

Royal Northern College of Music

Candidate Pack

Vacancy: Lecturer in Music (Learning Support)

Reference No: 2627-02

Closing Date: 12 Noon, Friday 23 October 2026

Interview Date: Tuesday 24 November 2026

RNCM
ROYAL NORTHERN
COLLEGE of MUSIC

Job Description

Job title: Lecturer in Music (Learning Support)

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 post holder will have overall responsibility for academic learning support provision within the RNCM, working as part of the Student Health and Wellbeing Hub with academic colleagues and members of the Academic Services team (in particular the Head of Student Disability and Wellbeing and Student Wellbeing Advisors). The post holder will support the academic development and wellbeing of undergraduate and postgraduate students, working with the Head of Student Disability and Wellbeing to develop and implement Personal Learning Plans (PLPs) and advising the RNCM on learning support provision needed in the light of equality legislation. A distinguished teacher, the post holder may, beyond the core purpose of providing learning support for students, make contributions to the RNCM's taught offer, if appropriate.

Acting as a central point of contact for Programme Leads, Module Leaders and Student Wellbeing Advisors, with up-to-date pedagogical knowledge, skills and understanding, the Lecturer will advise on and develop reasonable adjustments throughout the curriculum across all programmes of study, promoting inclusive curriculum design and teaching approaches while maintaining standards. They will be responsible for managing academic support as directed by the RNCM's Access and Participation Plan.

They will engage in development activities such as team meetings and enact inclusive pedagogy to ensure teaching meets the needs of all students. They will support other teaching colleagues in developing inclusive pedagogical approaches and contribute to staff development activities. They will embrace digital learning technologies and their own professional development to maintain the quality and standards of RNCM learning and teaching. They will enrich their work through their own practitioner and/or research expertise.

Key Responsibilities, Accountabilities or Duties

- Manage RNCM Accelerate, the RNCM's programme of work under its Access and Participation Plan.
- Provide individual and group academic tutorial support as required across the curriculum to disabled students and students with long-term health conditions, including students with specific learning difficulties and neurodivergent students.
- Liaise with Programme Leaders, Heads of School, other tutors, Library staff, the Digital Learning Manager and IT department to support inclusive teaching, delivery methods, assessment, learning materials and academic services.
- Act as the Student Health and Wellbeing Hub's single point of contact in Academic Studies for the development of PLPs.

- As part of the Student Health and Wellbeing Hub, help to raise awareness of SpLDs, neurodivergence, barriers to learning, and inclusive approaches.
- Undertake training, as appropriate, to support the core purpose of the role.
- Serve as a member of relevant College committees.
- Teach on undergraduate and postgraduate programmes; supervise postgraduate projects, and research students if appropriate within area of practitioner and/or research expertise.

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
Demonstrable experience of working with students with specific learning difficulties (SpLDs) and neurodivergent students in higher education.	E	
Expertise within one or more of the sub-disciplines of the RNCM's degree programmes.	E	
Experience of specific academic learning support, including devising alternative assessments and reasonable adjustments.	D	
Experience of supporting the learning of international students in music.	D	
A track record of individual or collaborative research activity in academic or practice-based disciplines.	D	
Skills		
Evidence of excellent teaching skills and the 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 work with academic staff to develop their pedagogical approaches and contribute to staff development 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	
Understanding of barriers experienced by disabled and neurodivergent students, including those with SpLDs, and the ability to plan inclusive learning.	E	
Ability to keep appropriate records and collate data to evaluate and inform progress toward Access and Participation targets.	E	
Ability to draw on experience as a performer and/or creative	D	

artist to enhance student engagement across an HE music curriculum.		
Creative approach to providing learning support in blended and online pedagogical environments.	D	
Knowledge		
Excellent pedagogical knowledge and understanding within Music HE.	E	Application Form/Interview
Knowledge of current research and practice relating to inclusive pedagogy.	E	
Good knowledge and understanding of wider HE issues and context, including the regulatory environment and Access and Participation requirements.	E	
Knowledge of equality legislation.	D	
Knowledge of the particular specialist environment of the Conservatoire and delivering learning activities in this context.	D	
Qualifications		
First degree in Music or relevant discipline	E	Application Form
Master's degree in Music, Education or a relevant discipline, or substantial professional experience with demonstrable and relevant subject knowledge at master's level.	E	
PhD in Music or relevant discipline.	D	
Fellowship of the Higher Education Academy.	D	
Other requirements		
To be punctual and professional in appearance.	E	Interview
An ability to use own initiative.	E	
Willingness to keep knowledge of disability, neurodivergence, SpLDs, inclusive practice, learning support and pedagogy 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.