

Royal Northern College of Music

Candidate Pack

Vacancy: Upper Strings Tutor

Reference No: 2526-30

Closing Date: 12 Noon, Tuesday 30 June 2026

Interview Date: Thursday 9 July 2026

RNCM
ROYAL NORTHERN
COLLEGE of MUSIC

Job Description

Job title: Upper Strings Tutor
Department: Young Strings
Responsible to: Head of Young Strings

Overall Purpose of the Job

To teach violin and viola to small groups of pupils within the context of Young Strings. To work as part of a teaching team to plan and deliver the curriculum, providing expertise in strings teaching and on integrating musicianship from the earliest stages of learning.

Key Responsibilities, Accountabilities or Duties

- Plan and deliver individual and small group instrumental lessons within the context of the pupils' recent work at Young Strings.
- Commit to the integrated approach of Young Strings, planning lessons which help pupils to develop wide ranging instrumental and musical skills. This will involve collaboration with other team members.
- Comply with any relevant policies, such as Health & Safety, Equality and Diversity, Child Protection put in place by Royal Northern College of Music.

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.

Disclosure and Barring Service (DBS)

The successful candidate will be subject to a thorough vetting process which includes, an enhanced DBS check and satisfactory references.

This post is exempt from the Rehabilitation of Offenders Act 1974. [The Rehabilitation of Offenders Act 1974 and the Exceptions Order 1975](#), provides information about which convictions must be declared during job applications and related exceptions.

Candidates who are barred from working with children are reminded it is a criminal offence to apply for this post.

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 primary aged children learning upper strings instruments individually and in small groups.	E	Application Form/Interview
Experience of teaching in a way which integrates musicianship and instrumental learning.	E	
Experience of leading improvisation and creative work with young instrumentalists.	D	
Familiarity with tonic solfa (moveable doh) and Dalcroze Eurhythmics.	D	
A track record of individual or collaborative research activity in academic or practice-based disciplines.	D	
Skills		
High level of performance skill on own instrument (violin or viola).	E	Application Form/Interview/Demonstration Lesson
Evidence of good teaching skills and ability to communicate effectively with primary aged pupils.	E	
Evidence of ability to plan and deliver well-structured, relevant learning opportunities.	E	
Creative and original approach, designed to appeal to the imaginations of young children.	E	
Excellent interpersonal skills and ability to work as part of a team.	E	
An ability to remain calm when under stress.	E	
Adaptable, flexible and creative.	E	
Reasonable performance skills on the keyboard.	D	
Some use of IT to support learning.	D	
Knowledge		
Evidence of a positive and supportive attitude towards children's early learning in music, combined with high expectations.	E	Application Form/Interview/Demonstration Lesson
Qualifications		
Thorough technical grounding in own instrument (violin/viola), evidenced in a performance qualification at NQF Level 4 or above.	E	Application Form/Interview/Demonstration
Evidence of being actively engaged in their own Continuing Professional Development.	E	
Qualified Teacher Status, a teaching diploma provided by	D	

an external awarding body (e.g. Associated Board, Trinity/Guildhall).		Lesson
Other requirements		
Willingness to adapt working hours occasionally to accommodate extra activities (e.g. concerts).	E	Application Form/Interview/Demonstration Lesson
To be punctual and professional in appearance.	E	
An ability to use own initiative.	E	
Willingness to share experience, skills and knowledge, and motivate others to follow suit.	E	
Willingness to commit to the pedagogical aims of Young Strings.	E	
Willingness to follow College health and safety procedures and maintain a safe and positive working environment.	E	
Willingness to follow the Safeguarding and Child Protection policies and procedures of the College.	E	

Summary of Terms and Conditions	
Salary	Grade 6b, SCP 28 to 31, £36.66 to £39.93 per hour (pending pay review, dependant on experience).
Hours of Work	Saturdays during term-time, 9.00am – 11.00am
Pension	The post-holder will be eligible to join the Teachers' Pensions Scheme / Universities Superannuation Scheme.

Issued by: Sarah Crooks, Head of Young Strings

Date of issue: June 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.