

# Royal Northern College of Music

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## Candidate Pack

**Vacancy: Professor of Flute**

**Reference No: 2526-26**

**Closing Date: 12 Noon, Wednesday 6 May 2026**

**Interview Date: Friday 22 May 2026**

**RNCM**  
ROYAL NORTHERN  
COLLEGE of MUSIC

# Job Description

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**Job title: Professor of Flute**

**Department: School of Wind, Brass and Percussion**

**Responsible to: Director of Woodwind and Head of School of Wind, Brass and Percussion**

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## **Overall Purpose of the Job**

To be responsible for the delivery of the academic curriculum at undergraduate and post graduate level through one-to-one flute teaching, workshops and masterclasses and to assist in the preparation and participation of students in a range of performing and academic activities.

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

- To deliver flute teaching and conduct tutorials and assessments for full-time and part-time students in accordance with the requirements of the appropriate syllabuses.
- To deliver coaching in all appropriate performances. To assist in the preparation and participation of students in a range of performing activities, including auditions and recitals, concert performances, orchestral concerts, outreach performances, master classes and workshops, competitions and outside engagements.
- To maintain professional standards internally and externally and to retain an active profile in the profession, as appropriate.
- As required, to participate where appropriate with the Heads of School, and other senior colleagues as a member of a panel for the examinations process.
- To participate where appropriate with the Heads of School, and other senior colleagues in the student auditioning and admissions process.
- To support the Heads of School in the recruitment of the highest quality students from the UK, Europe and Overseas to the College.
- To undertake such additional appropriate duties as may be required by the Heads of School.
- To participate in the Performance Development Review process, as required.

## 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 flute player with a national reputation as a performer and teacher	E	Application /Interview
Experience of teaching at the highest levels in both the one-to-one and the masterclasses setting	E	
A current or proven profile as a music practitioner in the performance industries on a national or international level or a proven profile as a music academic with a national or international profile	E	
Teaching experience in an HE setting	D	
A track record of individual or collaborative research activity in academic or practice-based disciplines	D	
<b>Skills</b>		
An ability to demonstrate a rational and informed approach towards the student's development of technical foundations and musical maturity	E	Application /Interview
Considerable pedagogical knowledge and ability to mentor and guide students on the verge of a professional career	E	
Ability to motivate and guide students	E	
Ability to teach and coach students and give constructive feedback	E	
Ability to forward plan and be organised	E	
<b>Knowledge</b>		
An appreciation of various teaching styles and the ability to lead workshops focussing on aspects of technique and performing styles	E	Application /Interview
Wide knowledge of flute solo and chamber repertoire, and comprehensive knowledge of symphonic, operatic and contemporary repertoire. Knowledge of a range of flute techniques	E	
Knowledge of Conservatoire practical and academic activities and assessment processes	D	
Knowledge of the national and/ or international cultural landscape	D	
Knowledge of the HE and/ or conservatoire sector	D	
Network of contacts in the performance and teaching world	D	
<b>Qualifications</b>		

A degree or equivalent qualification in an appropriate and relevant subject	E	Application /Interview
A higher degree or equivalent qualification in an appropriate and relevant subject	D	
<b>Other requirements</b>		
Wide recognition as a practitioner of national standing with a proven record of teaching successes.	E	Application /Interview
Evidence of ability to recruit the highest quality students from the UK, Europe and Overseas.	D	

<b>Summary of Terms and Conditions</b>	
<b>Salary</b>	Grade 8a, SCP 36 to 39, £46.08 - £50.29 per hour
<b>Hours of Work</b>	Your hours of work will be confirmed annually according to student numbers and typically will consist of a lesson delivery pattern of 27, 18 or 9 hours per student (this equates to either 9, 6 or 3 visits per term). Your working year will be in accordance with the published College Calendar and will not normally exceed 34 weeks. This is the maximum period during which you may be required to work.
<b>Pension</b>	The post-holder will be eligible to join the Teachers' Pensions Scheme / Universities Superannuation Scheme

**Issued by:** Kevin Gowland, Head of Woodwind

**Date of issue:** April 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 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).



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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.