

# Royal Northern College of Music

---

## Candidate Pack

**Vacancy: Junior RNCM Percussion Tutor**

**Reference No: 2526-34**

**Closing Date: 12 Noon, Wednesday 22 July 2026**

**Interview Date: Wednesday 5 August 2026**

RNCM

**RNCM**  
ROYAL NORTHERN  
COLLEGE of MUSIC

# Job Description

---

**Job title: Junior RNCM Percussion Tutor**  
**Department: Junior RNCM, Junior Programmes**  
**Responsible to: Head of Junior Programmes**

---

## **Overall Purpose of the Job**

To deliver excellent, inspiring and inclusive percussion and percussion chamber music tuition. Using a skills-based approach that develops in-depth technical competencies, and heightened musical awareness, and nurtures aspirations and encourages independent learning. Act as a positive role model and oversee the development of Junior RNCM students through the curriculum into independent, innovative, high-quality musicians. Follow the code of conduct and uphold RNCM's safeguarding policy to the highest standard.

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

Teach individual lessons and coach small chamber ensembles in line with standards expected of a conservatoire.

### Teaching and Learning:

- To plan and deliver high quality lessons in line with the standards expected of a world-leading conservatoire, and operate within guidelines, handbooks and policies
- Through individual teaching support the development of technical skills, enabling students to express their musical personality.
- Undertake the preparation and delivery of percussion lessons at the appropriate level to ensure all students are challenged and supported to succeed.
- To prepare students for auditions, concerts, examinations and other performance opportunities both internally and externally.
- To provide in-lesson pastoral support as appropriate, including knowing when to escalate an issue.
- Provide written progress reports
- To engage in reflective practice and to participate in the Performance Development Review process, and programme development and evaluation as appropriate.
- To attend and complete as required CPD and training courses (in person and online) which are central to your role with the Junior RNCM, including Safeguarding and GDPR.
- To work as a team with other JRNCM tutors and staff.
- To support the Head of Junior Programmes in recruitment of the highest quality students to Junior RNCM.
- Incorporate into musical development, the development of:

### Social Skills

Model excellent collaboration skills to promote effective group work. Manage expectations and group dynamics in all teaching situations to build social skills, dealing with immediate behavioural issues in the first instance and knowing when to escalate these.

### Metacognition

Through effective pedagogy, build self-awareness, self-regulation, self-efficacy and understanding of self as a musician.

# 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.

## **Disclosure and Barring Service (DBS)**

The successful candidate will be subject to a thorough vetting process which includes, an enhanced DBS check and satisfactory references.

This post is exempt from the Rehabilitation of Offenders Act 1974. [The Rehabilitation of Offenders Act 1974 and the Exceptions Order 1975](#), provides information about which convictions must be declared during job applications and related exceptions.

Candidates who are barred from working with children are reminded it is a criminal offence to apply for this post.

## **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>		
Experience of teaching young people aged 8 – 18.	E	Application Form
Experience of teaching young people from Grade 5 standard through to diploma level.	E	
Experience of coaching chamber music	E	
Experience of designing, planning and implementing a wide range of task-based teaching including preparing different stimuli and scaffolds.	E	
Experience of working with young people from diverse backgrounds and developing positive working relationships.	E	
Experience of teaching young musicians with potential to achieve the highest standards commensurate with entry to conservatoire.	E	
Experience of teaching within a Conservatoire/Junior Conservatoire or at a similar level.	D	
Experience/knowledge of the conservatoire sector.	D	
<b>Skills</b>		
Demonstrable high level performance skill across the full range of percussion instruments.	E	Application Form/Interview
Demonstrable evidence of excellent teaching skills and ability to communicate effectively with young people.	E	
Evidence of ability to plan and deliver well structured, relevant and inclusive learning opportunities.	E	
Evidence of a positive and supportive attitude to learning music, combined with high expectations of all learners.	E	
Excellent interpersonal, communication and organisational skills and ability to work as part of a team.	E	
An excellent understanding and knowledge of teaching percussion.	E	
Creative and original approach, designed to appeal to the imaginations of young musicians.	D	
Ability to generate new ideas regarding practice and procedure.	D	
<b>Knowledge</b>		
Evidence of a positive and supportive attitude towards learning music, combined with high expectations.	E	Application Form/Interview
An active and visible career on the wider performance	D	

and/or educational circuit.		
<b>Qualifications</b>		
Educated to degree level (in music), or equivalent professional experience.	E	Application Form/Interview
Qualified Teacher Status, or a teaching diploma provided by an external body.	D	
<b>Other requirements</b>		
Willingness to adapt working hours occasionally to accommodate extra activities.	E	Application Form/Interview
To be punctual and professional.	E	
An ability to use own initiative.	E	
Willingness to share experiences, skills and knowledge and to motivate others.	E	
Willingness to follow College Health and Safety procedures and maintain a safe and positive working environment.	E	

<b>Summary of Terms and Conditions</b>	
<b>Salary</b>	Grade 6b, SCP 29 to 31, £36.66 to £39.93 per hour (pending pay review)
<b>Hours of Work</b>	7 hours per week. Saturdays between 8.00am – 4.00pm, but may vary from time to time. Flexibility in working hours will be expected.
<b>Pension</b>	The post-holder will be eligible to join Teachers' Pensions Scheme / Universities Superannuation Scheme.

**Issued by:** Aled Tudor, Head of Junior Programmes

**Date of issue:** July 2026

---

# 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](mailto: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.