

Trainee Music Leaders Scheme
January – July 2022



Alice Phelps at workshops for 'Glorious Guitars' with the Halle in Darlington

Spitalfields Music & Orchestras Live

Online TML scheme Q&A session with partner organisations:

12.30-1.30pm, Wed 29th September 2021

Application Deadline: 9am Mon 4th October 2021

Group auditions & interviews: Thu 21st October (Leeds)

Spitalfields Music and Orchestras Live are offering **one traineeship for a musician based in the north of England**. 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.

We particularly welcome underrepresented talent. We'd like to encourage musicians and vocalists from minoritised communities, and/or D/deaf, disabled and neurodivergent, and musicians from lower income backgrounds.

As a trainee, you will gain hands on experience as a supporting music leader on at least three creative orchestral projects with national producer **Orchestras Live** through its partnerships in the north of England. You will receive mentoring throughout the year from experienced music leaders, and attend training days (mostly in

London and/or online, and 1 day in north of England). You will also work towards designing and delivering (with other trainees) creative schools projects with Spitalfields Music in east London in spring and summer 2022.

Structure and time commitment

Over the 6-month period, trainees will receive and will be expected to commit to:

- Training and mentoring:
 - 4 Skills Lab training days (more details below)
 - Project observation opportunities (with your host organisation or/and Spitalfields Music)
 - Mentorship from scheme’s mentor helping you to develop your reflective practice (1:1 meetings and phone catch-ups)
 - Keeping a reflective diary
 - Regular email contact with project manager to plan and share information and updates on sessions
- Hands-on experience through project delivery opportunities*, paid at London Living Wage (£10.85 per hour, up to a total of £1500 fee per trainee)
 - 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 (KS1-2) in Tower Hamlets, London, co-designed and co-delivered with another trainee as part of Spitalfields Music programme (8 half days)
 - Up to 16 half days (plus travel) of host organisation (Orchestras Live) projects in different community settings across the north of England (such as early years, older adults, people in challenging circumstances, etc.)

*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

Spring term 2022	
Jan	Introductory meeting with mentor (in London) - setting objectives, planning Trainee individual meetings with mentor (online)
Feb/ March	Skills Lab Training Day 1 (London or online)
March /April	Trainees support projects (North England and London), 1:1 with mentor (online)
	Skills Lab Training Day 2 & 3 (London or online)
	Mid-year mentoring meeting for trainees
Summer Term 2022	
May/ June	Skills Lab Training Day 4 (Leeds)
May-Jul	Trainees support projects and deliver their final project (in London), 1:1 with mentor (online)
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 Orchestras Live for sessions in the north and travel and accommodation will be covered by Spitalfields Music for sessions in London.

Further access funds will be made available to support trainees with additional needs.

Projects

Both Spitalfields Music and Orchestras Live 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

[Orchestras Live](#) potential projects in which the trainee music leader could be involved:

- Classically Yours re-engagement project with Manchester Camerata and the Withernsea community, celebrating the music they have co-created to date and premiering their lockdown piece Unlocked Voices.
- Creative project with Cumbria Music Hub and the Royal Philharmonic Orchestra to co-create a new piece of music for their youth orchestra
- A new creative orchestral programme with communities in Redcar & Cleveland and Manchester Camerata
- Creative project with the volunteers at Darlington Hippodrome and Royal Northern Sinfonia
- Early years workshops and performances with NYMAZ and Orchestra of the Age of Enlightenment in North Yorkshire.

There may be observation opportunities with other Orchestras Live projects in other regions. Orchestras Live has continued to deliver creative activity with our partners throughout the pandemic and where possible will pivot projects to digital delivery if circumstances require.

[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 (in person but may be switched to online delivery if necessary) 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, based in the north of England, to develop the music leadership aspects of their freelance career, particularly including work with professional orchestras.

We are looking for a trainee to work with Orchestras Live and their production partners in the north of England such as Music Education Hubs, promoters, local authority and health & wellbeing partners, venues, audiences and community groups as well as leading British 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 Orchestras Live'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

You can choose between 2 application formats:

- Submitting a **written online application** [via this link](#)

- Submitting an **audio or video** recording, max 5 minutes, uploaded [via this link](#). In your 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 Mon 4th October 2021

Shortlisted applicants will be invited to attend a group audition and an interview in Leeds on **21st 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 **Wed 29th 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, you can read some blog posts written by former TML Alice Phelps who was a trainee with Orchestras Live in 2019-20:

[Alice Phelps: Trainee Music Leader blog | Orchestras Live](#)

[Alice Phelps: Trainee Music Leader blog 2 | Orchestras Live](#)

<https://www.orchestraslive.org.uk/news/alice-phelps-trainee-music-leader-blog-3>

Further Information

If you have any questions about the scheme or application process, please contact Nicole Artingstall Nicole.Artingstall@spitalfieldsmusic.org.uk

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. Since 1976 we have been putting music at the heart of Tower Hamlets, one of the most vibrant yet deprived communities in England.

spitalfieldsmusic.org.uk | [@SpitsMusic](https://www.instagram.com/SpitsMusic) | [facebook.com/spitalfieldsmusic](https://www.facebook.com/spitalfieldsmusic)

Orchestras Live is a national music charity, passionate that people from all backgrounds should have the opportunity to participate in and enjoy the highest quality orchestral experience, regardless of their age, background or geographical location. With over 50 years' experience, we make world-class orchestral music relevant to people's lives through dynamic partnerships and innovative projects, particularly in culturally under-served areas of England.

Orchestras Live champions audiences; to inspire the young and rejuvenate the old, giving communities voice, and joining generations in award-winning projects. Within the sector, we develop talent to increase quality, diversity and sustainability of music delivery and participation. We occupy the heart of the orchestral world, leading thought, learning new approaches, stimulating debate and driving change.

We believe orchestras are for everyone.

orchestraslive.org.uk | @OrchestrasLive | facebook.com/orchestraslive

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