

Trainee Music Leaders Scheme 2019/20



Year-long Music Leader Training Spitalfields Music & Welsh National Opera September 2019 – July 2020

Application Deadline: 9am on Wednesday 26th June 2019

Spitalfields Music and **Welsh National Opera** are offering a singer / vocal practitioner the opportunity to take part in a year-long traineeship to develop skills in music leading. Offering an opportunity to gain real experience, reflect on practice, and observe and learn from experienced music leaders in a supportive environment, this placement is for an outstanding creative and skilled musician from any genre wishing to develop their skills as a music workshop leader, including understanding how to deliver opera sessions.

Thanks to generous support from Help Musicians UK's National Grants Programme, Spitalfields Music will work in partnership with Welsh National Opera, the London Symphony Orchestra, Opera North, and Orchestras Live in 2019/20.

Through our partnership with Welsh National Opera, we are offering one traineeship for singers able to participate in projects in Southampton and London as well additional opportunities in Birmingham, North Wales or Cardiff.

As a trainee, you will gain hands-on experience supporting at least three creative projects with Welsh National Opera, with a focus on activity in Southampton, with additional projects in Birmingham, Cardiff, and North Wales. The scheme will also support you to secure further observation opportunities with other organisations, including a possible exchange project with one of our programme partners. You will receive mentoring throughout the year from experienced music leaders, and attend training days in London. You will work towards designing and delivering (with other trainees) a creative schools project with Spitalfields Music in east London at the end of the year.

Committed to reflecting our local communities and nurturing a diverse workforce for the arts, we are actively seeking to recruit musicians currently under-represented at Spitalfields Music and Welsh National Opera, including those from BAME (Black, Asian and Minority Ethnic) backgrounds or with a disability.

What does the scheme involve?

As a trainee, you will:

- support at least three music projects, involving attendance at all required planning, de-brief, evaluation, and project sessions
- receive mentoring throughout the year from experienced music leaders including lead mentor Sam Glazer
- reflect on your own development and work with the scheme mentor and host organisations to identify gaps in skills and possible solutions
- attend three Skills Lab training days led by experienced music leaders alongside 20 other musicians (more details below)
- with other Trainee Music leaders, working towards devising and delivering a creative music project at the end of the year
- be supported to access additional opportunities to observe and participate in projects with other music organisations throughout the year

2019/20 Projects

Both Spitalfields Music and Welsh National Opera have a full year of projects ahead. Trainees take on a variety of roles in projects, including:

- Observer – Observing other leaders gives a chance to develop your own practice through seeing other approaches to music leading. It also provides you with the opportunity to consider specific aspects of participatory work, including for example child development, pedagogy, and leadership styles.
- Participant – Taking part in a project allows you to model participation and gain an in-depth understanding of the project from the perspective of a participant.
- Support role / project assistant – Working to support an experienced workshop leader, you will be called on to help deliver sessions and lead games and activities according to the needs of the project.
- Leading – Towards the end of your time on the scheme, you will be supported as you plan and deliver your own project alongside other trainees.

Welsh National Opera highlights include:

- WNO Birmingham Regular Schools and Special Schools Programme
- WNO Regular School and SEND sessions in the South Wales Valleys
- WNO Youth Opera Birmingham Programme
- WNO Youth Opera Cardiff Programme observation
- WNO Youth Opera North Wales programme observation and leading part of sessions
- WNO Community Chorus North Wales observation and then leading part of a session
- WNO Dementia programme Swansea
- Observation of WNO Hospitals programme
- Come & Sing! – participatory singing activity for everyone, held at main scale touring venues
- Cân Sing! – primary school workshops/ schools concert performances
- WNO Youth Opera Southampton taster workshops for KS3/4 pupils,
- WNO Southampton bespoke project working in a community setting (more details tbc later in 2019)

<https://wno.org.uk/>

Spitalfields Music highlights include:

- *Soundbox*, an inclusive creative ensemble for disabled and non-disabled young people aged between 14 and 25, and delivered in partnership with THAMES and Drake Music
- A creative music-making project with secondary students at a school for young people on the autistic spectrum, leading to a performance in Spring/Summer 2020
- A massed singing project for secondary aged young people, leading to a performance in Spring/Summer 2020

www.spitalfieldsmusic.org.uk/about-us/learning-and-participation/

Skills Lab Training

As part of the scheme, you will attend three days of practical Skills Lab training led by experienced music leaders. Sessions will respond to the goals and needs of the participants, and may cover topics such as leadership styles, warm-up activities and musical games, specific facilitation approaches and practical music collaboration techniques.

Skills Lab training sessions provide participants with:

- Increased skills, knowledge and confidence in leading music activities
- New ideas and activities for sessions, incl. warm-up games, song material, approaches and techniques
- The opportunity to observe and explore different approaches to music leading, and to develop and reflect on leadership styles
- The opportunity to collaborate creatively with a network of peers

Traineeship Time Commitment

Successful trainees will be required to commit to:

- At least 3 projects across the year; this may vary from weekly half-day sessions to an intensive project over one to two weeks with sessions every morning/afternoon
- Introductory, mid-year and end-of-year meetings with other trainees and mentors
- One-to-one mentoring meetings
- Regular phone catch-ups
- Regular email contact with project manager to plan and share information and updates on sessions
- 3 days of Skills Lab training, one per term

You will be required to attend all sessions for the projects you are assigned to, including pre-project planning and evaluation sessions. This is a professional experience, and you will be required to be punctual and prepared for all sessions you take part in.

2019/20 Schedule

Month	Activity	
September 2019	Project observations & assisting opportunities	Introductory Meeting with Sam Glazer and other trainees (London)
Sept/Oct 2019		1:1 with mentor
Oct 2019		Skills Lab Day 1 (London)
CHRISTMAS HOLIDAYS		
Feb 2020	Project observations & assisting opportunities	Skills Lab Day 2 (London)
Feb/March 2020		One-off workshop in-school (London)
		Mid-year peer learning & final project planning session (London)
		1:1 with mentor
EASTER HOLIDAYS		

May 2020	Project observations & assisting opportunities	Skills Lab Day 3 (London)
May/June 2020		One-off workshop in-school (London)
May/June/July 2020		Final Project delivery (6 sessions in London)
July 2020		1:1 with mentor (final project evaluation)
		End of year evaluation meeting (London)
SUMMER HOLIDAYS		
Sept 2020		Final 1:1 with mentor

Bursary

In order to support trainees on the scheme we are able to offer a **bursary of £1,500**, provided in three installments of £500 per term.

In addition to this bursary, trainees will receive a **training fund of £250** to access external training, shadowing or professional development opportunities.

Scheme Mentor

All trainees will receive support and guidance from the scheme mentor, Sam Glazer. Sam is a freelance workshop leader, composer and cellist. He has led creative projects for Spitalfields Music, Wigmore Hall, The Sixteen, Britten Sinfonia, RPO, Sinfonia Viva and Glyndebourne, working with babies and parents, children and teachers, adults with learning difficulties, people living with dementia and adults in a community choir.

Who are we looking for?

This is an opportunity for all singers, vocal practitioners, choir leaders, and music teachers regardless of race, background, age, disability or gender, who are passionate about building their music leading skills in order to develop a career as a workshop leader. WNO and Spitalfields Music operate an Equal Opportunities and Diversity Policy which can be found with this application pack.

We are looking for one trainee who will be hosted by Welsh National Opera and based in Southampton, but will also take part in shared activity with trainees hosted by Spitalfields Music. Trainees will have the opportunity to work on exchange projects with our partner organisations (London Symphony Orchestra, Opera North, and Orchestras Live), and where possible to observe activity delivered by other organisations.

We are looking for trainees who would like to develop a detailed understanding of best practice in the participatory music sector, and/or have the potential to be:

- Authentic and inclusive in their leadership style
- Superb and creative musicians, regardless of genre and training
- Open to learning from peers and participants
- Ambitious and passionate about creative learning and working in community settings
- Enthusiastic collaborators and clear communicators with participants and audience
- Engaging, friendly and flexible in their approach
- Well organised and reliable
- Experienced in a breadth of musical styles and settings
- Open and versatile musicians, curious to explore a wide range of musical genres through the traineeship
- Keen to develop skills in vocal leading, collaborative song-writing and creative music making

Applicants will also need to demonstrate:

- Exceptional musical skills at a professional level
- The potential to be a creative and passionate music leader

- Previous experience of music learning/community projects either as a music leader, supporting artist or volunteer in schools, community settings or other cultural institutions
- A willingness to develop personal skills and learning, and to contribute fully to the network of other trainees
- A belief that they can learn from participants and a commitment to listen to participants' ideas
- A readiness to be pushed beyond their own experiences and an ability to reflect on their current practice
- An ability to work in a challenging inner city environment and to communicate with people from a range of multicultural backgrounds

Past Trainees

Spitalfields Music has been delivering a Trainee Music Leaders Scheme for over ten years with considerable success building a new generation of music leaders.

Past Spitalfields Music trainees have said about the traineeship:

"As I continue to grow and learn as a workshop leader, I will never forget all the valuable learning and experiences I have had during the course of this year."

"This last year has been one of the most incredible of my life and I feel so privileged to have been able to work with such a fantastic team of fellow trainees who I now call good friends."

"Seeing different ways of working has inspired new ideas about the ways in which I would like to model my own workshops in the future, and has helped me to begin to crystallise the type of workshop facilitator that I would ultimately like to be."

"Being able to devise and run our own project at the end of the year was a lot of fun, and at times also very challenging. It was important to have the space to try out and put into practice games and tools that had been picked over the course of the year in a supportive and safe environment."

Previous Spitalfields Music trainees have come from a variety of different musical backgrounds and genres, and have gone on to work for arts organisations including the Wigmore Hall, Glyndebourne, London Music Masters, the Roundhouse, London Symphony Orchestra, Serious and Spitalfields Music.

About Us

Spitalfields Music is a creative charity producing live music experiences in East London through a year-round programme of performances and creative and participatory music projects. Each year we reach around 10,000 people, with participants and audiences ranging in age from newborn to over 90 years old. Since 1976 we have been putting music at the heart of Tower Hamlets, one of the most vibrant yet deprived communities in England.

Welsh National Opera believes in the power of opera to transform lives. Our mission is to bring the power, drama and raw emotion of opera to as wide an audience as possible in performances, marked by an uncompromising quest for artistic quality. As a national company with international status, we sit at the heart of music-making in Wales and play a valuable role in the communities we serve in England. We work with our partners to discover and nurture young operatic talent, and provide the springboard for international careers. Touring is our lifeblood and we strive to present the highest quality work across our artistic programme, entertaining and inspiring audiences at our operas and concerts and providing transformative experiences through our youth and community work. Building on our 70-year history and our roots in the communities of South Wales, we aim to demonstrate to future generations that opera is a rewarding, relevant and universal art form. More than any other company, WNO opens up the world of opera to everyone.

How to apply

To apply for a trainee placement, please **complete the application and equal opportunities form** and **send** (with 'WNO TML application' as your subject line) **with your CV and recording** to:

Rebecca Thornalley

Rebecca.Thornalley@spitalfieldsmusic.org.uk

We accept applications in Welsh and English language.

Application deadline - 9am Wednesday 26th June.

Shortlisted applicants will be invited to attend an audition in Southampton **on 24th July**. Further details on the audition process will be provided if selected.

Please note that these will be group auditions alongside other applicants and **we are unable to offer alternative dates.**

Applicants selected for the scheme will be required to attend an introductory meeting in the Whitechapel/Bethnal Green area of East London in September 2019.

Application Tips

Applications are more likely to be shortlisted if you consider the following:

In your application we are looking for:

- why you are interested in undertaking a year-long traineeship
- any relevant creative experience pertinent to this scheme
- music workshop experience in *addition* to any experience gained through higher education
- evidence of an interest beyond your own musical genre and in creative music making

When compiling your CV, please ensure:

- all relevant music/workshop experience is listed at the top of your CV
- dates are included when listing employment or education
- details of non-related work experience are kept to a minimum

Further Information

If you have any questions about the scheme, please contact:

Gail Rimeikaite-Soffientini

gail@spitalfieldsmusic.org.uk

Spitalfields Music's Creative Leadership Programme is generously supported by Help Musicians UK's National Grants Programme, Arts Council England and City of London.



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Trainee Music Leaders Scheme 2019/20
Spitalfields Music and Welsh National Opera
APPLICATION FORM

APPLICATIONS MUST BE RECEIVED **BY 9am on Wednesday 26th June.**
ANY APPLICATIONS RECEIVED AFTER THIS TIME AND DATE WILL NOT BE CONSIDERED

1. Name:	
2. Address:	3. Contact details Mobile: Email:
4. Music specialism(s):	
5. Any additional instruments and skills that you can use within a workshop setting:	
6. What would you aim to gain from the traineeship? (<i>max 250 words</i>)	

7. Please tell us about a music education or community project you have seen, or been involved with that has inspired you and why you considered this excellent practice. (max 150 words)

8. Please submit a 1-2mins audio recording (MP3 or WAV file) that tells us:

- about you as a music leader and musician
- what relevant skills and experience you would bring to the scheme

[Also ensure all your skills and experience are included in your CV]

Do not worry about the quality of this recording – a simple recording made on a smartphone or laptop will suffice.

9. Referees - please give details of at least two people we can approach for a reference should you be selected for the scheme. At least one referee should have observed you in a music workshop setting.

Name	Relationship to you	Tel.	Email

10. Nationality:

Please note that, as a general rule, those who are not British or EU nationals will need a Work Permit to participate on the scheme. This applies to foreign nationals and Commonwealth citizens who do not have a right of abode in the UK

11. Do you have any specific needs or requirements that you would like us to take into consideration?

12. Do you hold a DBS check issued within the last 3 years? YES / NO (please delete as appropriate)

Should you be offered a placement you will be required to undertake an enhanced DBS check. A criminal record will not necessarily be a bar to obtaining a place on the scheme.

Confirmation

Please tick to confirm the following:

- ☐ I confirm that should I be selected for the scheme, I will use my best endeavours to attend all project sessions, Skills Lab training days and mentoring meetings as required.

Applicant's signature [can be typed]:

Date:

Please ensure you include the following information when applying for this traineeship:

- Completed application form
- 1-2mins audio recording (MP3 or WAV file) about your skills and experience
- Your CV
- Completed Equal Opportunities Monitoring form (see next page)

If you are unable to attach the audio file to your email due to the file size, please send using wetransfer.com, dropbox or as a soundcloud link

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DIVERSITY MONITORING FORM

Confidential

Spitalfields Music & Welsh National Opera welcome and encourage applications from candidates regardless of ethnic origin, disability, sexual orientation, age or religious belief. To support this commitment and to help us develop our policies and procedures, we ask all applicants to complete this form, with as much information as you feel comfortable disclosing, and return it with the application form.

Any information you provide will be treated as strictly confidential.

FULL NAME							
GENDER IDENTITY							
Male				Female			
Prefer not to say				Gender identity if different to the sex you were assumed to be at birth (Only answer if applicable)			
SEXUAL ORIENTATION							
Bisexual				Gay			
Heterosexual / Straight				Prefer not to say			
AGE GROUP							
0-19				20-34			
				35-49			
				50+			
ETHNIC GROUP							
WHITE							
British (English/Welsh/Scottish/Northern Irish)							
Irish				Gypsy or Irish Traveller			
				Any other White Background			
MIXED							
White and Black Caribbean				White and Black African			
Any other Mixed background							
ASIAN/ASIAN BRITISH							
Indian				Pakistani			
Chinese				Any other Asian background			
BLACK/BLACK BRITISH							
African				Caribbean			
				Any other Black background			
OTHER							
Arab				Any other ethnic group			
				Not known/prefer not to say			
DISABILITY (Do you consider yourself to have a disability, long term illness or health condition that might affect your ability to carry out normal daily activities on an equal basis with others?)							
Non-disabled				Visual Impairment			
Physical disabilities				Cognitive or Learning disabilities			
Other long-term, chronic conditions				Not known/prefer not to say			
If appointed, are there any adjustments you would like us to consider making to the job itself?							
RELIGION OR BELIEF							
No Religion or Belief				Christian			
Buddhist				Hindu			
Sikh				Prefer not to say			
				Muslim			
				Jewish			
				Other (please specify)			
How did you hear of this traineeship? (if online, please specify which website)							