



September 2025

Director of Music

UPPINGHAM



From the Headmaster, Dr Richard Maloney



Uppingham School's musical pedigree and history is well-known. Yes, we were the first school to appoint a Director of Music – Paul David in 1865 – however, as proud as we are of our heritage, we also want to be the foremost school for music in the 21st Century.

Music is at the heart of Uppingham, and our 850 pupils have the opportunity to play music every day of the week. Many Uppinghamians aspire for excellence in their musical disciplines – and there are manifold opportunities for them to do so – whilst others simply enjoy the camaraderie of making music. Ultimately, we want all our pupils to enjoy music and feel there is a space where they can enjoy the genre that inspires them.

Uppingham has a strong culture of participation in music and, especially, singing. Clearly, this is a strength we want to preserve. At the same time, it is our ambition that the School cements a national reputation for providing the best artistic music development programmes in the country. That blend of enthusiasm, high performance, and universal provision will be at the heart of the Director of Music's vision and mission.

Looking outwards, we want to take our musical reputation beyond Uppingham School. We want to work with a charismatic Director of Music who will not only inspire the Uppingham community but who can see the bigger national picture. Led by someone with the creativity and ambition to do something very special, Uppingham's music can be truly outstanding.

We hope you find this a challenge you want to take on. You will find the facilities wonderful, the people fantastic, and our ambition unparalleled.

We aspire for Uppingham to be the very best school and want only the very best people to work with us.

I look forward to meeting you.

Dr Richard Maloney
Headmaster



Music at Uppingham

Uppingham has long been considered to be one of the leading music schools in the UK. Levels of engagement are high: ensembles include multiple choirs, a symphony orchestra, two string ensembles, a symphonic rock ensemble, a concert band, a jazz orchestra, a pipe band, a percussion ensemble, alongside numerous rock bands and chamber ensembles; over 400 instrumental/singing lessons are given per week and Music is a popular subject at GCSE and A Level. There are around 40 music scholars in the school who meet together three times each week, including a two-hour session every Friday for the purpose of Scholar Enrichment. Within this group we are currently running 19 separate bespoke ensembles with each scholar being involved in at least two of these groups. There are also two major house music competitions each year – The House Singing Competition and Battle of the Bands – and a prestigious Recital Competition for our Upper Sixth musicians.

A very busy programme of weekly recitals, ability-led concerts, masterclasses and larger public performances in the UK and abroad offer pupils of all levels frequent opportunities to perform – over the course of the academic year, the department stages around seventy public performance platforms including a thriving lunchtime concert series that regularly attracts audiences of over 100 people from the town and school community. Over the past two years there have been successful choir tours to Italy, and a tour this Christmas to our sister school in Cairo, and numerous concerts in and around Rutland and Cambridge including a choral and orchestral concert in Saffron Hall. Students regularly take up places at conservatoires and organ and choral awards at Oxbridge and, most recently, The Royal Academy of Music; other student successes include winning places in the NYO, NYC and NYCOS. We are a Royal College of Organist accredited institution.

Three buildings form the Music School, offering excellent recording, recital, teaching and practice facilities. 60 practice rooms, numerous grand pianos and three organs facilitate a wide range of activities. We regularly host annual courses for the NYC and the NYO.

The Director of Music leads a department consisting of the Assistant Director of Music (Instrumental) (appointed from one of the five Heads of Faculty), the Assistant Director of Music (Academic), Head of Keyboard, JPMT (Jazz, Pop, Music Tech), Singing, Strings, Wind/Brass/Per percussion, a school organist and a further two teachers of Academic Music, together with a team of approximately 40 visiting music teachers. Full-time administrative support is provided by the Music Events and Publicity Manager, the Music Lessons and Outreach Co-ordinator, and the graduate Musician in Residence



About the role: Director of Music

The Director of Music is accountable for the vision, quality, delivery and effectiveness of the School's musical programme. The Director of Music leads and manages the full-time and visiting members of the Music Department, oversees the planning and delivery of all musical events, and constructs and articulates a vision for the ongoing development of Music at Uppingham.

Uppingham is a busy and vibrant boarding school community and the opportunities to work with pupils are extensive and rich. At the same time, balancing the musical needs of the School with the demands of wider school activities (academic and social) requires flexibility and co-operative working with colleagues in the wider school environment.

The formal role description sets out the key elements of the position. The Director of Music will ensure that the highest quality musical provision is made available to all students, from top-end 'specialists' who are envisaging entering the musical profession to those for whom musical activity will not perhaps be as central a part of their life. At the same time, our vision for Music will reach beyond Uppingham and draw in talented young people from all backgrounds; the 'ambassadorial' role of the Director of Music will be of critical importance here.

This is a hugely important and exciting position. The successful candidate will have the opportunity to continue the vision outlined by Paul David, Uppingham's first Director of Music, appointed in 1865, and, under their tenure, Uppingham's music can continue to be truly outstanding.

About the person

We seek to appoint an outstanding director, leader and administrator to lead the life of Uppingham Music. The successful candidate needs to be an individual of considerable creativity, energy and dedication.

The successful candidate will have a strong track record of inspiring young people musically at all levels and standards. They will have been successful at a high level as a director/trainer of choirs, orchestras or other such ensembles, ideally with a focus on young and emerging musicians, and be an outstanding teacher of students of all abilities. They must have the capacity to establish and articulate an exciting vision for the onward development of Music at Uppingham, building upon the successes of the past and charting a clear course for the future.

Excellent communication skills will be essential: the successful candidate will have the ability to relate to and inspire all relevant stakeholders (students, parents, colleagues, potential music award holders, Prep School Heads and Directors of Music). The proven capacity to manage a very strong team of professionals will be important, together with a commitment to engage with and support all forms of music-making, whether or not they form part of their own performing or teaching backgrounds and interests.

Additionally, the successful candidate will have a strong understanding of the role and place of music within the context of a full boarding school that is committed to the all-round educational ethos.

Teaching at Uppingham

Remuneration and Benefits

The School has its own salary scale for qualified teachers, which is reviewed annually. The School offers an extensive range of benefits including a school fee discount scheme for children of staff, free gym membership, subsidised medical scheme, excellent pension scheme, and free Westfield Healthcare and Rewards package which includes discounts in retail outlets, restaurants, cinemas and with holiday providers.

All members of staff are expected to live within reasonable distance of the School so that they can contribute to boarding school life easily and effectively. Assistance with reasonable removal expenses is provided. School property is sometimes available initially, at a subsidised rate, for those who wish to rent, and some partly furnished flats are provided for those coming straight from university or overseas. Most staff prefer to buy their own houses in due course, and there is a wide range of property available in the town and surrounding villages.

One of Uppingham's great community strengths is dining in house. Each day teaching staff are invited to lunch in a boarding house; a genuine pleasure in the midst of a busy week.

Life in Rutland

Rutland – England's smallest county – is located in a beautiful part of the country. Alongside the stunning countryside, with Rutland Water only six miles away, there are a mass of leisure pursuits on our doorstep.

The town offers a range of independent stores and its location allows access to a number of thriving cities and towns. Uppingham is equidistant between Peterborough and Leicester which have excellent shopping centres, and Leicester, Nottingham and Birmingham all enjoy first-class theatre and concert facilities. Cambridge can be reached in 50 minutes and Oxford in an hour and a half. London is an hour by train from Corby, Kettering or Peterborough.

Uppingham town has nurseries, two maintained primary schools and an 11-16 community college, with sixth form colleges in nearby towns, such as Oakham and Stamford. There is a considerable community of young children within the area.

The next steps

Closing date:

Wednesday 29 January 2025, 9.00am

Shortlisting:

Monday 3 February 2025

Interviews:

Monday 10 February 2025

Informal enquiries may be made to the Assistant Head: Co-curricular, Dr Kyi Muller, km2@@uppingham.co.uk.

Applications must be made on the School's application form, which can be obtained via the School website or from hr@uppingham.co.uk..

Completed applications should be returned to hr@uppingham.co.uk or by post to:

HR Department, Uppingham School,
High Street West, Uppingham, Rutland LE15 9QE

Uppingham School is committed to safeguarding and promoting the welfare of children. Successful candidates must be willing to undergo full screening in accordance with Keeping Children Safe in Education (KCSiE), including an Enhanced Disclosure and Barring Service check. Issues relating to safeguarding and promoting the welfare of pupils will be explored at interview.

At Uppingham School, we value a truly inclusive, fair and equal work environment for all. Opportunities to work at Uppingham School are open to all, at all levels. We want to further increase the diversity of our workforce and actively encourage and welcome applications from candidates who have black, Asian, and minority ethnic backgrounds.





Uppingham School
Uppingham, Rutland LE15 9QE
United Kingdom

Switchboard: +44 (0)1572 822216
HR: +44 (0)1572 820647

hr@uppingham.co.uk
www.uppingham.co.uk

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Job Description

Job Title: Director of Music
Reports to: Assistant Head: Co-curricular

Job context

Uppingham School is a co-educational, full boarding school serving 800 pupils aged 13-18. The teaching staff number 110. This role is supported by a number of business units responsible for grounds and gardens, commercial enterprises, marketing, business development, human resources, IT, finance, health and safety, health care, operational services, and estates.

Uppingham has a rich tradition of music and provides a programme that caters for high-performance musicians who follow elite development programmes. Uppingham has a strong culture of participation and enjoyment of music which we seek to preserve and enhance. At the same time, it is our ambition that the School has a national reputation for providing the best music development programmes in the country. That blend of enthusiasm, high performance, and universal provision will be at the heart of the Director of Music's vision and mission.

The Director of Music is primarily accountable for developing Uppingham's music strategy and managing the quality and delivery of the music programme on a day-to-day basis. The Director of Music directly line-manages key providers of the music programme, including the Heads of Faculty, as well as overseeing the quality of provision of the School's other music programmes. The Director of Music takes a lead in ensuring the School's music programme is extensive and represents the aspirations of the pupil community to play and enjoy music.

Job purpose

To be the senior leader who, in conjunction with the Assistant Head: Co-Curricular, is accountable for the vision, quality, delivery and effectiveness of the School's music programmes. The Director of Music leads and manages the Heads of Faculty, co-ordinates all music staff, oversees the planning and delivery of all music events, designs and quality assures performance music programmes, and ensures there is stimulating music provision for all pupils.

Your accountabilities

1. To set a vision for Uppingham music: working from the School's aspirations and values to develop an ambitious vision for Uppingham music that is communicated to and supported by all key stakeholders; the vision will be underpinned by clear success criteria and defined aspirations for the School's musical advancement over a ten-year period.
2. To oversee the School's aspirational and elite musician development programmes: working with the Heads of Faculty to develop and embed national-class music development programmes that afford high-performance musicians the opportunity to develop their skills to the best of their potential
3. To create a first-class cadre of music teaching staff: ensuring there are opportunities for the training and continuous development of all music staff, sharing best practice and cutting-edge knowledge, and promoting internal and external teacher development courses.
4. To embed the School's values in all musical activity: these being, participation, inclusion, balance, choice, excellence and innovation; ensuring that all pupils are involved and catered for within the School's programmes, opportunities and culture of music provision.
5. To oversee, plan, deliver, and quality assure the School's music programme: ensuring the music programme operates effectively on a day-to-day basis, that staff are deployed efficiently and appropriately, and that the pupils' experiences meet the agreed KPIs; the Heads of Faculty and visiting music teachers work to clear quality performance guidelines and that opportunities for reflection, assessment, and re-planning lead to measurably better outcomes on a year-on-year basis.

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6. To lead music outreach, recruitment and marketing: using music contacts to create meaningful links with external bodies; working with feeder schools and other organisations to attract highly talented musicians to Uppingham School; drawing the best musicians as employees and contributors to the School's programmes; marketing and selling the School's music vision and pupil outcomes to a national and international audience.
7. To oversee music facilities development and management: working with the School's senior leadership to plan the medium and long strategic development of Uppingham's music resources.
8. To ensure that Uppingham's music provision is in line with the School's health and safety protocols: creating a culture where pupil safety and welfare are the priorities of those leading musical activities; ensuring the School conforms to all relevant internal and external health and safety guidance.

Outcomes

1. To set a vision for Uppingham music: a strategic plan for music has been created and inceptioned; the plan has been communicated to all key stakeholders in Uppingham music; the success criteria and KPIs are regularly monitored and can be shown to inform future planning and development; the core aims of the vision are realised within a specified time-frame
2. To grow aspirational and elite music development programmes: Uppingham School has players playing representative music and on elite musician programmes; there are all-year round training and playing opportunities for aspirational players who receive specialist support and are mentored on Uppingham's development programmes. Music teachers
3. To create a first-class cadre of music teaching staff: staff development programmes are in place and monitored for their effectiveness; the quality of applicant for music roles is demonstrably and consistently strong; staff surveys indicate that their work is improved and enriched by CPD experiences.
4. To embed the School's values in music: the School's music experience and literature articulate the music values which, in turn, are understood, shared, and communicated by all participants, teachers, and parents
5. To oversee, plan, deliver, and quality assure the School's music programme: the School has an extensive music performance programme that affords playing opportunities to musicians of all abilities; a well-structured programme of life-enhancing music activities exist for those who seek them; the delivery of the programme is operationally faultless with expectations communicated to teachers and pupils alike; quality assurance mechanisms exist which are used to assess performance and inform future planning to bring about measurably improved outcomes.
6. To lead music outreach, recruitment and marketing: Uppingham School becomes the destination of choice for aspirational musicians from a range of instruments, each of whom adds measurable value to the standard of Uppingham School's music; the Director of Music and Heads of Faculty have strong relationships with prep school directors of music and heads of music faculties; demonstrably strong links and partnerships exist with professional organisations which work to the benefit of Uppingham pupils and the School's recruitment of future pupils.
7. To oversee music facilities development and management: a facilities development plan exists which has been agreed with the School's senior executives; clear operational protocols are in operation with the estates team; quality assessment mechanisms exist and are implemented to ensure the School's music facilities are of the highest standards
8. To ensure that Uppingham's music provision is in line with the School's health and safety protocols: pupil safety and welfare are the priorities of music activities; there are clear guidelines on welfare that cover all music activities; the School conforms to all internal and external health and safety guidance; music-specific risk assessment exist, all of which are regularly updated

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Qualifications, skills and experience, personal qualities required

Skills and experience

- Experience of creating and implementing development programmes for outstanding musicians
- Leading an organisation/group through a period of change and development
- Experience of managing highly-motivated and elite musicians
- Experience of creating meaningful partnerships with external organisations
- Outstanding track record in influencing outcomes
- Evidence of influencing high performance in other colleagues
- Strong IT skills, especially in data-handling and analysis
- Experience, or sympathy with the values, of a boarding school
- Demonstrable musical excellence in their own professional background

Qualifications

- Good honours degree [desirable]
- Post-graduate degree [desirable]

Personal qualities

- Strong communication skills, both interpersonal and in public
- Decisive and confident in organisational management
- Possessing the capacity to analyse and improve systems
- Personable, supportive and able to motivate and work in a team
- The ability to inspire and capture the imagination of an audience

Key relationships

- Headmaster
- Bursar
- Deputy Bursar
- Senior Deputy Head
- Deputy Head Academic
- Assistant Head: Teacher Development
- Assistant Head: Pastoral
- Director of Marketing
- Director of Estates
- HR Department
- H&S Manager

Benefits

Holidays

The annual holiday entitlement is all Uppingham School holidays, although teachers will be required to work limited reasonable time during the holidays at key periods, as designated by the Headmaster. No holiday may be taken during term time. Public holidays that fall within term time are normal working days.

Other Benefits

- 50% contribution to premiums for School's private health scheme
- Death in service cover with a lump sum of twice annual salary
- Free membership of dual-use Sports Centre (£25 annual admin fee)
- Free staff lunches in term-time
- School fee day place discount for children of staff
- Retail and restaurant discounts, via Westfield platform
- Cycle to work scheme
- Free annual influenza jabs

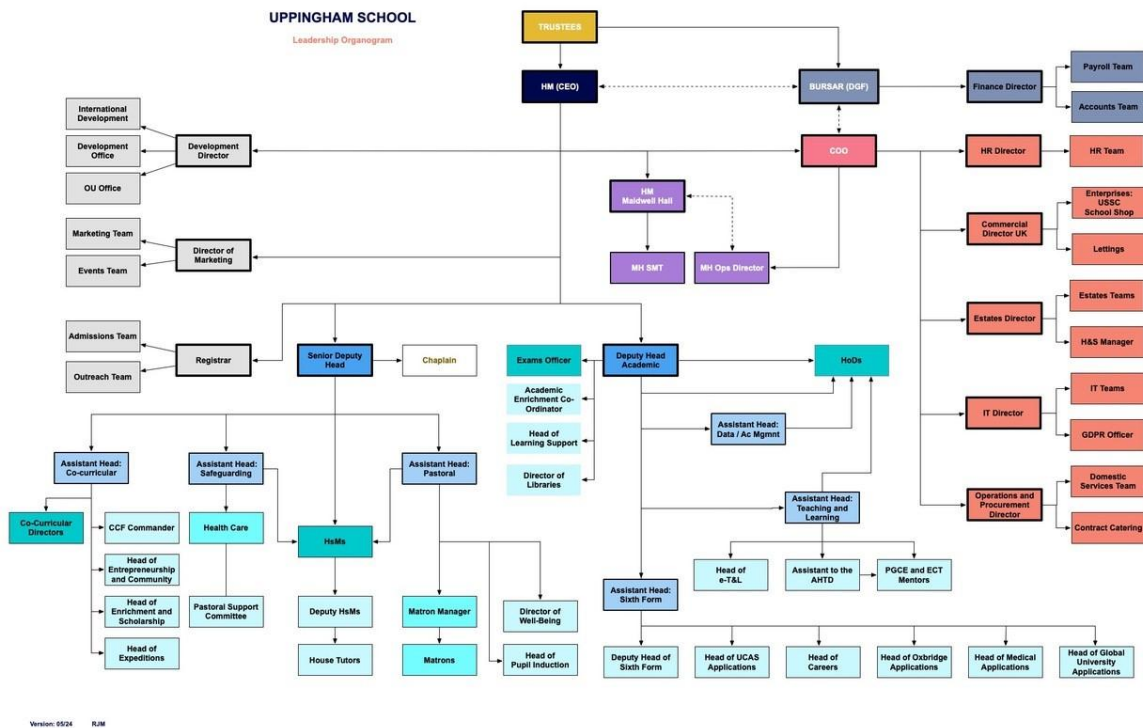
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- Westfield health care package
- Recognised as a 'Disability Confident' employer
- Recognised as a 'Mindful' employer

Safeguarding

The post-holder's responsibility for promoting and safeguarding the welfare of children and young persons for whom they are responsible, or with whom they come into contact, will be to adhere to and ensure compliance with the School's Safeguarding (Child Protection) Policy at all times. If in the course of carrying out the duties of the post the post-holder becomes aware of any actual or potential risks to the safety or welfare of children in the School they must report any concerns to the School's Designated Safeguarding Lead or to the Headmaster.

Organisation chart



Note

This role description is not an exhaustive list of what may be expected from any teacher in the course of their work. The role description is non-contractual and may be amended by the School from time to time.