

A man with glasses and a green t-shirt is smiling while playing a euphonium. The t-shirt has the words "in harmony" printed on it. The background is a soft, out-of-focus green and yellow.

In Harmony Liverpool Musician

Candidate Information
August 2022

A photograph of a group of children in green shirts, likely at a school event or concert, with their arms raised in the air. The image is used as a background for the document's content page.

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What is Liverpool Philharmonic?

Liverpool Philharmonic enhances and transforms lives through music.

At the heart of our work is the critically-acclaimed Royal Liverpool Philharmonic Orchestra (the UK's oldest) and Choir; an extensive programme of participatory work with young people and others across our community; and presentation of almost 400 concerts and events each year at our home, Liverpool Philharmonic Hall.

Liverpool Philharmonic is rooted in our city

We are central to Liverpool's cultural offering, being the largest music organisation and one of the largest cultural organisations in the city, employing over 240 people. As well as our work in Liverpool our Orchestra represent the city with performances and broadcasts across the UK and around the world.

The city's young people are a central focus of our work. Our In Harmony programme provides an intensive, daily music-making programme for over 1500 children in Everton and Anfield, North Liverpool, and we run more than 5,000 workshops and events in community settings for all ages across the City. The Liverpool Philharmonic Youth Company provides a range of opportunities for music making for young people, including the Liverpool Philharmonic Youth Orchestra, Liverpool Philharmonic Youth Choir, Children's Choirs, and Rushworth Young Composers programme.

We work in partnership with the Mersey Care NHS Foundation Trust delivering programmes which support people in the Liverpool city region living with a range of mental health needs.

Liverpool Philharmonic is committed to diversity and inclusion

We work hard to reach right across our community through our learning work, and concert programme.

We attract world class artists to perform at Liverpool Philharmonic Hall and our small venue, Music Room, with a diverse programme of performances ranging from classical, contemporary, rock, pop, folk, roots, and jazz to comedy, film and spoken word. We work with many organisations and cultural partners in the City to ensure that the artists and performances we put on stage, and the audiences we attract truly represent our community.

And we are working hard to ensure that our workforce is as diverse as possible.

Liverpool Philharmonic reaches more people than any music organisation outside London.

**Over
350,000**

people attend Liverpool Philharmonic concerts each year.

**73,000
young
people**

participate in our Youth Company and associated ensembles, attend concerts or take part in our In Harmony programme.

**Around
900,000
people**

in 92 countries listen to our recordings each month on Spotify, more than any UK orchestra outside London.

**Over
12,000
people**

have benefitted from our music and mental health programme over the last 13 years.

What is the role?

• What is the role?

- **Title:** In Harmony Liverpool Musician
- **Department:** Performance and Learning
- **Responsible to:** In Harmony Deputy Artistic Director
- **Contract:** Part-time, permanent

• Principal Role

To work as part of the core In Harmony Liverpool team delivering a visionary, high quality music programme, originally inspired by El Sistema, leading to increased aspirations and improved wellbeing of children in Everton and Anfield.

• Key Responsibilities

- Be an integral part of the regular In Harmony musician team, using music through instrumental tuition and the orchestra to grow children's confidence, self-esteem and wellbeing, respect, aspiration, drive, understanding, empathy, and emotional intelligence. This will include instrumental tuition, musicianship, ensemble leadership, performances, singing, and early years work with children and young people of any age, and mean inspiring children every day by being a positive role model;
- Individually lead on areas of development identified with the In Harmony Liverpool Artistic Director and In Harmony Liverpool Manager, and strive to design new and innovative ways of learning throughout all activity;
- Work collaboratively with the team of In Harmony Liverpool musicians, Royal Liverpool Philharmonic and In Harmony Liverpool partner organisations to jointly design elements of the programme for and with the Everton and Anfield community, including parents, school staff, volunteers, and the wider community;
- Be a champion of In Harmony Liverpool, on a local, national, and international scale, representing its ethos, values and aims; delivering training to other groups and organisations as directed by the Artistic Director, and support relationships with key In Harmony stakeholders, local community members, and partner organisations;
- Be an adaptable and dynamic part of performances, proactively seeking performance opportunities, and scheduling In Harmony at Home, Tea and Tunes and other performances as required as part of the evolving programme;
- Create, adjust, suggest and be responsible for providing appropriate music and arrangements for your sessions, in consultation with the In Harmony Liverpool Artistic Director, and using appropriate software and devices ensure resources are relevant, updated, and stored efficiently at all times;
- Undertake ongoing training and professional development in a variety of methods and approaches to music teaching and working effectively with children, families, and the wider community, reflecting regularly on work you have undertaken and participating proactively in all appropriate planning and reflection sessions.

• Key Responsibilities

- Work alongside the In Harmony Liverpool Manager and Learning Project Coordinators (In Harmony) to ensure the longitudinal evaluation of the programme is thorough and effective, and to act on outcomes from the annual reports, ensuring data collection systems are in place and helpful.
- Be responsible for managing the instruments of the children, young people, and adults you are working with, and liaising with the Learning Project Coordinators (In Harmony) to ensure instruments and resources are maintained and appropriately located;
- Commit to fulfilling the objectives of In Harmony Liverpool and to Liverpool Philharmonic's values of, Excellence, Ensemble, Welcoming and Passionate about music
- Ensure all activity is delivered within the context of the organisation's policies and procedures, particularly child protection, health & safety and safeguarding vulnerable groups.
- In addition, the post-holder may be required to undertake other reasonable duties commensurate with their status and abilities and depending upon requirement of Liverpool Philharmonic.



Person Specification

• Experience and Qualifications

Essential

- Confident musician, educator, and performer
- Experience of working with children and young people in a school, workshop, or educational setting
- Practical experience and success in delivering instrumental and whole class musicianship lessons to groups of children and young people aged 0 – 18.
- Understand the principles, value, and ethos of the In Harmony programme
- Strong technical knowledge on chosen instrument and proven track record supporting young people's development on their instrument
- Understand the application and principles of music and arts as a tool to support learning, engagement, achievement, and social development
- Proven commitment to personal and professional development

Desirable

- Prior experience of working within In Harmony Liverpool, or similar community focused programmes
- Prior experience of directing a children's or youth orchestra/ensemble
- Professional experience as a performing musician, particularly within an orchestra
- Educated to degree level (or in progress) or equivalent in music
- Understand a wide range of teaching methodologies, for example Kodaly, Dalcroze and Colour Strings
- A strong knowledge of the National Plan for Music and the Model Music curriculum
- Experience and competency in using a range of music software
- Experience of creative practise and composition or improvisation including experience with diverse and varied musical genres

• Values

- Clear commitment and demonstrable ability to work to our values and lead by example in relation to: Excellence, Ensemble, Welcoming and Passionate about music.

• Knowledge, Skills, and Competencies

- Excellent communication skills, both written and verbal
- Ability to plan and prioritise many varying tasks effectively
- Ability to work under own initiative
- Excellent interpersonal skills
- Strong organisational skills and ability to monitor and evaluate children's and adults' development and progress.

• Personal Style and Behaviour

- Passion for music and its application in education and learning
- Welcoming and inclusive style and manner
- Highly motivated, with a commitment to achieve excellence
- A dynamic team member who works well as part of an ensemble
- Innovative and creative thinker with initiative and drive
- Calm and confident, particularly when working to demanding deadlines
- Commitment to equality of access

• Other Qualities

- Ability to work flexibly, in the evenings, at weekends and during school holidays as appropriate. Travel may be required occasionally.

Key Information

- **Salary**
FTE salary is £30,957 per annum and will be pro-rated based on the agreed hours worked.
- **Employment type**
Part-time, permanent
- **Hours**
As a general rule, activity operates between the hours of 8.45am and 6.45pm during school terms (35 teaching weeks). During planning weeks, activity will be reduced. During holiday periods, it will decrease again. This will be confirmed to you annually, along with the timetable. Liverpool Philharmonic reserves the right to change the pattern of your normal hours of work to reflect the evolving needs of the children and our partners. You will however be given a minimum of 3 months' notice of any change to the amount hours you are working in a normal week.

There will be a requirement with the role to undertake some evening and weekend work; this will be included within the posts working hours.
- **Annual Leave**
26 days plus bank holidays. These will be taken at times agreed with the In Harmony Liverpool Artistic Director.
- **Pension**
Access to a Group Pension scheme whereby employees are auto enrolled and can enjoy employer contributions.
- **Notice period**
3 months
- **Place of Work**
Venues where In Harmony Liverpool activity takes place including, but not limited to, Faith Primary School, The Beacon CE Primary School, All Saints Catholic Primary School and Anfield Children's Centre, Everton Nursery School and Family Centre, Liverpool Philharmonic Hall, and Liverpool Philharmonic at the Friary.

What benefits are offered?

- **Health Cash Plan**
Following two years' service you will have access to a health cash plan with an award winning supplier. This provides cash back towards everyday healthcare bills and a range of other wellbeing benefits.
- **Training and Development**
We offer a dedicated training and development fund to support the growth and progression of our employees.
- **Cycle to Work**
Access to a Cycle to Work Scheme enabling you to save 25-39% of the cost of a new bike and spreading the cost over a 12-month period.
- **Rail and bus services**
Access to the Merseytravel Season Ticket enabling the cost of annual season ticket to be spread over a period of 12 months and discounted monthly travel on Arriva bus services.
- **Length of service awards**
Employees are provided with additional time off and cash incentives at various long service milestones.
- **Complimentary staff tickets**
Complimentary staff tickets are available and employees are encouraged to attend events.

How to Apply

You are required to complete our **Equal Opportunities Monitoring Survey**. Please [click here](#) to complete this.

Please [click here](#) to submit your application.

You will be required to input your personal details and to attach the following documents:



Your CV (that does not include any personal details such as your name, date of birth, gender, address or phone number)



A maximum of 500 words detailing how you meet the requirements of the job (that does not include any personal details such as your name, date of birth, gender, address or phone number)

If you require any support with this process, please contact recruitment@liverpoolphil.com

Applications are due by 12 noon Monday, 12th September 2022. No applications will be accepted after this time.

All applicants must have the right to work in the UK and will be required to undergo an Enhanced Disclosure and Barring Service check if successful.

Interviews

Short-listed candidates will be invited to attend an **interview w/c Monday, 19th September 2022** which will be held at **Liverpool Philharmonic at The Friary**.

Equal Opportunities Statement

Liverpool Philharmonic is committed to striving to represent modern Britain in all its diversity. Liverpool Philharmonic is committed to equality of opportunity and welcomes applications from all suitably qualified candidates, irrespective of age, disability, gender reassignment, marriage and civil partnership, race, religion or belief, sex, or sexual orientation. In seeking to be representative of the Liverpool city region, applications from members of minority ethnic groups are particularly welcome as they are currently underrepresented within the creative industry. The appointment will be made on merit with independent assessment, openness, and transparency of process.

Disclosure & Barring Service

Due to the specific nature of the post a Disclosure (which includes 'spent' and 'unspent' convictions as defined by the Rehabilitation of Offenders Act 1974) will be requested in the event of the applicant being offered the position, and final confirmation of the post will be dependent on the information contained in this Disclosure. The Disclosure certificate is only seen by those who need to as part of the recruitment process. The Royal Liverpool Philharmonic complies with the CRB's code of practice on the use and storage of disclosure information. We have a written policy on the recruitment of ex-offenders, which can be requested from the Society by the applicant at the outset of the recruitment process. Where a Disclosure is to form part of the recruitment process, we encourage all applicants called for interview to provide details of their criminal record at an early stage in the application process. We request that this information is sent under separate, confidential cover to Zoë Armfield, Head of Learning, and we guarantee that this information is only to be seen by those who need it as part of the recruitment process.

LIVERPOOL PHILHARMONIC

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The work of Liverpool Philharmonic is supported by:



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