

Candidate pack

# Head of Keyboard & Accompanist in Residence

*Stowe*



# Our Vision and Ethos

Stowe stands in the most sublime setting of any school in the world. Historic buildings, landscaped gardens and the very spirit of the Enlightenment sit at the heart of its founding. But, as this remarkable landmark enters its second century as a leading public school, we believe that beauty and tradition are not enough: our future vision for the School embraces change, uncertainty and the challenges that will face our pupils not just during their academic careers, but throughout the rest of their lives in a world which is increasingly complex and ambiguous. Within that volatile environment we see our pupils and colleagues as Change Makers. They will make a lasting impact not only while they are here at Stowe, but, perhaps more importantly, in the wider world. The history of this place, both as a stately home and as a pioneering school remains important to our mission of education, and at the heart of a Stowe education remains intellectual enquiry, academic curiosity and a love of learning. We strive for a balance of rights and responsibilities, equality and inclusion and to treat each pupil and member of colleagues as an individual. Our vision is inspired

by a history of progressive thinking, and has been developed through collaboration with our pupils, parents, teachers, support colleagues, governors and alumni. Yes, we teach pupils how to excel in exams, but we also teach them how to collaborate, how to solve problems and how to think critically. Stowe is educating a generation of Change Makers ready to transform the world.

The Group's talented and committed workforce is one of our greatest strengths. We are committed to fostering team engagement, attracting, mentoring, developing and retaining our best teachers and support colleagues. We focus on employee wellbeing, provide opportunities for professional growth and we create a culture of community and partnership.



*Anthony Wallersteiner*

Dr Anthony Wallersteiner  
**Head of The Stowe Group**

**“Stowe is educating  
a generation of  
Change Makers  
ready to transform  
the world.”**

# THE *Stowe* GROUP

The Stowe Group of schools (Stowe, Swanbourne House and Winchester House) was created in January 2021 and offers education for boys and girls from 3-18 years. Within The Stowe Group there are more than 1,400 pupils and over 750 colleagues. The Schools occupy sites of historical significance in Swanbourne (Buckinghamshire), the market town of Brackley (Northamptonshire) and the world-famous landscape gardens at Stowe (Buckinghamshire), where we work with The National Trust to manage 880 acres and open the grounds to over 200,000 visitors a year. Stowe House is open to the public during the School holidays and for guided tours during term time. The Stowe Group is committed to safeguarding and promoting the welfare of children and expects all colleagues to share this commitment. In 2021, The Stowe Group launched its transformational and substantive Change Makers vision and Change 100 programme.



**Stowe School**



**Swanbourne House School**



**Winchester House School**

*Stowe*

**SWANBOURNE HOUSE**  
BUCKINGHAMSHIRE

**WINCHESTER**  
**HOUSE** 





PROFESSIONAL

CREATIVE PROBLEM SOLVERS

KIND

FLEXIBLE

COLLABORATIVE

COMMUNICATORS

# We are Change Makers

who are:



# Our values

## PROFESSIONAL

01

We are ambassadors for The Stowe Group to the outside world. We are proud and passionate about working for The Stowe Group at all times. Colleagues are courteous, address everyone respectfully, and are always punctual and presentable. We present a professional image by effectively prioritising, being knowledgeable in our area of expertise and following through on our work commitments and initiatives. We work efficiently to enhance the pupil and parent experience. We do not wait to be asked, we are trusted to use our initiative to see what needs to be done. We act with reliability, diligence and consistency to deliver work outcomes to high quality standards and timescales. We maintain a positive attitude and demeanour and are flexible and cooperative, possessing an open mind and are self-reflective.

## CREATIVE PROBLEM SOLVERS

02

We are adept at identifying a problem, looking for possible solutions and moving these forward to deliver the best course of action. We are committed to solving problems and completing all assigned work. Creative problem solvers are dynamic and therefore find new opportunities and solutions for problems by looking beyond current practices and using innovative thinking we are not afraid to think outside the 'box'. We are positively progressive in bringing new ideas and reinvent our processes to benefit our customers (pupils and parents) and the wider Stowe Group. As creative problem solvers we identify new opportunities to achieve goals and are willing to positively/appropriately challenge ideas or perceptions based on new information or contrary evidence which is presented. We find solutions through experimentation, imagination, questioning, collaboration and analytical methods and we look for ways to embrace technology and practical automation. We will look to acquire new knowledge, are inquisitive, and believe there is always more to learn.

## KIND

03

We act with honesty, respect and integrity in our actions and decisions. Our interaction with others enriches the working experience as we look to genuinely build and maintain the trust of others. We show respect and patience for others and their working environment at all times, even when under pressure or when having a bad day. Kindness doesn't have to be mellow or soft – in many cases, it takes courage, vulnerability, compassion, empathy, and transparency. The ability to actively listen to others, be dependable, considerate and curious all create a culture of contagious kindness. The ability to thank and celebrate the success of others encourages growth, along with offering actionable constructive feedback. We are also kind to ourselves recognising when we need to manage our own energy levels or reach out for support.

# Our values

## FLEXIBLE

04

We are able to adapt successfully and swiftly to changing situations, keeping calm and being resilient in the face of difficulties. We plan ahead and have alternative options so are ready for all challenges. We are able to think quickly to respond to sudden changes in circumstances and take on new challenges at short notice. We are open to change and will look to explore external trends to build our own knowledge and skillset. The ability to balance and juggle a busy day job is countered by being empowered to use our initiative. We are adept at dealing with changing priorities and workload and succeed through the strong support network within The Stowe Group.

## COLLABORATIVE

05

We make an invaluable and positive contribution to our immediate team and the wider Stowe Group team. We demonstrate calmness, leadership, collaboration and are great at coordinating with others to reach a common goal or outcome. We are honest, polite, and fair when working with others. We will look for ways to help others and provide assistance and encourage collaboration with other departments. We seek to find ways to empower others not to blame. We have a positive impact in the workplace and improve the positive energy level of the team. We work well and develop effective respectful relationships with a diversity of colleagues by listening and showing interest in others and their concerns.

## COMMUNICATORS

06

We are clear, concise, confident and consistent in our communication to others. We actively listen to others and know when to adapt our communication to colleagues around us, encouraging open discussions. In a team or group setting, we show respect, knowing when to take part in a discussion, remaining open-minded and allowing others to speak without interruption. We share relevant information with others to ensure they are updated and also allowed an opportunity to share their ideas and thoughts for consideration. Opportunities to simplify communication are identified and we will not shy away from offering positive challenge or questioning to others. We act with positive body language and look for the body language clues that others offer to adapt to their communication style.

# Job details

**Appointment of:** Head of Keyboard & Accompanist in Residence

**Department:** Music

**Accountable to:** Director of Music, Faculty Chair and then Deputy Head

**Number of direct reports:** Keyboard VMT's

**Location:** Stowe

**Salary:** Competitive

**"The Group's talented and committed workforce is one of our greatest strengths. We are committed to fostering team engagement, attracting, mentoring, developing and retaining our best teachers and support colleagues"**

## Purpose of the role:

To lead the team of Visiting Music Teachers who provide keyboard lessons and to support the Director of Music in the delivery of the highest standards of pupil performance through delivery of keyboard tuition and the accompaniment of pupils and concerts. To assist the Director of Music in raising the profile of Piano, Organ and other Keyboard instruments at Stowe.

## The Department:

Music has always had a high profile at Stowe School and its very surroundings make it an ideal place for the students to make music.

The music department is based in the state-of-the-art Chung Music School, although various on-site locations around the site are regularly utilised for performances.

A wealth of concerts and recitals are given throughout the year, mainly by Stoics themselves. There are often three or four musical events in a week, giving Stoics the opportunity to share their music with friends, staff and visiting parents, while gaining experience and confidence in performing in public. It is our aim that all Stoics should have the opportunity to develop their full potential as musicians during their time at the School and leave here with a love of music, whether classical, jazz, rock or pop.

Our Music Department is enhanced by visiting music teachers who are highly regarded professionals in their individual fields. There are numerous ensembles of all genres for pupils to join and chamber music is also highly regarded and supported within the department.



## Key tasks

Key Responsibilities and Accountabilities (in addition to that of the Subject Teacher):

The Head of Keyboard is expected to:

- Encourage high standards in all aspects of School life
- Contribute to the effective and efficient management of the School
- Promote a School culture which is happy, purposeful and productive
- Support and motivate students, teachers and other School employees
- Enthuse staff and pupils about the Department's subject
- Encourage consultation and discussion in the Department
- Communicate effectively with parents and guardians

**Heads of Department (HoDs) are responsible for the progress of students they teach. They are responsible for supporting the work of the teachers they line manage and ensure that all members of the Department participate effectively.**

## Key tasks continued

1. To teach up to a maximum of 25 students a week on the piano.
2. To teach and coach ensembles and engage in any other musical events as requested by the Director of Music.
3. To be fully responsible for the supervision and development of all students studying within their faculty.
4. To keep the Director of Music informed about the work and progress of pupils.
5. The Head of Keyboard will interview prospective keyboard instrument teachers alongside the Director of Music.
6. To be responsible for making sure that all visiting keyboard teachers have completed their reports on time.
7. To encourage excellence and high standards for all musicians in their faculty, offering extra support where necessary to all those learning a keyboard instrument at Stowe
8. To oversee with the Director of Music the development of piano ensembles and provision of recitals, workshops and masterclasses for pianists studying at Stowe.
9. To accompany Stowe's pupils for concerts and exams and to delegate accompaniment parts to other members of the department where necessary.



## Key tasks continued

10. To create performance opportunities for all those that would like to perform.
11. To develop active relationships with our feeder school community.
12. To arrange tuning and maintenance of Stowe's fleet of Steinway pianos as required and the house pianos on an annual basis.
13. To teach a variety of genres and encourage a broad interest in music for all pianists at Stowe ensuring lessons are challenging, demanding, but always enjoyable.
14. To run or oversee an annual Keyboard Festival Day, inviting local schools into Stowe to develop their Skills in an imaginative and active way which engages all students of Prep School Age.
15. Responsible for the administration of external examinations and competitions.

## Key Tasks continued

16. To help raise the profile of Stowe's Music Department to a wider community and encourage Keyboard players to see that Stowe is an environment where they may reach their potential as musicians.
17. To advise the Director of Music on the suitability of candidates auditioning for music scholarships.
18. To monitor the work of piano music scholars and advise on any problems encountered.
19. To hear and advise potential candidates before music scholarships and encourage, where appropriate, the application of suitable candidates.
20. To work closely with the Music Department's Music Administrator to ensure the smooth running of the department.

## Person specification

The selection of candidates for short-listing will be based on this specification and candidates should bear this in mind when preparing their application and completing the application form

Attributes	Essential	Desirable
Qualifications	<ul style="list-style-type: none"><li>• A strong Honours degree (or equivalent) in music</li></ul>	<ul style="list-style-type: none"><li>• A higher degree in performance</li><li>• PGCE</li></ul>
Specialist Skills and Experience	<ul style="list-style-type: none"><li>• A minimum of five years' Piano teaching experience.</li><li>• Managerial and administrative experience within a teaching environment.</li><li>• Professional performing experience</li><li>• A commitment to safeguard and promote the welfare of children.</li></ul>	<ul style="list-style-type: none"><li>• Head of Keyboard experience</li></ul>
Personal Qualities	<ul style="list-style-type: none"><li>• A willingness to participate fully in the pastoral care, School duties and extra curricular activities.</li><li>• An ability to motivate, enthuse and influence with strong interpersonal skills.</li><li>• Excellent administrative skills.</li></ul>	

This job description and Person Specification reflects the present requirements of the post and as duties and responsibilities change/develop, the job description will be reviewed and be subject to amendment in consultation with the post holder

**Date Agreed: October 2024**



**WINCHESTER HOUSE SCHOOL**



**STOWE**

**SWANBOURNE HOUSE**  
BUCKINGHAMSHIRE

**MILTON KEYNES**

**BLETCHLEY**

**LEIGHTON BUZZARD**

**AYLESBURY**

**From Stowe School:**

Heathrow Airport is an hour's drive away and Luton Airport 40 minutes.

Stowe School has nearby access to main traffic routes the M40, M1 and A5.

Milton Keynes Central train station – with regular trains to London – is a 30 minute drive from Stowe.





### **Enhanced holiday entitlement**

Your contract will provide details of the exact holiday entitlement you will receive



### **Free School Meals**

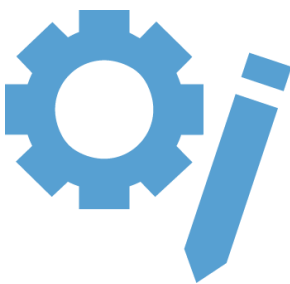
For colleagues working six hours or more during term time



### **Cycle2work scheme**

(National Minimum Wage rules may impact eligibility)

## **Colleague benefits**



**Learning and development opportunities**



### **Discounted School Fees**

At Stowe Group schools

### **Access to the Stowe Library**

Plus a range of online digital magazines and publications



**Free annual flu vaccine**



**£70 Annual Golf Membership**

For you and immediate family (applies to permanent colleagues only)



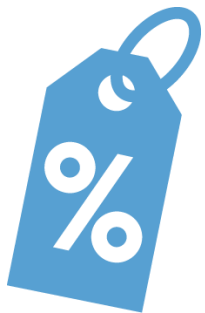
**Volunteer leave**

Up to 2 days paid leave for volunteering



**Employee wellbeing programme**

Including free access to counselling services, physiotherapy and more



**Shopping discounts**

Through the 'Discounts for Teachers' website



**Free refreshments**



**Wraparound childcare**

Free wraparound childcare available for all colleagues at Prep Schools



**Free gym and swimming pool use**

For you and your family (Stowe colleagues only, specific times apply.) Free Yoga classes at Stowe.



# We are change makers

THE *Stowe*  
GROUP

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Stowe School 01280 818

SECURITY

BARBARIAN