

Royal Northern College of Music

Candidate Pack

Vacancy: Lecturer in Music

Reference No: 2627-01

Closing Date: 12 Noon, Friday 23 October 2026

Interview Date: Monday 23 November 2026

RNCM
ROYAL NORTHERN
COLLEGE of MUSIC

Job Description

Job title: Lecturer in Music

Department: Academic Studies

Responsible to: Head of Undergraduate Programmes/Deputy Head of Undergraduate Programmes/Head of Graduate School/Deputy Head of Graduate School

Overall Purpose of the Job

The Lecturer will contribute to the learning culture of the Royal Northern College of Music (RNCM), applying their areas of expertise to a range of teaching within undergraduate, postgraduate taught and research programmes if appropriate. The Lecturer will provide, through a contribution to the RNCM's academic community, support for, and enhancement of the academic experience of its practitioner students: the post holder will therefore be able to demonstrate an empathy with the central mission of the RNCM, one of the world's leading conservatoires.

With up-to-date pedagogical knowledge, skills and understanding, the Lecturer will support curriculum development, engaging in development activities such as team meetings and enacting inclusive pedagogy to ensure teaching meets the needs of all students. They will embrace digital learning technologies and their own continuing professional development to maintain the quality and standards of RNCM learning and teaching. They will enrich the teaching of the RNCM through their practitioner and/or research expertise.

Key Responsibilities, Accountabilities or Duties

- Teaching across a range of undergraduate and postgraduate programmes, including research degree supervision if appropriate. Over time, this may include forms of digital pedagogy.
- Research, scholarship and/or professional practice in one or more fields commensurate with the artistic, teaching and research culture of the institution, complementing existing staff expertise in Academic Studies.
- Administrative duties to support teaching.
- Contribution to team meetings and engagement with teaching development activities such as the Learning and Teaching Conference and the RNCM AdvanceHE fellowship scheme.
- Sustenance and promotion of the RNCM's position as an international conservatoire.
- Curriculum co-ordination and development, dependent on the specialisms of the post holder and strategic direction of the programmes.
- Participation in RNCM academic and operational committees as appropriate.
- Tutorial support to students.

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
Experience		
Experience of teaching and assessing Music at HE level.	E	Application Form/Interview
Expertise within one or more of the sub-disciplines of the RNCM's degree programmes, complementing current staff expertise in Academic Studies.	E	
Experience of working inclusively, designing learning and teaching to support diverse student needs.	E	
A developing research profile, with evidence of REF-quality outputs or the potential to achieve such outputs within the next REF period.	E	
Experience of curriculum design and development and/or module leadership	D	
Experience of supporting the learning of International Students in music.	D	
Skills		
Evidence of excellent teaching skills and ability to communicate effectively with HE level students in a UK conservatoire.	E	Application Form/Interview
Evidence of ability to plan and deliver well-structured, relevant learning opportunities.	E	
Ability to both respond to and promote diversity in curriculum content and pedagogical approaches.	E	
Ability to support student learning in line with access and participation activities.	E	
Excellent interpersonal skills and ability to work both as part of a team and across a network of teams.	E	
Adaptable, flexible and creative.	E	
Ability to draw on experience as a performer and/or creative artist to enhance student engagement across an HE music curriculum.	D	
Creative approach to providing learning support in blended and online pedagogical environments.	D	
Knowledge		
Excellent knowledge of core subject specialism(s) and the relevant up-to-date research/practice in their field(s).	E	Application
Good knowledge and understanding of HE pedagogy.	E	
Knowledge of relevant up-to-date pedagogical research/practice related to inclusive pedagogy.	E	

Good knowledge and understanding of wider HE issues and context, including the regulatory environment and the frameworks within which HE teaching operates	E	Form/Interview
Knowledge of the particular specialist environment of the Conservatoire and delivering learning activities in this context.	D	
Qualifications		
PhD in Music or a relevant discipline.	E	Application Form
Fellowship of the Higher Education Academy	D	
Other requirements		
To be punctual and professional in appearance.	E	Interview
An ability to use their own initiative.	E	
Willingness to keep pedagogical and subject knowledge up to date.	E	
Willingness to share experience, skills and knowledge, and motivate others to follow suit.	E	

Summary of Terms and Conditions	
Salary	Grade 8, SCP 36 to 39 , £46,049 to £50,253 per annum (actual pro-rata salary £27,629 - £30,151, pending pay review)
Hours of Work	21 hours per week. Flexibility in working hours will be expected.
Annual Leave	15 days per year, increasing to 18 days after 5 years' service. In addition, 2 extra statutory days are granted during the Christmas closedown plus all 8 bank holidays.
Pension	The post-holder will be eligible to join the Teachers' Pensions Scheme / Universities Superannuation Scheme

Issued by: Professor Nicholas Reyland, Head of Undergraduate Programmes

Date of issue: September 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@ncm.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

Staff discounts are available across the RNCM Food and Drink range, including hot drinks, cakes and snacks in the Café, as well as alcoholic and soft drinks from the Bar. You can make your savings go even further by earning loyalty points and accessing exclusive food and drink

offers through the free RNCM Food and Drink app, available to download from your app store. You can also have a discounted pay-as-you go swim rate per swim at the Manchester Aquatics centre just across the road. You are also eligible to get a Totum student discount card to get money off your favourite things all along the high street

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.