

Royal Northern College of Music

Candidate Pack

Vacancy: Professor of Voice

Reference No: 2526-28

Closing Date: 12 Noon, Friday 5 June 2026

Interview Date: Tuesday 23 June 2026



RNCM
ROYAL NORTHERN
COLLEGE of MUSIC

Job Description

Job title: Professor of Voice

Department: School of Vocal Studies and Opera

Responsible to: Head of Vocal Studies and Opera

Overall Purpose of the Job

To be responsible for the delivery of the academic curriculum at undergraduate and postgraduate level through one-to-one vocal teaching. This may include additional teaching if required, such as workshops and SVSO performance classes 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 vocal teaching to undergraduate and postgraduate students.

To assist in the preparation and participation of students in a range of performing activities, including auditions and recitals, concert performances, 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 classical music profession, as appropriate.

To participate where appropriate with the Head of School, and other senior colleagues in the student auditioning and admissions process.

To support the Head of School in the recruitment of the highest quality UK and international students to the College.

To undertake such additional appropriate duties as may be required by the Head of School.

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		
A professional singer with a national and/or international reputation as a performer and/or teacher	E	Application Form/Interview
Experience of teaching at the highest levels in a variety of settings	E	
Teaching experience in an HE setting	D	
A track record of individual or collaborative research activity in academic or practice-based disciplines	D	
Skills		
An ability to demonstrate an informed approach towards the student's development of technical foundations and musical maturity	E	Application Form/Interview
A high level of diction skills in Italian, German, French and English	E	
Considerable pedagogical knowledge and the ability to mentor and guide students at the appropriate level	E	
Ability to motivate and guide students and to give constructive and informed feedback	E	
Ability to plan a teaching schedule and to prioritise when needed, with high level of organisational skills	D	
Knowledge		
Wide knowledge of operatic, oratorio and concert repertoire	E	Application Form/Interview
The ability to lead workshops focussing on aspects of technique and performing styles	D	
Knowledge of the national and/or international cultural landscape	D	
Knowledge of the HE and/or Conservatoire sector	D	
Qualifications		
A degree or equivalent qualification in an appropriate subject or relevant professional experience	E	Application Form/Interview
Other requirements		
Wide recognition as a practitioner of national standing with a proven record of teaching successes	D	Application Form/Interview
Evidence of ability to recruit the highest quality students from the UK, Europe and Overseas	D	

Summary of Terms and Conditions	
Salary	Grade 8b, SCP 40 to 43, £51.79 to £56.57 per hour
Hours of Work	Your hours of work will be confirmed annually according to student numbers and typically will consist of a lesson delivery pattern of 32 hours per student per academic year. 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
Pension	The post-holder will be eligible to join the Teachers' Pensions Scheme / Universities Superannuation Scheme.

Issued by: Lynne Dawson, Head of School of Vocal Studies and Opera

Date of issue: May 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.



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.