



Royal Northern College of Music

Candidate Pack

Vacancy: Professor of Piano

Reference No: 2324-29

Closing Date: 12 Noon, Fri 07 Jun 2024

Interview Date: Wed 26 and Thu 27 Jun 2024

RNCM
ROYAL NORTHERN
COLLEGE of MUSIC

Job Description

Job title: Professor of Piano

Department: School of Keyboard Studies

Responsible to: Head of School of Keyboard Studies

Responsible for: N/A

Overall Purpose of the Job

One to one piano tuition, performance classes and recital reporting.

Key Responsibilities, Accountabilities or Duties

To give Principal Study piano tuition to undergraduates and postgraduates on a regular basis agreed with the Head of School.

To give performance classes and write written reports on recitals.

To examine annual assessments when required.

Auditioning of students to undergraduate, postgraduate and International Artist Diploma courses.

To promote the college both nationally and internationally and assist in the recruitment of students at the highest level.

Additional Information

Safeguarding

The Royal Northern College of Music is committed to safeguarding and promoting the welfare of children and vulnerable adults. All staff working with these groups are expected to share a commitment to this. You will be expected to report promptly any concerns relating to the safeguarding of children and / or vulnerable adults in accordance with agreed Child Protection Policy and 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.

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 track record of individual or collaborative research activity in academic or practice-based disciplines. | E | Application Form/Interview |
| A professional pianist with an international reputation as a performer and/or teacher. | E | |
| Experience of teaching at the highest levels in both the one-to-one and the performance class setting. | E | |
| Skills | | |
| An ability to demonstrate a rational and informed approach towards the student's development of technical foundations and musical maturity. | E | Application Form/Interview |
| Considerable pedagogical knowledge and ability to mentor and guide students on the verge of a professional career. | E | |
| Knowledge | | |
| An appreciation of various teaching styles and the ability to lead classes focussing on aspects of technique and performing styles. | E | Application Form/Interview |
| Comprehensive knowledge of the piano and chamber music repertoire | E | |
| Qualifications | | |
| UG Degree or equivalent qualification in an appropriate and relevant subject. | D | Application Form/Interview |
| Other requirements | | |
| A commitment to supporting the RNCM in its equality, diversity and inclusion practices | E | Application Form/Interview |
| Widely recognised as a teacher of national/international standing with a proven record of teaching successes. | E | |
| Organisation of regular visits to the college within a busy concert schedule. | E | |
| Liaison with School Administrator and flexibility of timetable. | E | |

| Summary of Terms and Conditions | |
|---------------------------------|--|
| Salary | Grade 8a to 9 SCP 36 to 47, currently £44.30 to £61.23 per hour |
| Hours of Work | Confirmed annually according to student numbers. |
| Working Year | 34 weeks. 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. The working year will be determined on an annual basis and will include the published College teaching year and the non-teaching year. |
| Pension | The post-holder will be eligible to join Teachers' Pensions Scheme / Universities Superannuation Scheme |

Issued by: Head of School of Keyboard Studies

Date of issue: April 2024

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.

The Department

School of Keyboard Studies: Undergraduate and postgraduate students receive world-class training through a mixture of solo tuition, workshops, ensembles and masterclasses,

supported by lectures, seminars and individual academic tutorials.

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 4 closure days.

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 event.

Professional Development

The RNCM is committed to the support of 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 Teya 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). We also have an Employee Assistance Programme which is a specialist provider offering general.

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.