



Appointment of Head of Strings

Eton College is seeking to appoint an outstanding musician and leader to take on the role of Head of Strings. General tasks and responsibilities will be to develop string playing throughout the College at all ability levels; to teach an orchestral string instrument across the 13-18 age range; to lead and manage a team of visiting staff, including developing their pedagogy; to direct the College Chamber Orchestra and Junior String Orchestra; and to coordinate chamber music across the school.

The successful candidate will be expected to take up his or her appointment on 1st January 2018.

The School

Eton College, which was founded by Henry VI in 1440 for 70 scholars, has over the years become a boarding school for 1300 boys. It is the largest boarding school for boys in the United Kingdom. The school welcomes boys from all backgrounds and has 130 pupils on merit based scholarships at any one time. Around 20% receive a range of bursarial financial assistance averaging 67% fee remission and over 70 boys receive 100% support. This year the School will spend £6.5m on bursaries and scholarships. This income is not from fees paid by parents but generated from our endowment and donations received. Boys joined us this year from 114 middle and prep schools spread throughout the UK and only 10% of boys come from overseas.

To support this large population of boarding pupils we have 155 full time teachers of boys as well as 100 part-time and visiting music teachers. There are over 650 other employees including domestic staff (in the boarding houses and in the central dining hall), technicians, groundsmen, administrative staff, security, cleaners and a large buildings department. The college and its immediate grounds and playing fields extend over 400 acres from the north end of Eton High Street to the M4 by Slough, bound to the east by the Thames and to the west by a railway. There are some 400 school buildings as well as the Eton College Rowing Centre at Dorney Lake, the London 2012 Olympic venue.

Boys study a broad curriculum during their first year and then choose their GCSE and IGCSE courses that run through the second and third years. Most take 10 or 11 GCSEs at the end of their third year. In the Sixth Form boys usually choose four A level or Pre-U subjects; some double mathematicians choose five. In most cases boys supplement their choice of subjects from one of the wide range of unexamined options courses that become available in the Sixth Form. From September 2017 all courses taught in Year 12 will be linear, with all examinations being sat at the end of Year 13. Standards are generally high, with in excess of 90% of all GCSEs taken awarded

A*/A and in excess of 95% awarded A/B at A level (or Pre-U equivalent). Teachers usually take classes at all levels of the school, and may have an opportunity to offer topics of particular interest to them as non-examined optional courses.

Music at Eton

There are seven full-time music teachers at Eton, including the Precentor/Director of Music. Instrumental and vocal tuition is provided by a team of seventy-six visiting music teachers led by Heads of Section for Strings, Brass, Woodwind, Piano, Singing and Percussion. The department also includes a Composer in Residence, Music Technician, Music Librarian and a five-strong administrative team.

Eight Music Scholarships and six Music Exhibitions are awarded each year, as well as a number of honorary awards. There are currently 123 music award holders in the school. Over half the boys in the school take individual music lessons with approximately 1300 lessons being given each week. Current musical activities include Lower Chapel and College Chapel choirs, Concert Choir, ECMS chorus, close-harmony groups, three orchestras (a full symphony orchestra, chamber orchestra and junior string orchestra), two concert bands, two big bands, brass groups, wind groups, small jazz groups, a pipe band and various chamber ensembles.

The Music Department is housed in its own buildings. A major new extension opened in 1998 incorporates a recording studio and editing suite, music technology teaching rooms and a large rehearsal/concert hall. The original building, joined by a covered walkway, is the administrative centre and has a second concert hall, organ room and numerous practice and teaching rooms for both instrumental and academic teaching. Beyond the department buildings the College Chapel, Lower Chapel and School Hall are used for services and large-scale concerts and house five of the school's eight pipe organs. There are Steinway grand pianos in all of the major performance spaces.

All boys in their first year at Eton study a varied music course as part of a carousel of subjects. Around 40 boys typically choose to study music in each of years 10 and 11, divided between those who take the CIE IGCSE and those who opt to follow the Edexcel GCSE Music specification taught with a focus on music technology. 6-8 students go on each year to take the Cambridge Music Pre-U, and a further 8-10 opt to take Edexcel Music Technology A level. Boys taught in year 9 span a wide range of musical ability, but of those who choose the subject from year 10 none are weak by national standards and a number attain the very highest level for their age group. Many boys apply to read Music at university, usually to Oxford or Cambridge, in addition to those who apply to read other subjects with choral or organ awards. Increasingly boys are opting to apply to Music College, with several gaining scholarships at major conservatoires in recent years.

The string department at Eton College currently numbers eight teachers including the head of strings. Several members of the department also teach at Music Colleges and are active professional performers. The standard of Eton's top string players is exceptional with a number of boys in recent years arriving at the College already having completed a diploma.

The Role

The role of Head of Strings has become vacant following the retirement of Jack Rozman after 35 years of exceptional service.

The successful candidate will be an exceptional musician and ensemble coach with an outstanding track record of teaching pupils from beginner to post-diploma standard. They will have excellent interpersonal skills and prior experience of managing instrumental teachers in an educational institution. The new Head of Strings will have the exciting opportunity to make new appointments upon assuming their position.

The post is full-time and residential.

As Head of Strings the successful applicant will:

- develop and enhance string playing throughout the College at all levels of ability;
- teach up to 18 hours per week on any orchestral string instrument;
- lead the team of visiting string teachers and develop pedagogy;
- direct the College Chamber Orchestra and Junior String Orchestra;
- coordinate the provision of chamber music within the school (in consultation with other Heads of Section);
- coach a number of chamber ensembles;
- assist with Symphony Orchestra rehearsals and take responsibility for bowings;
- attract outstanding string players to apply for Music Scholarships at Eton College;
- allocate all string pupils to appropriate teachers and ensembles;
- organise the annual String Competition and regular masterclasses;
- oversee the stock and regular maintenance of Eton's string instruments;
- appoint new string teachers when positions become available (in consultation with the Head of Instrumental Studies);
- potentially teach 2 or 3 academic music lessons each week (taking into account interest and experience);

Additionally, Eton expects all full-time teaching staff ('masters') to be involved in the school community in the following ways:

As a Tutor:

In addition to their House Master, all Eton boys have a personal tutor, who is responsible for their academic progress and the delivery of Personal, Social and Health Education (PSHE). Boys meet in groups of about six with their tutor every week to discuss general academic matters and to pursue courses of study intended to develop their awareness of personal relationships, sex- and drug-related issues, moral behaviour and so forth.

All teachers are expected to contribute to this tutorial programme for which training is given and supporting materials provided. A typical teacher will be allocated one tutorial group in his or her first year and up to two more in subsequent years. The role of tutor is a central part of the life of a teacher and is an essential part of a boy's experience of Eton life. Tutors of younger boys are

encouraged to involve themselves in the lives of the boarding-houses from which their pupils are drawn, and are expected to visit their pupils in those houses during the term.

As a House Assistant:

The Head Master requires applicants for teaching positions at Eton to be committed to life in a boarding-school. To that end, almost all new teachers, with very few exceptions dictated by their patterns of work, are expected to act as assistants in boarding-houses. In practice this means being ready to spend about one evening a fortnight in a specified boarding-house, relieving the House Master and his Deputy on occasion, and getting to know all the boys. A tutor's pupils often consist in part of boys from the house where he or she is an assistant.

Remuneration & Accommodation

All teachers are accommodated at the school in flats or houses or sometimes (in the case of single teachers) in "colonies" shared with three or four others, which is a good way of beginning at Eton and learning about it.

Accommodation is provided for full-time staff free of rent, council tax, buildings insurance and general maintenance costs. Applicants will be asked about their accommodation needs on appointment so that the school can plan ahead. The Eton College salary scale is substantially above that for the state sector, and teachers are expected to be committed to the total life of the school. All teachers are able to join the Teachers' Pension Scheme.

Induction and Probation

Eton's appointment, induction and probation procedures satisfy the statutory requirements that allow NQTs to achieve QTS and register with the Department for Education.

All appointments are probationary for the first two years. In practice, newly-appointed teachers will be given a clear indication of their progress during their first year, and an unequivocal decision about their future employment will be made at the latest by the end of their fourth term. The procedure will be explained in detail at interview.

All teachers joining Eton will have the benefit of guidance by an experienced and trained mentor whose role it will be to help them through the first few terms of their employment. The school believes in, supports and resources an extensive system of professional development and training, and all teachers are expected to participate in it throughout their careers.

Statutory and Other Checks

All appointments will be subject to a satisfactory Enhanced Disclosure from the Disclosure and Barring Service; the College reserves the right to make other required checks. Applicants should note that the College, in addition to requiring three satisfactory references, is required to seek references from the most recent employment where a candidate has worked with children.

Candidates should ensure that their application form provides sufficient information to enable the college to follow their complete employment and other history since leaving school.

All appointments are conditional upon completion of a confidential pre-employment medical questionnaire and, if needed, a referral to the School Occupational Health Advisor.

Candidates invited for interview will be required to provide the College with original documents that verify identity and all qualifications adduced. They will also be asked to teach a lesson.

It is the post-holder's responsibility to promote and safeguard the welfare of children and young persons for whom s/he is responsible, or with whom s/he comes into contact; also to adhere to, and ensure compliance with, Eton College: Safeguarding Policy 2016, at all times. If in the course of carrying out the duties of the post, the post-holder becomes aware of any actual or potential risks to the safety or welfare of children in the school, s/he must report any concerns to the Lower Master or to the Head Master.

Applications

Applicants are invited to submit their application forms, letters of application, and the names, addresses and telephone numbers of three referees (one of whom at least should be a current employer or, for new graduates, a university supervisor) to the address below. It is the responsibility of applicants to ensure that their referees are willing and able to provide references shortly after the time of application. Testimonials must not be sent.

To apply for this position please download and complete the application form from the College website: <http://www.etoncollege.com/TeachingPosts.aspx>

Completed forms should be emailed to: teacherrecruitment@etoncollege.org.uk

Alternatively, completed forms may be sent to:-

Mrs Lynne Wood
Teachers' Recruitment
Eton College
Windsor
Berkshire
SL4 6DW

Closing Date: Tuesday, 21 March 2017 @ 1.00 pm

The first round of interviews is scheduled to take place on Friday, 21 April, and the second round on Thursday, 27 April.

Please note, in light of the considerable number of applications that Eton is pleased to receive for all positions advertised, we will not enter into correspondence with unsuccessful applicants regarding reasons why they were not appointed or interviewed.

Person Specification for a teacher of music at Eton College

	Essential	Desirable
Qualifications <ul style="list-style-type: none"> • Music degree 	X	
Experience <ul style="list-style-type: none"> • Proven interest and experience in string pedagogy • Previous experience as instrumental teacher working with 13-18 year old boys • Experience of managing visiting music teachers • Experience of coaching/directing chamber ensembles • Experience of classroom teaching 	X X X X	X
Skills/ Knowledge and Abilities <ul style="list-style-type: none"> • First rate string player • A 'team' player with ability to work flexibly as part of a diverse team • Ability to direct ensembles • Good written and verbal communication skills • Excellent organisational skills • Excellent oral communication skills, especially in relation to staff, students and parents • Positive, enthusiastic, energetic, flexible with a pro-active 'can do' attitude. • Ability to adapt to changing situations • Ability to work evenings and weekends • High level contacts within professional string world • Excellent IT skills 	X X X X X X X X X X X	X
Personal Qualities <ul style="list-style-type: none"> • A sense of humour and a genuine understanding and liking for our students • Approachable, open and honest • Dedicated, conscientious and hard working 	X X X	