



Trainee Music Leaders Scheme
January – July 2022



Spitalfields Music & Welsh National Opera

Online TML scheme Q&A session with partner organisations:
12.30-1.30pm, Weds 29th September 2021
Application Deadline: 9am, Mon 1st November 2021
Group auditions & interviews: Wed 17th November (Southampton)

Spitalfields Music and Welsh National Opera are offering one traineeship. The successful applicant will shadow and work on projects across WNO's hub programme in England and Wales, with a focus on activity in Southampton. 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 all singers, vocal practitioners, choir leaders, and music teachers **from any genre** wishing to develop their skills as a creative music workshop leader, including understanding how to deliver opera sessions.

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**. 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.

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

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 Welsh National Opera 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 of host organisation (Welsh National Opera) projects in different community settings (such as schools, arts and health projects, refugee and asylum seekers, youth Opera, community choirs 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 (in person, locations TBC), 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 Welsh National Opera for sessions outside London, and travel and accommodation will be covered by Spitalfields Music for sessions in London and the Skills Lab day in Leeds.

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

Projects

Both Spitalfields Music and Welsh National Opera 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
- **Leader** – 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 an East London primary school alongside other trainees

[Welsh National Opera](#) potential projects in which the trainee music leader could be involved:

- WNO Southampton and Birmingham Regular Schools
- WNO Regular School and SEND sessions in the South Wales Valleys
- WNO Youth Opera Birmingham Programme
- WNO Youth Opera Cardiff Programme observation
- WNO Dementia programme Swansea
- Observation of WNO Hospitals programme
- Come & Sing! – participatory singing activity for everyone, held at main scale touring venues
- Càn Sing! – primary school workshops/ schools concert performances
- WNO Youth Opera Southampton taster workshops for KS1/2 pupils
- WNO Southampton project with refugees and asylum seekers

[Spitalfields Music](#) projects in London which the trainee music leader will co-design and 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 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.

We are looking for a trainee 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
- 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
- Well organised and reliable
- Open and versatile musicians, curious to explore a wide range of musical genres through the traineeship

Applicants will also need to demonstrate:

- Professional level musical skills
- 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

How to apply

Application Deadline: 9am, Mon 1st November 2021

You can choose between 2 application formats:

- **A written online application** you can submit [via this link](#)
- **An audio or video** recording, max 5 minutes, you can submit [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.

Shortlisted applicants will be invited to attend a group audition and an interview in Southampton on **Wed 17th November 2021**. 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.**

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.

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.

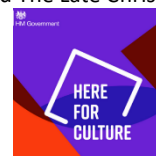
spitalfieldsmusic.org.uk | [@SpitsMusic](https://www.instagram.com/SpitsMusic) | [facebook.com/spitalfieldsmusic](https://www.facebook.com/spitalfieldsmusic)

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.

wno.org.uk | [@WNOtweet](https://www.twitter.com/WNOtweet) | [facebook.com/welshnationalopera](https://www.facebook.com/welshnationalopera)

Spitalfields Music's Creative Leadership Programme is generously supported by Arts Council England, Culture Recovery Fund, Scops Arts Trust, The Thistle Trust, The John R Murray Charitable Trust and The Late Christopher Vaughan.

 **SCOPS ARTS TRUST** 



Supported using public funding by
**ARTS COUNCIL
ENGLAND**