart for details. Each year we also work with numerous freelance conductors, soloists, workshop leaders, professional tutors, and pastoral support workers to deliver our programmes.

As a member of the Senior Management Team, the Director of Engagement will work closely with the Board, Chief Executive, and other senior managers to develop and implement a new strategy and business plan. They will work collaboratively with the management team and with external stakeholders to develop and evaluate NYOS programmes, and to promote equalities, diversity, and inclusion across all NYOS programmes.

I look forward to hearing from you!



Dr Kirsteen Davidson Kelly

Chief Executive

ABOUT NYOS

For over 40 years, NYOS has supported Scotland's aspiring young musicians through a dynamic programme of residential training courses, national and international concert tours with leading soloists and conductors, and workshops for a wide range of abilities in communities throughout the country. www.nyos.co.uk

NYOS provides ensemble experiences in classical and jazz music for students from age 8 upwards. In addition to organising training, intensive rehearsals, and national and international concert tours for its orchestras, NYOS is committed to introducing musical experiences to Scotland's young people through a regional programme including residencies, workshops, and performances.

Through our annual concert programmes, NYOS shares the passion, energy, and excitement of Scotland's young musicians with audiences across the country and further afield. Over the past decade, NYOS ensembles have made appearances at the BBC Proms, Edinburgh International Festival, and London Jazz Festival, and have toured China. Our players have collaborated with internationally renowned artists including Wynton Marsalis, Nicola Benedetti, Steven Osborne, and rising stars such as Jess Gillam, Timothy Ridout and Aaron Akugbo.

Here's an irony. While instrumental education in Scotland is at crisis point, why is it we can field a full-scale national youth orchestra as good as this? No room to answer that here; simply to report that Friday's rip-roaring concert in Stirling – the final leg of the NYOS Symphony Orchestra's three-concert summer tour – proved that somehow, somewhere we are producing musicians ripe and ready to pursue professional careers in music should they choose to do so.

Ken Walton, The Scotsman, August 2019

While integral to our work is a commitment to providing expert-led musical tuition at a national level, we also recognise the wider holistic benefits of musicmaking which develop the life skills of our participants, and above all the importance of creating a welcoming, structured, and fun environment for our players to flourish alongside their peers, regardless of their race, ethnicity, or identity.

Underpinning our work is a strong commitment to removing barriers to participation to ensure that no young person misses out on the opportunity to participate in a NYOS project due to their personal circumstances. Embedding this ethos further throughout our programme is of paramount importance to us.

ROLE OVERVIEW

The Director of Engagement is a new role designed to help NYOS embed inclusive practice at the heart of its work and to broaden and diversify NYOS' membership and programme, creating positive, sustainable, inclusive opportunities for a wide range of young musicians to play their part in the NYOS community and to thrive through group music-making.

The Director of Engagement will be key to supporting NYOS through a period of development and will contribute to the development and implementation of a new five-year strategic plan for NYOS. They will work closely with the Chief Executive to design the new engagement plan, to expand collaborative partnership working across Scotland, and to innovate within the existing NYOS programmes with the aim of diversifying NYOS' content, activities, and people.

The evolving NYOS programme will include projects co-designed with young people, youth leadership opportunities, and development opportunities for early career musicians. Building on a current initiative to appoint Young Trustees to the NYOS Board in November 2022, the Director of Engagement will work with the Young Trustees to ensure that young people's perspectives and skills are embedded in the work of the organisation.

The Director of Engagement will lead on the evaluation of the new engagement plan and will help to embed evaluation into all the organisation's planning, delivery, and reflection cycles. They will ensure that NYOS' values are fully embedded within all our activity, and will support the embedding of Equalities, Diversity, and Inclusion practice across NYOS' programmes.

The Director of Engagement will report to the Chief Executive and will line manage the Head of Ensembles, who oversees programme delivery, and other roles as required. As a member of the Senior Management Team, they will work closely with Heads of Development, Finance, and Ensembles to develop the organisation's strategic planning and to oversee operations. They will maintain an external network of partners and stakeholders including Local Authorities, educators, and other music organisations that are representative of creative cultures of the wider community.

Principal Accountabilities

- Develop and oversee NYOS' new engagement plan to widen access to NYOS
- Develop partnership working to support recruitment and retention within all NYOS programmes
- Work closely with the Chief Executive and Head of Ensembles to develop programmes which diversify and develop NYOS' content, activities, and community
- Lead on the development and implementation of evaluation processes across all NYOS programmes, and analyse findings to inform future programme design
- Ensure that NYOS' values are embedded within all activities and support the embedding of Equalities, Diversity, and Inclusion practice across NYOS' programmes
- Work with Young Trustees to centre young people's perspectives and skills within organisational development
- Work closely with Development team to fundraise for and report on NYOS programmes
- Set and monitor annual budgets

PERSON SPECIFICATION

Essential knowledge, skills and experience

- A confident, strategic leader with senior management experience
- Experience of producing creative programmes and building relationships with a range of participants and stakeholders
- Skilled and sensitive written and verbal communicator, able to advocate and influence
- Evidence of effective programme delivery
- An enthusiasm for and commitment to youth music of all cultures
- Knowledge and appreciation of a range of musical genres
- Good knowledge of education and cultural policy
- Good understanding of music education delivery in the formal and non-formal sectors
- Experience of evaluating and reporting on programme delivery

- Experience of setting and monitoring budgets
- Good numeracy and IT skills
- Full, clean driving licence

Essential characteristics

- A forward-thinking team player, able to lead through change and challenge
- A confident leader, able to build positive and constructive relationships internally and externally
- A strategic thinker, highly organised, able to prioritise and work accurately to deadlines, confident managing multiple projects simultaneously
- An excellent written and oral communicator, able to respond sensitively to a wide range of people and needs
- Committed to principles of equalities, diversity and inclusion

Desirable knowledge, skills and experience

- Experience of website development
- Knowledge of CRM systems
- Trained in safeguarding & child protection (DCPL or equivalent training)

JOB CHALLENGE

To develop and sustain innovative and inclusive programmes which respond to a wide range of needs, skills and aspirations.

ADDITIONAL INFORMATION

In addition to the principal accountabilities outlined above, the Director of Engagement will

- Contribute to new strategic plan and business plan
- Contribute to brand development
- Oversee programme planning
- Contribute to forthcoming update and ongoing maintenance of NYOS' data, scheduling, and communications systems
- Report directly to the NYOS Board on programme delivery and outcomes
- Present to partners and industry colleagues
- Work closely with the CEO and Senior Management Team to ensure robust business and operational planning
- Undertake any other reasonable duties as required to support the work of the organisation

KEY TERMS AND CONDITIONS

- Salary range: £40,000 - £45,000
- Full-time, 35 hours per week, permanent role
- Normal working hours: 0900 to 1700 Monday to Friday with a 1-hour lunch break

- Evening and weekend work as required for which overtime is not paid, but for which a TOIL policy is in operation
 - Based in Glasgow head office, with possible partial home-working following discussion
 - Holiday allowance of 22 days annual leave, 12 public holidays
 - NEST workplace pension scheme
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EQUAL OPPORTUNITIES

The National Youth Orchestras of Scotland recognises that many people in our society experience discrimination or lack of opportunity for reasons that are not fair. These include race, religion, creed, colour, national and ethnic origin, pregnancy or maternity, political beliefs, gender, sexual orientation, age, disability including mental illness, HIV status, marital status, responsibility for dependants, geographical area, social class, and income level.

The National Youth Orchestras of Scotland is committed to a Policy of Equality of Opportunity which respects the identity, rights, and value of each individual, and welcomes applications from all sections of the community. We are committed to growing the diversity of the organisation and particularly encourage applications from people with disabilities, LGBTQI+, Black, Asian and other global majority backgrounds, care leavers, and those residing in an area of social and economic deprivation as measured by postcode on the Scottish Index of Multiple Deprivations (SIMD) <https://simd.scot/>

Please let us know if you have any support and access requirements. We will work with you to ensure any inclusion requirements are met. If you require additional assistance during any stage of the application process, including at interview (which may take place online), please let us know.

HOW TO APPLY

Please submit your CV and a covering letter of no more than 2 pages outlining why the post interests you and how you meet our role requirements. Please include a completed copy of the Equal Opportunities Monitoring Form, which is designed to help NYOS achieve its aspiration to become a truly inclusive community. Please also include a daytime telephone number and email address with which to contact you for possible interview arrangements. Referees will not be contacted prior to interview or without your permission.

You may send a video or audio recording in place of a cover letter if you wish.

Applications should be e-mailed to: recruitment@nyos.co.uk

Closing date for applications: Friday 16 September 2022 at midday

Interviews: Wednesday 28 September 2022

Further information

Attached Organisation Chart, Equal Opportunities Monitoring Form, Equality and Diversity Policy, Privacy Notice to Applicants. Season brochures and other publications are available from www.nyos.co.uk

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