

Trainee Music Leaders Scheme

November 2022 – July 2023



Spitalfields Music / Southbank Sinfonia

Online TML scheme Q&A session with partner organisations:
Thursday 22nd September, 12.30pm – 1.30pm

Application Deadline: 9am, Wednesday 5th October 2022

Group auditions: Wednesday 12th October 2022, St John's Waterloo

The Spitalfields Music Trainee Music Leader Scheme is a paid, practical training programme for musicians of all genres who are passionate about creative music making in community settings. The Trainee Music Leader Scheme is one of the most prestigious and well-respected schemes of its kind. Since its inception in 2003, many of the UK's foremost workshop leaders have trained on the scheme and credit it with giving them the broad base of experience, skills and contacts to develop their successful careers in the music education sector. This year, five trainees will have a chance to develop their music leadership skills through hands-on experience and training, and learn from experienced music leaders in a supportive professional environment. We are working with our national partners **Southbank Sinfonia**, **Britten Pears Arts** and **Orchestras Live** to recruit 5 trainees from across the UK for a 10-month traineeship, running between October 2022 and July 2023.

Spitalfields Music and Southbank Sinfonia are offering **one traineeship for a musician who is an alumnus/a of Southbank Sinfonia**. 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 creative and skilled musicians (singers, composers, instrumentalists or music technologists) **from any genre** wishing to develop their skills as a creative music workshop leader.

Please note that the Southbank Sinfonia traineeship is only open to musicians who are an alumnus/a of Southbank Sinfonia.

We particularly welcome underrepresented talent. We would like to hear from musicians from minoritised* communities, and/ or deaf, disabled and neurodivergent, and musicians from lower socio-economic backgrounds.

*We use the term 'minoritised communities' rather than 'ethnic minorities', as people who are black or brown are not in a minority in East London, or some of the other areas covered by the scheme, and are often minoritised. We take an intersectional approach to equality, diversity & inclusion, recognising that peoples' experiences of oppression and discrimination can be layered and complex.

As a trainee, you will gain hands on experience as a supporting music leader on at least three creative projects with national partner **Southbank Sinfonia** through its work. You will receive mentoring throughout the year from experienced music leaders, and attend training days (mostly in London, East Anglia, Leeds and/or online). You will also work towards designing and delivering (with other trainees) creative schools projects with Spitalfields Music in east London in spring and summer 2023.

Structure and time commitment

The scheme is heavily subsidized by Spitalfields Music so that participants are able to receive as many opportunities to develop their practice as possible. Over the 10-month period, trainees will receive and will be expected to commit to:

- Training and mentoring
 - 4 Skills Lab training sessions (4 days) – Skills Lab are whole day practical courses that explore different aspects of creative music-making, led by industry-leading workshop leaders
 - Project observation opportunities (with Southbank Sinfonia and/or Spitalfields Music)
 - Mentorship from two of the scheme's highly experienced professional leaders helping you to develop your reflective practice (1:1 meetings and phone catch-ups)
 - Keeping a reflective diary
 - Career support and advice from the Spitalfields Music staff team and networking opportunities with fellow Trainee Music Leaders
- Hands-on experience through project delivery opportunities, paid via a bursary of £1800 per trainee. You will also have access to an additional training fund of £250 per trainee towards additional tuition, and your travel costs for attendance at sessions will also be covered.
 - 3 trainee group meetings (3 days in London) focusing on individuals' aims, skill gaps and practical project planning advice.

- 8 half days of creative song-writing workshops in primary schools in Tower Hamlets, London, co-designed and co-delivered with another trainee as part of Spitalfields Music programme.
- Up to 16 half days of host organisation projects (Southbank Sinfonia) in different community settings, with a range of different groups/ages/needs.

* You will be required to attend all agreed 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. You will be able to continue your ongoing professional engagements working around the agreed schedule.

Activity timeline

Autumn Term 2022	
W/c 14 th Nov	Introductory launch meeting with mentor (in London) - setting objectives, planning
November	Trainees support projects (Southbank Sinfonia projects and/or Spitalfields Music <i>Primary Big Sing</i> project rehearsals and performance or Spitalfields Music <i>Music & Mindfulness</i> workshops)
December	Trainees support projects (Southbank Sinfonia projects and/or Spitalfields Music <i>Primary Big Sing</i> project rehearsals and performance or Spitalfields Music <i>Music & Mindfulness</i> workshops) Trainee 1:1 meetings with mentor (online)
Spring term 2022	
Tues 24 th Jan	Skills Lab Training Day 1 (Snape Maltings / online)
Jan/Feb	Trainees support projects (Southbank Sinfonia projects and/or Spitalfields Music <i>Music & Mindfulness</i> work with London schools)
W/C 13 th Feb	Trainee 1:1 meetings with mentor (online)
February & March:	Planning and delivery of mini-projects (East London) Trainees support projects (Southbank Sinfonia projects and/or Spitalfields Music <i>Primary Big Sing</i> project rehearsals and performance)
W/C 27 th Feb or 6 th March	Mid-year mentoring meeting for trainees
W/c 6 th /13 th March	Skills Lab Training Day 2 (London / online)
Summer Term 2022	
W/C 24 th April	Skills Lab Training Day 3 (venue tbc)
W/C 1 st May	Trainee 1:1 meeting with mentor (online)
W/C 22 nd May	Skills Lab Training Day 4 (venue tbc)
May-June	Trainees support projects (Southbank Sinfonia projects and/or Spitalfields Music / <i>Music & Mindfulness / Secondary Big Sing</i>) and deliver their final project (in London), 1:1 with mentor (online)
W/C 10 th Jul	End-of-year mentoring/evaluation meeting for all trainees (online)
	Wrap up 1:1 with mentor (online)

Training fund, travel expenses & access funds

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

Travel, planned and booked in advance, will be covered by Southbank Sinfonia or Spitalfields Music for sessions in London. Further access funds will be made available to support trainees with additional needs.

Projects

Spitalfields Music and Southbank Sinfonia have a full year of projects ahead. Trainees will take on a variety of roles in certain projects:

- **Observing** – Observing other leaders gives you a chance to experience a range of music leader styles and approaches. It enables you to develop your own practice and consider specific aspects of participatory work, e.g. child development, pedagogy, and leadership styles
- **Participating** – Taking part in projects allows you to model participation and gain in-depth understanding of participants' experiences on a project
- **Supporting** – Working to support experienced music leaders, you will be called on to help deliver creative sessions, leading activities and tasks according to the needs of the project
- **Leading** – Towards the end of your time on the scheme, you will be supported to plan and deliver your own creative music project with a KS1/2 group in East London primary school alongside other trainees

There may be observation opportunities with other partners' projects in other regions e.g. Orchestras Live, Southbank Sinfonia and Britten Pears Arts, depending on the trainee's particular interests and experience.

Southbank Sinfonia potential projects in which the trainee music leader could be involved:

- Family Workshops – *The Musical Zoo*
- Family Concert in May 2023
- Side-by-side projects with schools
- Workshops with schools through the Triborough Music Hub
- Come & Play/ Sing Days at St John's Smith Square
- Working with the Coin Street Nursery and Family Centre
- Working with In Harmony Lambeth

Spitalfields Music potential projects in which the trainee music leader could be involved:

- *Primary Big Sing* creative singing project with primary schools across East London and vocal leaders Naveen Arles and Leanne Sedin
- *Music and Mindfulness* work with primary schools across London, working with workshop leaders & mindfulness experts Martha Wright and Raph Clarkson
- *Royal Academy of Music Schools Tour* – a creative musical showcase by RAM Fellows
- *Secondary Big Sing* creative singing project with secondary schools across Tower Hamlets

Spitalfields Music projects in London which the trainee music leader will co-lead:

- 2 creative music-making projects with KS1 or KS2 pupils connected to a class topic, 2 half-day workshops per project
- 1 final creative music-making project with KS1 or KS2 pupils culminating in an assembly sharing, 4 half-day workshops

Skills Lab Training

As part of the scheme, you will attend 4 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 provides 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

Who are we looking for?

This is an opportunity for a **creative and skilled musician** to develop the music leadership aspects of their freelance career, particularly including work with professional orchestras.

We are looking for trainees who are, or who have the potential to be:

- Authentic and inclusive in their leadership style
- Superb and creative musicians, regardless of genre and training, from any musical background
- 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

In addition, we are looking for a **trainee music leader** who is:

- Experienced in a breadth of musical styles and settings
- Open and versatile, curious to explore a wide range of musical genres through the traineeship
- Keen to develop skills in collaborative music-making, song-writing and vocal leading, using a range of artistic starting points often drawn from diverse participants which could include children and young people, early years groups, families, older people and carers
- Interested in learning to work confidently with orchestral musicians alongside project participants
- When working with schools, make creative and engaging links between orchestral repertoire and creative classroom music-making, connecting to the school curriculum
- Keen to explore music leading with people of any previous experience and background
- Ready to support Spitalfields Music and Southbank Sinfonia's commitment to inclusion, contributing to a culture of respect and collaboration in our internal and external activities.

Applicants will 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 music professional 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 range of sometimes challenging areas including rural, coastal and urban communities, and to communicate with people from a range of cultural backgrounds

How to apply

Please fill in the Trainee Music Leader Scheme application form here: **[Trainee Music Leader Scheme Application Form](#)**.

Please also email the following documents to recruitment@spitalfieldsmusic.org.uk:

- **Your up-to-date CV:** When compiling your CV, please ensure that all relevant music / workshop experience and your website details (if you have one) 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.
- **A written statement or an audio or video** recording, max 5 minutes.(don't worry about the quality of the recording: a simple audio/video recording recorded on your smartphone/laptop will suffice).In your statement or recording, we would like you to talk about:
 - You as a music leader and musician
 - What would you aim to gain from the traineeship

- A music education or community project you have seen, or been involved with that has inspired you and why you considered this excellent practice
- What relevant skills and experience you would bring to the scheme

We would also like to ask you to fill in an **equal opportunities form**. Provision of this information is not part of the recruitment process and completion of this is entirely voluntary.

Application Deadline: 9am Wednesday 5th October 2022

Shortlisted applicants will be invited to attend a group audition at **St John's Waterloo** (73 Waterloo Road, London, SE1 8TY) on **Wednesday 12th October**. 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**.

We welcome applications from anyone regardless of disability, ethnicity, heritage, gender, sexuality, religion or socio-economic background. We are committed to inclusive working practices and during the application process we commit to:

- Paying for your travel costs for in-person auditions
- Paying for childcare while you're attending an audition
- Making and paying for any reasonable adjustments to meet your needs and ensure equity during the application and interview process

Please use the final question on the online form to tell us if you need any support and we will be in touch to discuss.

Online Q&A Session

There will be an opportunity to meet producers from participating organisations and ask questions about the scheme and the application process at a Q&A session on **Thursday 22nd September, 12.30-1.30pm**. Please contact lpteam@spitalfieldsmusic.org.uk to confirm your attendance and obtain Zoom details.

Trainee Blog Posts

To understand more about the experience of taking part in the Trainee Music Leader scheme, take a look at these blog posts written by former Orchestras Live TMLs:

[Raye Harvey: Trainee Music Leader blog](#)

[Alice Phelps Trainee Music Leader Blog](#)

Further Information

If you have any questions about the scheme or application process, please contact Alexandra Jackman:

Alexandra.jackman@spitalfieldsmusic.org.uk.

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