

Royal Northern College of Music

Candidate Pack

Vacancy: Deputy Head of Composition

Reference No: 2425-32

Closing Date: 12 Noon, Monday 23 June 2025

Interview Date: Thursday 3 and Friday 4 July 2025

RNCM

RNCM
ROYAL NORTHERN
COLLEGE of MUSIC

Job Description

Job title: Deputy Head of Composition

Department: School of Composition

Responsible to: Head of Composition

Overall Purpose of the Job

Working within the School of Composition, the post-holder will be responsible for teaching individual and class-based composition across the undergraduate and taught postgraduate programmes. The post-holder will support the Head of Composition in the day-to-day management and strategic direction of the school.

Key Responsibilities, Accountabilities or Duties

- Work with the Head of Composition on the day-to-day management of the school including (but not limited to): all stages of student recruitment from the UK and overseas; student assessment, moderation, and examination; and supporting the programme of internal and external ensembles, and guest speakers.
- Work closely with the Head of Composition to develop the range of composition activities within the school and to explore internal and external collaborations and partnerships to enhance the range of composition opportunities for students.
- Teach one-to-one and group composition across the School of Composition's undergraduate and taught postgraduate activities including designing and delivering the school's Year 3 Techniques module.
- Take/supervise composition seminars and rehearsals as required.
- For the appropriate applicant, take on responsibilities for artistic-based research contributing to the RNCM research community, developing research grants, supervising research (PhD) students, and potentially contributing to REF 2029.

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.

To promote and sustain student wellbeing, working with the Health and Wellbeing Hub and other colleagues as appropriate, showing leadership for wellbeing within your department / area.

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
Experience		
A national or international profile as a composer.	E	Application Form/Interview
Experience as a composer with notated concert music.	E	
Experience of teaching within a higher education institution or at a similar level, or specialist experience teaching composition.	E	
Experience with supporting diverse world views, and an understanding of how diversity provides value to music making and other creative disciplines.	E	
Experience in curriculum design in higher education.	E	
Experience in management in higher education.	D	
Experience as a composer in any or all the following areas: music for theatre, dance, film, and/or video game, and/or in musical territory where popular music and concert/experimental music come together.	D	
A track record of individual or collaborative research activity in academic or practice-based disciplines.	D	
Skills		
Outstanding composition skills.	E	Application Form/Interview
Evidence of excellent teaching skills and ability to communicate effectively with HE level students.	E	
Evidence of ability to plan and deliver engaging composition modules across a range of artistic disciplines.	E	
Excellent interpersonal skills and the ability to work as part of a team.	E	
Adaptable, flexible, and creative.	E	
An ability to generate new ideas regarding composition teaching practice and procedure.	E	
Excellent IT skills and experience in a range of information and enabling technology packages.	D	
Experience recruiting music/composition students withing HE.	D	
Knowledge		
Excellent knowledge of specialist composition teaching.	E	Application
Excellent knowledge of a range of composition software.	E	
A appropriately wide-ranging knowledge of new and recent music.	E	

Up to date knowledge of composition pedagogy and practice in higher education.	E	Form/Interview
Excellent knowledge of current practice-led composition research.	D	
Qualifications		
A degree in composition or music or equivalent professional experience.	E	Application Form/Interview
A relevant PhD (or close to completion).	D	
A fellow of the Higher Education Academy (HEA).	D	
Other requirements		
A commitment to supporting the RNCM in its equality, diversity and inclusion practices.	E	Application Form/Interview
An ability to use own initiative.	E	
Willingness to share experience, skills, and knowledge, and motivate others to follow suit.	E	
An understanding of Equal Opportunities issues in the workplace.	E	

Summary of Terms and Conditions	
Salary	Grade 9, SCP 44 to 47, £57,422 to £62,728 per annum (Actual pro-rata salary £45,937.60 to £50,182.40 per annum)
Hours of Work	0.8 FTE, 28 hours per week. Flexibility in working hours will be expected.
Annual Leave	35 days per year (pro rata 28 days), increasing after 5 years' service. In addition, 2 extra statutory days are granted during the Christmas closedown plus all 8 bank holidays (also pro-rata'd).
Pension	The post-holder will be eligible to join the Teachers' Pensions Scheme or Universities Superannuation Scheme

Issued by: Larry Goves, Head of Composition

Date of issue: May 2025

About Us

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 ground-breaking 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.



Staff Benefits

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.