

# Royal Northern College of Music

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## Candidate Pack

**Vacancy: Creative Multi-Specialist (Singer-Songwriter)**

**Reference No: 2526-25**

**Closing Date: 12 Noon, Monday 20 April 2026**

**Interview Date: Tuesday 5 May 2026**

**RNCM**  
ROYAL NORTHERN  
COLLEGE of MUSIC

# Job Description

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**Job title: Creative Multi-Specialist (Singer-Songwriter)**

**Department: School of Popular Music**

**Responsible to: Curriculum Lead for Performance / Head of Popular Music**

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## **Overall Purpose of the Job**

The Creative Multi-Specialist (Singer-Songwriter) is a dynamic 3D-musician – Performer, Composer and Producer – and an inspiring educator and industry professional, who will teach and mentor across the programme, responsible for cultivating artistic development and innovation in high-level performance, composition and production.

## **Key Responsibilities, Accountabilities or Duties**

### Academic / Artistic / Musical

The Creative Multi-Specialist (Singer-Songwriter) will interpret and deliver the programme modules to enable students to:

- Develop a professional level of technical proficiency, artistry and individuality in vocals, in both solo and ensemble settings across a range of environments and styles.
- Develop an individual compositional style through the analysis, interpretation and synthesis of a diverse range of historic, contemporary and progressive repertoire.
- Develop technical skills and creative approaches to music production to develop the role of 'producer as nexus' in the realisation of innovative recorded musical works.
- Develop a breadth of core academic, entrepreneurial and musicianship skills enabling progression to professional careers and / or postgraduate study.

Acting as a teacher, mentor and collaborator, the Creative Multi-Specialist will also guide and monitor student progress, conducting formative and summative assessments of their work.

### Management and Administration

- Design schemes of work and lesson plans to facilitate the realisation of the module aims and learning outcomes.
- Liaise with the Curriculum Lead for Performance, Head of School, the Programmes & Assessments Manager, and the Popular Music Administrator to ensure the effective and efficient operation and delivery of the modules.
- Liaise with artist development, performance, composition and production tutors to deliver inter-disciplinary pedagogical approaches across the programme.
- Record student engagement and attainment through registers and formative assessment feedback.
- Record summative assessment feedback and grades in the RNCM's VLE (Moodle).
- Liaise with industry professionals to assist the Head of School in the curation of an inspiring, career enhancing visiting tutor programme.
- Liaise with industry organisations / companies / institutions who can add value to the Popular Music programme and the RNCM.

### Control of Resources

- Manage the maintenance and upkeep of specialist technical equipment.
- Source replacement specialist technical equipment as appropriate.

# Additional Information

## **Safeguarding**

The RNCM is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. All staff are required to complete mandatory safeguarding training, and to report promptly any concerns relating to the safeguarding of children and / or adults at risk in accordance with agreed Child Protection Policy and Safeguarding procedures.

## **Health and Safety Responsibilities**

To ensure that reasonable care is taken at all times for the health, safety and welfare of yourself and other persons and to comply with the policies and procedures relating to health and safety within the RNCM.

To promote and sustain student wellbeing, working with the Health and Wellbeing Hub and other colleagues as appropriate.

## **General**

This job description sets out the duties of the post at the time when it was drawn up. Such duties may vary from time to time without changing the general character of the duties or the level of the responsibility entailed. Such variations are a common occurrence and cannot of themselves justify a reconsideration of the grading of the post.

# Person Specification

Criteria	Essential (E) / Desirable (D)	Method of Assessment
<b>Experience</b>		
A professional singer-songwriter with a national / international profile in at least two core disciplines – performance / composition / production	E	Application / Interview
Significant experience of Popular Music tuition in Higher Education	E	
Experience of supervision and assessment of students at undergraduate level	E	
A track record of individual or collaborative research activity in academic or practice-based disciplines	D	
<b>Skills</b>		
Professional level of songwriting, performance, composition and production skills	E	Application / Interview
Excellent communication and organisational skills with an ability both to work individually and as a member of a team	E	
To be able to contribute to all facets of the curriculum of the School of Popular Music	E	
To support, promote and contribute to the development of the College's Research Strategy	D	
A willingness to undertake further training if it were deemed appropriate	D	
To deliver Music Industry elective modules	D	
<b>Knowledge</b>		
Professional level of knowledge of popular music songwriting, performance, composition and production	E	Application / Interview
An understanding of popular music pedagogy, the contemporary popular music industry and relevant current research	E	
An understanding of HE assessment processes and the nature of Conservatoire education and training	E	
A knowledge of today's popular music profession; its standards and demands	E	
A professional network that may enhance the programme and students' career development	E	
An awareness of the broader educational issues facing Conservatoires and their students	D	
A willingness to undertake further training if it were deemed appropriate	D	

<b>Qualifications</b>		
Educated to degree level and / or equivalent relevant professional experience	E	Application
Masters' level qualification	D	
Higher PhD qualification	D	
Fellowship of Advance HE or willingness to work toward an Advance HE application in the first year	D	
<b>Other requirements</b>		
Flexible approach towards workload	E	Application / Interview
Demonstrate an understanding of the well-being of students and the pastoral care and support required	E	

<b>Summary of Terms and Conditions</b>	
<b>Salary</b>	Grade 8a, SCP 36 to 39, £46.08 - £50.29 per hour, inclusive of rolled-up holiday pay.
<b>Hours of Work</b>	12 hours per week during term-time.
<b>Pension</b>	The post-holder will be eligible to join the Teachers' Pensions Scheme / Universities Superannuation Scheme

**Issued by:** Andy Stott, Head of Popular Music

**Date of issue:** March 2026

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# About Us

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## The RNCM

Founded in 1973 through the merger of the Royal Manchester College of Music and Northern School of Music, the RNCM is continually recognised as one of the world's most progressive conservatoires.

Home to over 900 students from more than 60 countries, we're dedicated to providing an outstanding education that propels students into careers as inspiring and versatile musicians, fully-equipped for exciting futures both on and off stage.

Our Undergraduate School includes the Bachelor of Music with Honours and the groundbreaking Bachelor of Music with Honours in Popular Music - the UK's first four-year degree in this subject. Both programmes offer students the flexibility to create bespoke packages that fully support their career aspirations. They also complement degrees within our Graduate School, which provides a stimulating environment for advanced studies in performance (including conducting), composition, musicology, music psychology, and music education.

Additionally, we're home to Junior RNCM, our Saturday school for eight to 18-year-olds, and deliver an award-winning programme of free and subsidised projects for children and young people across the North West.

## What it's like to work here

Our vibrant and creative community of academic and professional services staff work together to ensure that the RNCM remains a destination of choice for talented young musicians worldwide.

Friendly, collaborative and supportive, we proudly promote an inclusive and equitable working culture, offering family-friendly policies and regular opportunities for personal and professional development.

As a small specialist organisation, the staff voice is very important to us and there are numerous opportunities for colleagues to get involved in RNCM life throughout the year via our active staff engagement programme. We also have a Wellbeing Hub for staff and students, and are a Disability Confident Employer. If you feel there are adjustments that could be made to support you if invited to attend an interview, or if you join us as an employee, please get in touch via [recruitment@rncm.ac.uk](mailto:recruitment@rncm.ac.uk).



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# Staff Benefits

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## **Annual leave**

Minimum of 25 days (increasing to 30 days after 5 years' service and 33 days after 20 years' service) plus 8 bank holidays and closure days between Christmas and New Year.

## **Working hours**

35 hours per week for a full-time role

## **Flexibility**

Offered through formal flexible working (part-time, job-share, term time only, compressed hours, annualised hours and flexibility of working pattern depending on the role). Where roles are suitable we also offer blended working with a minimum of 2 days in RNCM and 3 days from home.

## **Family friendly policies**

Enhanced maternity and paternity pay above statutory payments.

## **Pensions**

GMPF (Greater Manchester Pension Fund) for Professional Services staff and Teachers' Pensions Scheme or USS for Academic staff. RNCM tops up pensions via an employers' contribution, adding to your pension pot.

## **Employee Assistance Programme**

All staff can get free and confidential advice from Health Assured. The service is open 24 hours per day, 365 days per year, by telephone or via the web for staff support (mental health, physical health, counselling etc.) as well as general support such as financial, benefits or housing advice.

## **Eye Tests**

Staff are offered a free eye test and a contribution towards glasses where they are required for display equipment work.

## **Events**

Staff can book one free or discounted ticket to most RNCM promoted events.

## **Professional Development**

The RNCM is committed to the supporting training and professional development for all members of staff and a range of opportunities are available.

## **Travel**

We have on-site parking at a reasonable cost, loans for season tickets and offer a cycle to work scheme (savings on the cost of a new bicycle and associated safety equipment by providing vouchers taken out of your salary before tax).

## **Staff Discounts**

Offered on the RNCM Food and Drink menu which includes hot drinks, cakes and snacks in the Café. You can also get loyalty points and further offers on food and drink by using our Rewards app.

**Staff Wellbeing**

Our Staff Wellbeing Hub provides information, support, training and social/networking activities so you can get to meet other staff (important in a blended working environment).

**Staff Voice**

The views of our staff are very important. We have a staff engagement programme and we involve staff in much of our decisions/policy-making. In our latest staff satisfaction survey 98% of staff were satisfied to work at the RNCM.