MUSICIAN/TEACHER (GENERAL MUSICIANSHIP)
BIG NOISE DOUGLAS

BASED: Douglas, Dundee

APPLY BY: Friday, 13th November 2026 at 10am

BIG NOISE INFORMATION
Big Noise delivers its work through the delivery of Big Noise programmes across six communities in Scotland. These communities are Douglas in Dundee, Raploch & Fallin in Stirling, Govanhill in Glasgow, Torry in Aberdeen and Wester Hailes in Edinburgh.

Our current strategy:
Over the coming year, our focus is on positioning the organisation for its next phase of sustainable growth, building on the strong foundations and significant growth over the last five years. We will prioritise deepening our impact while extending our reach to more children and young people through Big Noise. Central to this approach is a clear commitment to listening to the voices of children, young people and communities, and ensuring these insights inform strategic decision-making and shape our future direction.

Our values underpin how we work – with children and young people and their families, and with each other. Our values are:

- **Compassionate**: we work with kindness to build supportive environments where everyone feels valued
- **Committed**: we work with children and young people over the long-term and in a flexible way
- **Creative**: we bring innovation and possibility to everything we do
- **Ambitious**: we build on our strengths and aim high

What we do:
Our Big Noise programmes use music and nurturing relationships to support children and young people to realise their potential as well as improving lives and strengthening the communities we work alongside. Our programme is focused on early intervention and stimulating generational social change, increasing confidence, aspiration, community cohesion, pride and developing high level skills in the young people involved.

Who we work with:
We work with children and young people from babies to school-leavers, their families and the wider community.

How we do this:
Our Big Noise programmes include instrumental lessons, general musicianship sessions, and group teaching in our afterschool & holiday clubs, as well as home visits and community choirs/ensembles/performances.

For more information, please see our website:
http://www.makeabignoise.org.uk/work-with-us

THE TEAM

Big Noise is an operating name of Sistema Scotland, a Scottish charity (SC039119) and company limited by guarantee (SC312903)

We currently employ approximately 195 staff across our six centres and Big Noise's central team. Each Big Noise Centre team consists of the following posts: Head of Centre, Operations Manager, Administrator(s), a team of Senior Musicians, Musicians and Support Workers, and a team of volunteers and cover musicians (freelance). Musicians work as part of a team, have scheduled time for planning lessons and access to our curriculum of materials.

The Chief Executive Officer reports to a voluntary Board of Directors.

JOB INFORMATION

POST:	Musician/Teacher (General Musicianship), Big Noise Douglas
REPORTS TO:	Senior Musician – Big Noise Douglas
BASED:	Douglas, Dundee
TENURE:	Temporary to cover for a period of maternity leave expected to last until July 2027
DAYS OF WORK:	10.5 hours (1.5 days) per week, all year round, working Wednesdays (1.30pm - 5pm) and Thursdays (9am - 5pm).
SALARY SCALE	£37,355 - £42,889 per annum, pro rata. New staff are appointed on the first point of the scale. Working 1.5 days a week, the salary will be £11,206 (£934 gross salary each month).
TRAINING:	We will provide at least 8 training sessions per year. Some of these sessions may be out with your contracted days/hours and you will be paid at your normal rate of pay for these sessions. At least 5 of the 8 required training sessions will be options provided to you from a group menu set each year. Up to 3 of these sessions can be individualised (personal) training sessions, agreed between you and your line manager.
SUPPORT & SUPERVISION:	You will have a 6-month probationary and initial induction period where you will be supported to evidence a range of assessment criteria and outcomes. All staff also have regular protected time with their line manager (Support and Supervision) as well as the opportunity for an annual review to discuss performance, development and to set out annual goals (Performance and Development Review). These structures are in place to ensure that staff feel supported, equipped and confident in their roles. Staff will have Support and Supervision sessions every 4 weeks during the first 3 months of their 6 month probationary & initial induction period and every 8 weeks thereafter.
LEAVE:	We offer the equivalent of 37 days paid holiday per year (pro rata for part time staff); 19 of these days are set when we operate shut down periods over Christmas and New Year, Good Friday/Easter Monday, May bank holiday weekend, and 1 week in August. Staff can take the

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remaining 18 days flexibly throughout the year in agreement with their line manager. Staff are also entitled to an extra week of leave during a shut down period in August, should you be in our employment at this time, based on the hours you would be due to work that week.

We also offer the equivalent of up to 2 weeks unpaid leave per year (pro rata for part time staff) to allow staff to benefit from other work and commitments throughout the year should they choose to do so.

PENSION: After you have completed 3 months service with Big Noise, staff are auto enrolled into a contributory pension scheme where Big Noise match employee's contributions at 5%. Staff can choose to opt out of the scheme.

RIGHT TO WORK: We welcome applications from all nationalities; however, we are unable to offer visa sponsorship for this role, so before you apply for this post, please ensure that you have the right to work in the UK. For more details on eligibility to work in the UK, please visit https://www.gov.uk/check-uk-visa. We will ask you to bring proof of your eligibility to work in the UK with you to interview.

START DATE: ASAP

HOW TO APPLY:

To apply for this role you must complete our online application form at http://www.makeabignoise.org.uk/work-with-us where you will also find the full job and person specification (no CVs please). As well as detailing your qualifications and work experience, you will also have the opportunity to explain why you are interested in working at Big Noise Douglas and how you meet our requirements as detailed in the job/person specification.

On the application form we will also ask you to give us the names and contact details for two referees, one of these should be your current or most recent employer (please state if you would prefer us not to contact your current employer until you are provisionally offered the role).

Closing date for applications is Friday 13th November 2026 at 10am

The selection process will be held in Douglas, Dundee (date to be confirmed) and will include a panel interview, a short audition and a demonstration lesson.

We believe our people should represent the communities we work with. That's why we are committed to being an inclusive employer and a great place to work. We recognise and celebrate the fact that our people come from diverse backgrounds. We positively welcome applications from people from ethnic minority backgrounds, people with disabilities or longstanding health conditions, people who are LGBTQ+, and people from different socio-economic and educational backgrounds, as well as people of all ages.

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The successful applicant will be subject to PVG check although having a criminal record will not necessarily be a bar to working with Big Noise.

For any additional information please e-mail *recruitment@sistemascotland.org.uk* or telephone 01786 236914.

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MUSICIAN/TEACHER: GENERAL MUSICIANSHIP
(BIG NOISE DOUGLAS)
JOB DESCRIPTION

1. Principal Aim

1.1 To work as part of a dynamic team delivering the Big Noise programme, a music education based social development programme in the Douglas community of Dundee.

2. Principal Duties

The following gives an indication of the duties and responsibilities that the post may involve. The exact nature of these duties and responsibilities will change over time and the post holder will be expected to work flexibly and carry out any work that is reasonably required and is appropriate to the role.

2.1 To work as part of a team to inspire and motivate children, parents/carers and the wider community to take part in the Big Noise centre programme.

2.2 To support the delivery of the Big Noise programme, working with children from pre-school, primary school, secondary school, and adults. To focus all delivery through music education and orchestras/ensembles to grow children's confidence, respect, aspiration, drive, understanding and empathy.

2.3 To work with the children in different sizes of groups, large ensembles, sectionals and choirs.

2.4 To undertake on-the-job training (and external training, where appropriate) on the Big Noise curriculum and its methodologies, including a range of pedagogical approaches, trauma, child development, safeguarding/child protection and working in a way that meets the needs of all children & young people.

2.5 As part of the team, deliver and develop innovative ways to engage children and families, including home visits and community performances.

2.6 With the guidance of the Director and Deputy Director of Music & Curriculum, and Head of Centre, to work collaboratively with local schools to contribute to academic outcomes through music.

2.7 To be creative in designing and introducing new ways of learning as part of orchestra/ensembles, as well as listening to and responding to the views of children and young people.

2.8 Guided by the Head of Centre, to work in collaboration and partnership with local authority officers and community groups to identify and develop targeted individualised programmes and outreach work for priority families.

2.9 To take part in opportunities for parents, families, schools and the community to contribute to the programme and experience new life opportunities, including excursions and performances out with the community.

2.10 To support the development of cultural exchanges between the local communities and with other communities locally, nationally and internationally.

2.11 To assist with the development and implementation of systems and procedures for monitoring, evaluating and recognising the development of the orchestra and individual children.

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2.12 To co-operate with and support any filming and documenting of the programme.

2.13 To participate in daily walking lines transporting the children from school to our after school programme.

2.14 To participate in the daily set-up and clear-up of after school teaching spaces for example putting out chairs, setting up music stands, moving instruments etc.

2.15 To undertake such other responsibilities as shall be assigned from time to time by the line manager or Head of Centre.

All Posts in Big Noise:

3.1 To contribute to the development of a professional working and learning environment in the organisation.

3.2 To contribute to the organisation's understanding of diversity and its implications for the arts, education and community and to ensure this understanding informs all the organisation's activities.

3.3 To ensure adherence to the organisation's policies and procedures with particular reference to safeguarding/child protection, equality, diversity and health & safety.

3.4 Supporting the organisation in its journey to becoming a net zero organisation.

3.5 To work in a flexible manner in line with the organisation's social and corporate objectives and to be willing to undertake other duties as reasonably requested.

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PERSON SPECIFICATION

We are looking for someone who is/has:

- A belief in the benefits that a social programme such as Big Noise can have.
- A passion for music and belief in the impact and transformative power it has for children and the wider community.
- Excellent communication skills with children and adults.
- Experienced teacher of Musicianship.
- A creative and inclusive approach to engaging all learners/participants.
- A professional standard of performing on your principal instrument or voice.
- Experience of working with children in a music education and / or community music context.
- Experience of working with large and varied groups of children.
- A track record of success in delivering innovative classroom or large group musicianship sessions.
- General musicianship teaching skills appropriate for individual, group and large ensemble.
- General musicianship workshop skills.
- Confidence in using the singing voice to aid learning.
- Working knowledge of Kodaly-inspired pedagogy and associated tools e.g. rhythm names, solfège, handsigns.
- Educated to degree level or equivalent qualification.
- Awareness and understanding of different approaches to music education and pedagogy.
- Some experience and an interest in developing your skills in at least one of the following areas:
    - Working with the early years (pre-school and early primary stages)
    - Working with children who have experienced trauma
    - Working with children with additional and complex needs
    - Working with children with English as an additional language
    - Youth voice
    - Teaching adults
    - Community engagement
- Ability and drive to motivate and inspire all learners, regardless of ability.
- The ability to monitor and evaluate children and adults' development and progress.
- Experience of working within a challenging and high-pressure environment.
- Ability to work as part of a dynamic team as well as having individual initiative and drive.
- Strong organisational skills and ability to maintain regular records.
- Passion and commitment to inclusive practice and youth voice.
- Patient, empathetic and understanding.
- Openness to different methodologies and willingness to learn.
- Belief in opportunities for all, and high expectations for all.
- Ability to work flexibly, occasionally in evenings and weekends as appropriate. Travel may be required occasionally.
- Commitment to the long-term goals of the programme, our participants and communities.

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We would ideally like someone who is/has:

- Knowledge of current issues regarding music, community development and/or education in Scotland.
- Knowledge of, and expertise in, a diverse range of musical genres.
- Experience of using the arts as a tool for social development.
- Experience of working in areas of multiple deprivation.
- A track record of success in orchestral and ensemble conducting with large and varied groups of children.
- Understanding of arranging music for varied abilities within a group.
- IT skills including knowledge of music notation software (Finale / Sibelius).
- Experience of working with young voices in a choral situation.
- Experience of working with children with additional and complex needs.
- Knowledge of child development and psychosocial issues relating to effects of multiple deprivations.
- Proven commitment to personal and professional development.
- Current UK driving license.

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