

ASSISTANT DIRECTOR OF MUSIC

CANDIDATE INFORMATION



**King's
Worcester**

INDEPENDENT CO-ED DAY SCHOOL FOR AGES 2-18



Welcome

Thank you for your interest in the role of Assistant Director of Music at the King's School Worcester.

The King's Foundation is made up of three schools: King's Senior School and two preparatory schools, King's St Alban's and King's Hawford. Together, they form a vibrant and nurturing educational community.

King's Senior School educates approximately 780 pupils aged 11-18 on our stunning city-centre campus. Sharing this site is King's St Alban's, a thriving prep school for around 160 pupils aged 2-11. Just north of the city, in the beautiful Worcestershire countryside, King's Hawford provides a dynamic learning environment for approximately 210 pupils aged 2-11. All three schools are united under a single governing body, ensuring a cohesive vision and shared values across the Foundation.

At the core of the King's Foundation is a steadfast commitment to delivering an outstanding education which is made possible by our exceptional staff. We are proud to foster a strong, supportive, and inclusive professional community built on trust, respect, and collaboration.

Our Schools are exciting and rewarding places to work, and we are delighted that you are considering joining us. Our professional family includes a wide range of teaching and support roles, each playing a vital part in the life of our Foundation. Central to our ethos is a friendly and welcoming atmosphere, underpinned by excellent relationships between staff and pupils who are encouraged to work hard, play hard, and look after each other.

Our search for the right candidate for this role is important to us, and we know it is important to you too. Please take the time to explore the details within this booklet. If this opportunity strikes a chord with you, we look forward to receiving your application, to meeting you in the weeks ahead, and - if successful - welcoming you to our community.

Thank you for your interest in King's Worcester. We hope this marks the beginning of a fulfilling and inspiring journey with us.

A handwritten signature in black ink that reads "Ben Charles". The script is cursive and fluid.

Ben Charles
Head of Foundation

Introduction to the role

The King's School, Worcester wishes to appoint an inspirational Assistant Director of Music. The School seeks a teaching professional with both integrity and compassion to contribute to a supportive and well-regarded department.

This is a full-time role, commencing September 2027.



The Music Department at King's

Music has occupied a significant place in the life of The King's School for centuries.

The Music Honours Board in the foyer of Castle House provides evidence of former pupils who have gone on to occupy prominent positions in the musical world, including roles at Cambridge, Christ Church Cathedral, Oxford, Westminster Abbey and Gloucester and Canterbury Cathedrals. Recent music scholarships have been awarded to pupils

going on to study at conservatoires, Oxford and Cambridge.

The School is privileged to enjoy the musical benefits of being a Choir School and educating musically gifted pupils. There is a close relationship between the School and Cathedral Music Departments. All of the choristers are educated at the School.

Many pupils are involved with music outside of school including county ensembles and local youth music theatre, National Youth Choir, and National Youth Music Theatre. Pupils often attend regional and national courses and summer schools. Last year our production of Chicago won Best Musical at the National Schools Theatre Awards.

The strong partnership between the School and Worcester Cathedral also affords significant advantages to all members of the Music Department. Indeed, the opportunity to work in collaboration with members of the Cathedral Music Departments, to contribute to the Cathedral's Musical Programme, and to hold concerts and performances in the Cathedral create a rich and highly rewarding environment for the celebration and development of music. Furthermore, King's pupils are involved each year with the Three Choirs Festival, which is due to next be held in Worcester in July 2027.



Introduction to the role

The ethos of the Department is to ensure that the School is a vibrant centre for music-making, whether this is in the classroom, practice room, ensemble rehearsal or concert. On one level we provide the opportunity to encourage pupils of all abilities to develop their musical skills. On another level we expect high standards from pupils in academic lessons and ensembles particularly from the thirty Music Scholars.

There are many performing opportunities throughout the year including ensemble and solo concerts. Numerous whole-school services take place in the Cathedral each term which feature the School Choir. Once a year we join forces with the choirs from King's Gloucester and Hereford Cathedral School for a joint Choral Evensong.

The main ensembles are: School Choir, First Orchestra, Wind Band, Chamber Orchestra, King's Swingers, Chamber Choir, Second Orchestra and Lower Years Choir. Smaller ensembles are directed by peripatetic staff including a flute group and a guitar group. Termly Open Mic Nights are very popular occasions.

Regular tours take place to a European destination mostly recently the Netherlands (2026), Belgium (2025) and Paris (2023).

Approximately 300 vocal and instrumental lessons are taught in school each week across the Senior School and King's St Alban's Prep School. Pupils are encouraged (but not expected) to take music exams. Rock School, Trinity and LCM exams are

taken externally and pupils are also entered for recorded exams. Each year there are approximately 100 examinations taken with many successes at Grade 8. There are 20 self-employed peripatetic teachers.

The Music Department is comprised of a Director of Music, Assistant Director of Music, Music Administrator (part-time) and a Graduate Music Assistant who is usually a Choral or Organ Scholar in the Cathedral Choir.



Job Description

Role and responsibilities

The successful candidate will be a music specialist with considerable personal enthusiasm for the subject and the ability to inspire and motivate pupils of all musical abilities across all age ranges. The ability to play the piano (and organ) to a high level is highly desirable but not essential. The ability to lead the development of string playing and instrumental ensembles across the Foundation would also be desirable.

Applicants should have a willingness to develop their professional skills in a department that combines experience with innovation, taking a lead in developing certain areas of the academic curriculum and moving the co-curricular life of the Department forward. They will have the ability to adapt to the needs of pupils and colleagues. The skills of leading and motivating others while also being a good team player, along with good emotional intelligence and a sense of humour, are essential.

The successful candidate will be expected to:

- Teach across the range of year groups from year 7 to I3.
- Take responsibility for the development of one area of the curriculum such as Years 7-9 (Key Stage 3).
- Direct a number of ensembles as agreed with

the Director of Music with options to lead ensembles at King's St Alban's Prep School.

- The possibility to be the Musical Director of the annual musical.
- Take a lead in the development of the Department's chamber music provision.
- Take an active interest in the musical life of the two Prep Schools (King's St Alban's and King's Hawford) and Cathedral, to develop closer links through collaborative work.

The successful candidate will also provide an excellent example of the attributes expected of all teachers at King's, which are outlined below.

- Teach to the highest standard across the age and ability range.
- Demonstrate in-depth and confident knowledge of Music.
- Cater for learners of different types and abilities.
- Maintain class interest and lesson pace and maximise learning, in part by means of a varied range of resources.
- Demonstrate in-depth, current, and confident knowledge of relevant examination specifications, and prepare pupils thoroughly for examinations.

- Promote positive attitudes in the classroom, encouraging respect, tolerance, co-operation, courtesy, and self-control at all times.
- Record and report the details of each pupil's progress, achievement, and effort.
- Support pupils and colleagues fully in the organisation of a diverse range of tasks, from examination preparation and marking to organising trips and workshops.
- Maintain regular effective communication with colleagues and attend Department meetings.
- Review their own effectiveness in their respective role.
- Develop their own range of skills and knowledge.
- Actively promote and safeguard the welfare of all pupils, reporting any concerns in a timely manner.
- Maintain standards and implement the department's and the School's policies and procedures.

Person Specification

It is expected that the Assistant Director of Music will demonstrate a range of qualities, skills and experience, as outlined below:

QUALIFICATIONS AND TRAINING	Essential	Desirable
DfE recognised Qualified Teacher Status		✓
Appropriate degree	✓	
Evidence of recent and relevant professional development	✓	
EXPERIENCE	Essential	Desirable
Successful teaching experience of Music across the age range, up to preparing candidates for Oxbridge, though applications from ECTs are equally welcome		✓
SKILLS AND ABILITIES	Essential	Desirable
Ability to play the piano (and organ) to a high standard		✓
Teach to the highest standard	✓	
Demonstrate in-depth and confident subject knowledge	✓	
Strong classroom management skills to maintain class interest and lesson pace and maximise learning	✓	
Ability to use innovative and interactive teaching methods	✓	
Communicate sensitively, proactively and effectively with all stakeholders	✓	
Demonstrate recognition of the importance of supporting pupils and colleagues fully in the organisation of a diverse range of tasks, from examination preparation and marking to organising trips and workshops	✓	
Cater for learners of different types and abilities and set achievable and aspirational targets for all	✓	
Ability to promote positive attitudes in the classroom, encouraging respect, tolerance, co-operation, courtesy and self-control at all times	✓	
Proactively demonstrate a thorough understanding of, and commitment to a teacher's role in safeguarding young people	✓	
Set and maintain high expectations	✓	
Undertake effective monitoring of pupil progress	✓	
Develop own practice	✓	
Experience of, or ability to provide guidance and support to those applying for post-18 courses in related fields		✓

OTHER FACTORS	Essential	Desirable
Demonstrate enthusiasm for and enjoyment of teaching	✓	
A willingness and ability to play a key role in delivering co-curricular activities for pupils	✓	
Enthusiasm to review own effectiveness in the role and develop skills and knowledge	✓	
Commitment to the timely and accurate reporting of the details of each pupil's progress, achievement and effort	✓	
Good emotional intelligence and a sense of humour	✓	
Commitment to equity, diversity and inclusion	✓	



Safeguarding Responsibilities at King's Worcester

The King's Foundation is committed to safeguarding and meeting the needs of all children.

What is safeguarding?

Safeguarding and promoting the welfare of children is defined as:

- Providing help and support to meet the needs of children as soon as problems emerge
- Protecting children from maltreatment, whether that is within or outside the home, including online
- Preventing the impairment of children's mental and physical health or development
- Ensuring that children grow up in circumstances consistent with the provision of safe and effective care, and
- Taking action to enable all children to have the best outcomes.

(Definition from *Keeping Children Safe in Education, 2026*)

Our commitment to safeguarding

The King's School, Worcester ensures that safeguarding is given the highest priority and actively promotes the well-being of pupils. Safeguarding and child protection are at the forefront of, and underpin all relevant aspects of, process and policy development.

The Foundation's safeguarding culture supports good practice and enables issues to be addressed promptly and appropriately in the best interests of the children.

Safeguarding culture at King's

As we strive to maintain an open culture of safeguarding across the King's Foundation, we:

- Train our staff in safeguarding
- Work in partnership with King's families
- Liaise with external support agencies
- Follow the four Rs: Recognise, Record, Report, Refer
- Prioritise early intervention
- Listen to pupils
- Encourage professional curiosity
- Create a team around the child.

Responsibilities of the successful candidate

Staff are advised to maintain an attitude of "it could be happening here and probably is" as far as safeguarding is concerned and should always act in the best interest of the child.

All staff must:

- Actively promote and safeguard the welfare of all pupils
- Have proper regard for the Foundation's Safeguarding Policy and related procedures
- Report any concerns in a timely manner
- Attend annual safeguarding training.



Application Process

In order to provide our pupils with a well-rounded and enriched educational experience which is truly representative of the world in which they grow up, the King's Foundation strives to place equity, diversity and inclusion at the heart of everything we do, ensuring that we build a community which is truly representative of all backgrounds and experiences. We believe that we will do that best if our employees come from different backgrounds and if we create an environment of inclusion and belonging for them.

All applications will be acknowledged and all applicants will be notified as to whether or not they have been invited to an interview.

Successful applicants will be advised of the date and time of the interview. References will be requested and candidates should be aware that referees will be asked to comment on a candidate's disciplinary record and whether or not the candidate has been subject to any child protection concerns. Proof of identity will be required at interview.

Candidates unsuccessful at interview will receive written notification.

The King's Foundation is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful candidate will be required to undergo appropriate safeguarding and child protection screening, including enhanced Disclosure and Barring Service (DBS) checks, verification of references and

employment history, checks with previous employers, and an online search prior to the appointment being confirmed. Shortlisted candidates will also be required to complete a self-declaration regarding any criminal record or other information that may affect their suitability to work with children. Details of the Foundation's policies on safeguarding and promoting the welfare of children, as well as our equal opportunities policy, are available on request.

How to apply

Candidates should complete a downloadable application form which can be found on the Current Vacancies page of our website at www.ksw.org.uk/careers and should then be emailed to recruitment@ksw.org.uk

Please submit any queries regarding the role to the HR team at recruitment@ksw.org.uk

Application deadline: 9am Monday 9th November 2026

Please note that we reserve the right to interview suitable candidates and appoint to the role before the closing date, so early applications are encouraged.

Interviews are currently scheduled for 25th and 26th November 2026

Please visit the vacancies page of the School website www.ksw.org.uk/careers to find out more about the benefits of working at King's and to hear why our staff love being a member of the School community.

