

DEPUTY DIRECTOR OF MUSIC

SEPTEMBER 2025
FULL TIME | PERMANENT



ETON
COLLEGE

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DEPUTY DIRECTOR OF MUSIC

Be part of an innovative and exciting learning environment, within lessons and beyond.

We are seeking to appoint an inspirational educator and manager to this key role.

The post-holder will promote and foster a culture of inclusivity and openness in order that students of all levels of experience are able to perform in whichever style of music they show an interest. The successful candidate will oversee the co-curricular music and instrumental teaching programmes in one of the largest music departments in the country. In addition, they will teach a reduced timetable of class music lessons, across the 13-18 curriculum.

The successful candidate will join the staff as a teacher in the Music department with additional responsibilities as the Deputy Director of Music and as a choral director. To confirm, whilst this is a permanent contract in the Music Department, in line with other comparable roles at the College, the responsibility as Deputy Director of Music will be tenable for an initial 5 years and renewable for a further 5 years by mutual agreement.

MUSIC AT ETON

There are seven full-time music teachers at Eton, including the Precentor/Director of Music. Instrumental and vocal tuition is provided by a team of seventy-eight Visiting Music Teachers led by Heads of Section for Strings, Brass, Woodwind, Piano, Singing, Percussion, Organ, Guitar, Commercial Music and Jazz. The department also includes a Composer in Residence, Music Technician, Music Resources Administrator and a six-strong administrative team.

Over half the boys in the school take individual music lessons with around 1300 lessons and 55 ensemble rehearsals taking place each week. Current pupils include six members of the National Youth Orchestra, the BBC Young Composer of the Year and the winner of BBC Young Musician 2024.

The Music Department incorporates a recording studio and editing suite, music technology teaching rooms, two large rehearsal/concert halls, organ room and numerous practice and teaching rooms for both instrumental and academic teaching. Beyond the department buildings the College Chapel, Lower Chapel and School Hall are used for services and concerts. There are Steinway or Fazioli grand pianos in all of the major performance spaces.

We are an equal opportunities employer and are seeking applications from suitably qualified candidates from all backgrounds. There is no 'typical' Eton teacher; we value individuality, difference, teamwork and the contribution everyone makes to the life of the school.

WHY WORK WITH US?

We believe that all our staff deserve the fullest support in achieving their own potential and unlocking that of their students.

PROFESSIONAL DEVELOPMENT

Our staff are at the heart of our success. We have developed a strong culture of collaboration and best practice, with professional development and career planning at its centre. We invest in our staff with support, coaching, mentoring, and a wide range of top-quality training programmes delivered at every level, from new entrants to the profession to senior leadership.

SALARY AND BENEFITS

In addition to the opportunities for career progression, training and development, we also offer an excellent remuneration and benefits package. Our starting salary guide is between £39,571 and £65,498, depending on skills and experience. In addition to their basic salary and accommodation, as Deputy Director, you will receive responsibility allowance. Our staff also have free use of our sports and leisure facilities which are currently being extensively upgraded.

ACCOMMODATION

Due to the pastoral and co-curricular responsibilities of this role, the College provides accommodation in a flat or house in Eton.

THE ETON COMMUNITY

There is enormous collegiality at the school. As one new teacher said: "This is my fourth school and I've never been made to feel so welcome". Colleagues are genuinely interested in the scholarship of their subject and enjoy a level of autonomy in their teaching that allows them to develop their own effective style.

LIVING IN ETON

All members of our community are encouraged to participate fully in the life of the school and to enjoy the beautiful grounds and facilities. The school is part of the picturesque village of Eton with plenty of restaurants, pubs and coffee shops and is just over the bridge from the beautiful town of Windsor.

Eton is a short walk from Windsor and Eton Riverside Station, with regular trains to Waterloo. Eton is only a short drive from Slough station with 17 minute train services to Paddington, along with the Elizabeth Line offering a direct line into Central London. This makes it very commutable for those living in Eton.

Proximity to Heathrow and the M4 and M25 mean that it is incredibly well connected and easy to get to.

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The school has a generous salary scale and benefits of service, including:

- A generous pension scheme with a 16% employer contribution and a 4.9% employee contribution
- Bike-to-work scheme
- Counselling and legal advice services
- Eyecare plan
- Free or heavily discounted access to our sports and leisure facilities, including: 25m indoor swimming pool, gym, golf course, tennis courts, squash courts and Dorney Rowing Lake
- Discount at local shops and amenities
- Subsidised Masters' Common Room

ETON TODAY

The Eton College of the 21st century is focused on the future while valuing its heritage.



ACCESS

Eton has made places available free of charge since its foundation in 1440 and we remain committed to making an Eton education accessible to talented students from all backgrounds. We offer approximately £9,700,000 annually in means-tested fee remission as part of our financial aid projects, with 105 students attending Eton in the 2022/23 academic year on free places. For pupils in receipt of 100% bursaries, attending the school can be a life-changing opportunity. We work with specialist organisations such as Royal National Children's SpringBoard Foundation, IntoUniversity and Eastside Young Leaders Academy to provide these transformative experiences as well as receiving applications directly to our Bursaries Team as part of our admissions processes.

INNOVATION

Today's school is a forward-thinking and increasingly diverse community. We are always seeking to work at the forefront of developments in teaching and learning. The Tony Little Centre for Innovation and Research in Learning (CIRL) is a dedicated centre that allows the school to work alongside partners to explore the latest pedagogical research findings and new technologies and to conduct research projects.

PARTNERSHIPS

We work with numerous state schools on activities of mutual benefit as part of the 'Eton Connect' programme, with a particular focus on our enriching partnerships with Holyport College, the London Academy of Excellence, the Thames Valley Learning Partnership and Star Academies. Our partnership programme encompasses a wide range of free activities, including; EtonX self-study courses, sharing sports facilities, school visits and workshops, summer schools, an annual community fair fund-raising for charities, and pupil voluntary service in the local community. We encourage both pupils and staff to engage actively with service to their local communities.

CIRL FACTS

- Full-time Head of Research and Impact
- Full-time Head of Digital Teaching and Learning
- Observation classroom and self-observation tools
- Creative and flexible teaching spaces
- Innovative educational technology
- Publishes Eton Journal for Innovation and Research in Education
- Staff and pupil-led research projects

Eton's willingness to innovate and evolve is a tradition which has seen the school thrive for almost six centuries.

LIFE AT ETON

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We believe that our pupils learn as much, if not more, outside the classroom as within it.

PASTORAL SUPPORT

Eton is the largest boys' boarding school in the UK. It is a 24/7 boarding school with 25 boarding houses, each home to around 55 pupils aged 13-18. The houses are the heart of life at Eton. Each house is run by a dedicated team, providing excellent pastoral care and helping every pupil make the most of their time at Eton. House teams are headed by House Masters and 'Dames' who live on-site and include Deputy House Masters, House Assistants and Resident Tutors drawn from the teaching staff body. All our teaching staff are attached to a boarding house. They also tutor boys in small groups, meeting with them regularly and ensuring that at least two adults have oversight of every pupil's academic progress and welfare.

THE CO-CURRICULUM

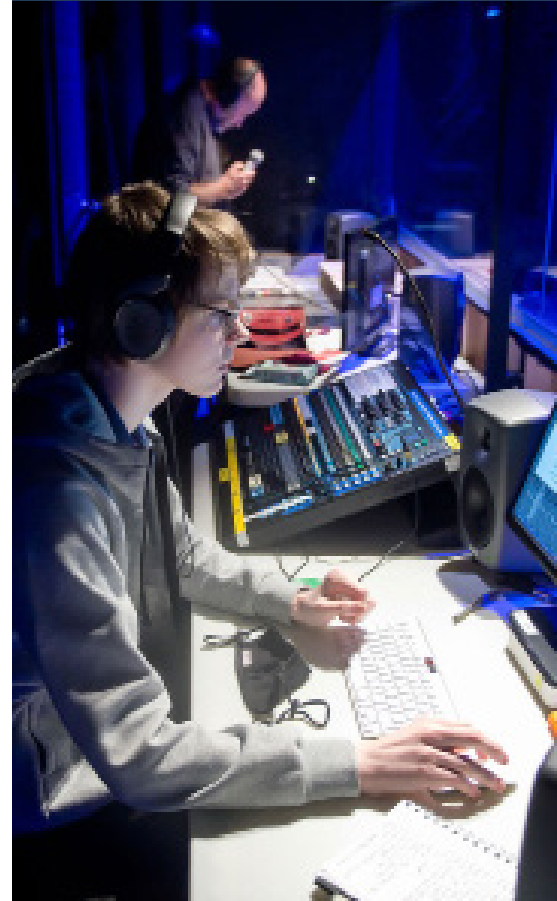
Individual development and personal achievement are as important to us as academic results. Our diverse co-curricular programme enables pupils to identify and develop skills and strengths outside the classroom through a wide range of activities. Music and Art both thrive at Eton and are delivered by specialist practitioners, but the rest of our vibrant co-curriculum is delivered by our teaching staff. This includes:

- A full sporting programme: there are school teams and inter house competitions in football, rugby, rowing, hockey, cricket and tennis, and a broad array of other sports

such as fencing, squash, rackets, martial arts and water polo are available. Almost all members of the teaching staff are involved in delivering sport in some form or other.

- Over 25 theatrical productions each year, including school and house plays directed by members of staff.
- Around 90 clubs and societies encompassing a wide range of interests and inclusion forums: LGBTQ, Feminism, Disability and Accessibility Awareness, African and Caribbean, Debating, Model UN to name a few. Our societies host world class speakers, from activists and explorers to sports and television personalities, as well as experts in academic and professional fields.
- A variety of outdoor education activities, including mountaineering, climbing, kayaking, channel swimming and CCF. Our CCF is the first continuous school corps of its kind, and is run by a dedicated team of former officers as well as teaching staff, support staff and volunteers.

We are only able to offer this range of opportunities because of the skills, experience, and commitment of our teaching staff.



"When a boy leaves Eton, he will have experience of academic, sporting, dramatic, artistic, musical and, perhaps most importantly, personal growth to look back on."

DEPUTY HEAD (PASTORAL)





ABOUT THE ROLE



We are dedicated to creating and sustaining an environment that values individuality and difference and celebrates the diversity of both staff and pupils by fostering perseverance, tolerance and integrity.

DEPUTY DIRECTOR OF MUSIC RESPONSIBILITIES

You will:

- work closely with the Precentor & Director of Music, deputising for them where necessary;
- oversee the progress of all Music Award holders including:
 - co-ordinating timetable remission for award holders in their first two years at Eton;
 - ensuring all award holders are participating in ensembles but are not overburdened;
- act as the Safeguarding Lead for the Music department;
- lead the team of Visiting Music Teachers and line-manage the Heads of Section (there are currently nine of these);
- oversee the instrumental teaching programme;
- co-ordinate the appointment of new Visiting Music Teachers including the interviewing and shortlisting of candidates;
- oversee the professional development and triennial appraisal of all Visiting Music Teachers in collaboration with Heads of Section;
- co-ordinate solo performing opportunities at all levels across the department;
- oversee allocation of pupils to ensembles;
- oversee the weekly programme of ensemble rehearsals;
- co-ordinate external and internal concert requests;
- deal with conflicting commitments;
- co-ordinate music/drama liaison;
- co-ordinate house concerts;
- assist the Head of Academic Music with performance coursework submissions for public examinations;
- oversee the Music Schools' partnerships activities;
- oversee music competitions;
- oversee our programme of boy-run concerts;
- be a highly visible presence around the Department, attending a wide range of departmental and school events (including frequent evening and weekend work);
- develop the culture of openness in the school, including peer observation and learning walks within the department.

This list is not exhaustive and is subject to change. The successful candidate will be expected to fulfil any reasonable request made by the Head Master or their Head of Department.

FURTHER INFORMATION

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ACADEMIC

You will:

- teach across the age and ability range, accommodating the most able, and those who find the subject challenging;
- ensure the best possible academic outcomes, by planning, preparing and delivering well-structured, and creative lessons which inspire, motivate and challenge pupils;
- assess, mark, record and report on the development and progress of pupils in line with the school's assessment and reporting processes, ensuring challenging goals are set and achieved;
- provide timely, detailed and supportive feedback to pupils;
- ensure your subject knowledge and skills as a teacher are up-to-date;
- cover lessons when required;
- be expected to teach non-examined curricular subjects, including SPHERE (the College's PSHE programme);
- seek to develop your own professional practice;
- attend parents' meetings as required;
- carry out administrative and other functions related to the smooth running of the department.

CO-CURRICULAR

You will act as:

- Director of Parry Choir (trebles only);
- Director of Compline Choir (TrATB);
- Head of Close Harmony (this includes being the Director of 'Etonality' close harmony group and the Master-in-Charge of the 'Incognitos', which is a boy-directed ensemble);
- An Assistant Conductor of College Chapel Choir and the ECMS Chorus;
- Co-Director of Sinfonia, Eton's second symphony orchestra;

You will:

- accompany students on visits away from the school, subject to risk assessment;
- actively contribute to the staff duty rota, by eg: exam invigilating and supervising meal times;
- contribute to the school's wider social programme, for example, workshops, seminars, competitions, trips and open days.

In addition to the areas listed here, subject to individual skills and the College's requirements, there could be scope to contribute to other areas of the co-curriculum both within and outside the music department.

PASTORAL

You will:

- be committed to the safeguarding of all young people;
- manage pupil behaviour to ensure a positive and safe learning environment;
- treat pupils with dignity, building relationships rooted in mutual respect and observing boundaries appropriate to a teacher's professional position;
- tutor up to twelve pupils (typically in groups of 6), taking an interest in their academic progress and well-being;
- be attached to a boarding house, supporting the House Master and getting to know the pupils.



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CANDIDATES

We are looking for candidates who will bring new perspectives and skills to enrich the learning of our students.

LEADERSHIP CAPABILITIES

As Deputy Director of Music, you will be someone who:

- has strong personal and people management skills including the ability to lead and inspire;
- has the ability to work under pressure;
- is unafraid to tackle difficult issues, but does so with tact and diplomacy and the desire to create win-win solutions;
- is flexible and organised and enjoys juggling competing priorities;
- is an inspirational educator with a clear vision;
- enjoys working with autonomy and taking personal responsibility, getting involved and coming up with creative solutions to problems;
- is an outstanding communicator, with the ability and desire to engage a variety of people with different needs and priorities.

ABOUT YOU

You will:

- be an inspiring teacher and a passionate advocate for your subject;
- be able to communicate with, enthuse and motivate young people;
- be excited to join a high-achieving and reflective academic culture;
- have an outstanding record of academic engagement and achievement;
- be a positive, forward-looking and collaborative colleague;
- share Eton's holistic vision of education and be excited to contribute whole-heartedly to the co-curricular and pastoral aspects of boarding school life;
- be committed to your own professional development;
- embrace developments and innovations in teaching and learning and be open to a range of approaches in your professional practice.

We believe in equal opportunity for everyone, irrespective of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, sexual orientation or socio-economic background.

CANDIDATES

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SKILLS & COMPETENCIES

- Excellent judgement in managing sensitive and complex situations with clarity and care.
- Strong interpersonal skills and the ability to build relationships and collaborate with a wide range of people.
- A positive attitude, an optimistic approach to change and development, a balanced sense of perspective and a good sense of humour.
- Previous experience of leading and managing a team (ideally with experience of managing Visiting Music Teachers).
- Previous experience working with secondary school pupils;
- Previous experience as a Choir Director.
- A teaching qualification is desirable but not essential.
- Demonstrable subject knowledge to deliver engaging, imaginative and varied lessons across the age and ability range of students at the school.
- An interest in composition is desirable but not essential.
- A good honours degree (2:1 or above) and/or a further degree in a directly related subject or equivalent experience.
- Strong sense of ownership and professional accountability with an understanding of when to consult and when to act.
- A solid understanding of, and commitment to working within the principles of equality, diversity and inclusion.
- Strong ICT competence and knowledge of, and willingness to use, Music Technology to aid teaching and learning.
- High levels of motivation with the ability to work independently as well as within wider teams.
- Demonstrable interest in the welfare and pastoral wellbeing of young people.
- Excellent oral and written communication skills.



YOUR APPLICATION

To discuss the role, please contact the Recruitment Team,

recruitment@etoncollege.org.uk

We are looking for outstanding individuals who can bring new life experiences and skills that will inspire and motivate our community. We believe in collaboration, encouraging innovation and sharing best practice to offer a transformative education to all our pupils. If you share our holistic vision of education and are keen to embrace the challenges and rewards of life in a full-boarding school, we'd love to hear from you.

Please apply online at jobsearch.etoncollege.com.

Please ensure that you fill out your personal details, career history and reference details in full as part of your online candidate profile, in addition to completing the application form for the post in its entirety.

We will also require the names and contact details of two referees, at least one of whom is a current employer. You must ensure your referees can provide references shortly after you apply for this role. We cannot accept testimonials.

Closing date for applications: Thursday 9th January 2025

First stage zoom interviews: Week commencing 13th January 2025

Interviews: Tuesday 21st & Wednesday 22nd January 2025

Start date in post: September 2025

Eton College is committed to safeguarding and promoting the welfare of children, and applicants must be willing to undergo child protection screening appropriate to the post, including, but not limited to, reference checks with past employers, an Enhanced Disclosure from the Disclosure and Barring Service (including Barred List information), an online search and, where applicable, Prohibition checks. If you are successful in your application, you will be required to complete a DBS Disclosure Application Form. Any information disclosed will be handled in accordance with any guidance and/or Code of Practice published by the DBS. The College is exempt from the Rehabilitation of Offenders Act 1974 and therefore all convictions, cautions, reprimands and final warnings (including those which would normally be considered as "spent" under the Act) must be declared, subject to the DBS filtering rules. It is a criminal offence for any person who is barred from working with children to attempt to apply for a position at the College.

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If you have any queries about the application process or any problem with submitting your application online, the Recruitment Team will be happy to help. Should you require any reasonable adjustments to be made or facilities provided to enable you to apply online, please do not hesitate to contact us on recruitment@etoncollege.org.uk so we can make adjustments accordingly.