



COLLEGE ORGANIST & ACADEMIC MUSIC TEACHER

SEPTEMBER 2022 OR
JANUARY 2023
FULL TIME | PERMANENT



ETON
COLLEGE

01

COLLEGE ORGANIST & ACADEMIC MUSIC TEACHER

Be part of an innovative and exciting learning environment.

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

The successful candidate will oversee all organ playing in the school, accompany the renowned College Chapel Choir and teach both organ and academic music lessons.

Eton provides unparalleled opportunities for organists. There are currently 36 organ students who are taught by three organ teachers. Pupils have access to no fewer than seven pipe organs, allowing them to gain valuable experience on a wide variety of instruments.

There is a long tradition of boys playing for services, in our two chapels and in neighbouring parishes. In the last decade 15 boys have gained organ scholarships to Oxford and Cambridge, including eight to the choral foundations of King's College, Cambridge (4), Christ Church, Oxford (2) and New College, Oxford (2).

MUSIC AT ETON

There are seven full-time academic music teachers at Eton. Instrumental and vocal tuition is provided by a team of 78 visiting music teachers led by Heads of Section for Strings, Brass, Woodwind, Piano, Singing, Percussion, Organ and Guitar. The Department also includes a Composer in Residence, Music Technician, Music Librarian and a six-strong administrative team.

Up to 10 Music Scholarships and 14 Music Exhibitions are awarded each year. There are currently 141 music award holders in the school.

Over half the boys in the school take individual music lessons with more than 1200 lessons given each week. Current musical activities include Lower Chapel and College Chapel choirs, ECMS chorus, close-harmony groups, Pop Choir, Compline Choir, four orchestras (two symphony orchestras, a chamber orchestra and junior string orchestra), two concert bands, two big bands, brass groups, wind groups, small jazz groups, a pipe band and numerous chamber ensembles.

All students in their first year study music on a weekly basis and cover a broad syllabus. The large number of boys opting for music at GCSE (c.45) and A Level (c.20) means that the department can tailor its offering to individual boys' tastes. Eton offers two separate music courses at each level; one leaning more towards western classical music and one towards rock, pop and jazz. Music technology is an important part of the curriculum for all year groups.

The Department is housed in its own buildings, incorporating two large rehearsal/concert halls, a music library, 36 practice/teaching rooms, a percussion room, three music technology suites and a recording studio.

College Chapel, Lower Chapel and School Hall are used for services and large scale concerts. There are Steinway or Fazioli grand pianos in all of the major performance spaces.

COLLEGE CHAPEL CHOIR

Our renowned choir in a chapel where music has been a central element of worship since the C15th.

THE COLLEGE CHAPEL CHOIR

Eton College was founded in 1440 by King Henry VI in honour of the Blessed Virgin Mary. At the same time he founded its sister college, King's College Cambridge, and gave each its chapel in magnificent Perpendicular style. The Foundation of Eton College provided 10 men and 16 boys to sing the services, and, with a few breaks, the choir has been singing in College Chapel from then until the present day.

The choir now numbers around 50 singers, drawn from across the school. Although singing for services College Chapel remains its principal duty, the choir can increasingly be heard further afield. Each year the choir embarks on an international tour, with recent destinations including China, USA, Japan, Latvia, Germany and India. In March 2019 the choir toured Hong Kong where they gave two performances of Bernstein's Chichester Psalms with the Hong Kong Philharmonic Orchestra under Leonard Slatkin.

As well as concerts abroad, the choir performs regularly in the UK; recent concert venues include St George's Chapel, Windsor, St John's Smith Square and the Royal Festival Hall. The choir has performed with leading orchestras such as the London Philharmonic Orchestra, the Philharmonia, the Royal Philharmonic Orchestra and the Academy of Ancient Music, as well as smaller instrumental groups such as the viol consort, Fretwork.

Television work has included performances on BBC *Songs of Praise*, NBC's *The Martha Stewart Show* and two episodes of David Starkey's BBC series *Music and Monarchy*.

THE ORGANS

College Chapel

Hill (1902) – 4 manuals and pedals, 55 stops.

Snetzler (1760) – 1 manual, 9 stops, divided compass.

Drake (1982) – 1 manual, 3 stop chamber organ.

Lower Chapel

Tickell (2001) - 3 manuals and pedals, 41 stops.

School Hall

Mittenreiter (1773)- 2 manuals and pedals, 21 stops.

Lower School

Ley (1777) – 1 manual – 4 stops.

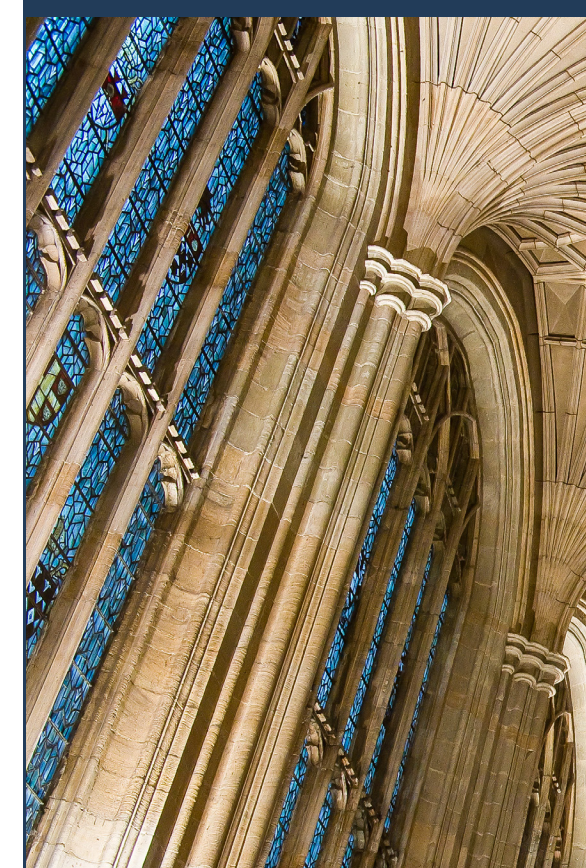
Music Schools

Mander (1968) - 2 manuals and pedals, extension organ.

02



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





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

PASTORAL SUPPORT

The school was founded by Henry VI in 1440, and is today the largest boys' boarding school in the UK. In keeping with the charitable intentions of our founder, we welcome pupils from all backgrounds. This year, pupils joined us from over 120 different schools from across the country. Around 10% of pupils come from overseas.

The school provides outstanding pastoral care for its pupils. Eton 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, including a House Master and 'Dame' who live on-site, and a team of support staff. Each house also has a Deputy House Master and two assistants attached to it. Together, they help to ensure that every pupil gets the best out of their time at Eton.

Pupils are also tutored in small groups by a dedicated Tutor, who meets with them regularly, thus ensuring that at least two adults have oversight of each pupil's academic progress and welfare.

THE CO-CURRICULUM

Individual development and personal achievement are as important as academic results. Our diverse and busy co-curricular programme enables pupils to identify and develop skills and strengths outside the classroom, through a wide variety of activities including sports, societies, outdoor education, arts, music and theatre. We are able to deliver this range of experiences and opportunities, because of the skills, experience, and commitment of our teaching staff.

While music and art are delivered by specialist practitioners, there is tremendous scope for our teaching staff to contribute to our vibrant co-curriculum.



"We care about the individual and pride ourselves on the warmth of a community in which all our pupils feel valued."

SIMON HENDERSON
HEAD MASTER

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 over £8,000,000 annually in means-tested fee remission as part of our financial aid projects, with 90 students currently attending Eton 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 SpringBoard to provide these transformative experiences.

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.

PARTNERSHIP

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. We have offered free self-study EtonX courses as a response to the Coronavirus pandemic, which have been taken up by over 1,000 state-maintained schools in the UK.

Last year we began a ground-breaking partnership with Star Academies to open three new specialist sixth form colleges in the North and Midlands which will be a compelling demonstration of the best in independent / state schools partnerships.

Our partnership programme encompasses a wide range of activities, including; teaching provision, sharing sports facilities with local schools and community groups, student mentoring in numeracy and literacy, a Summer School programme, an annual Community Fair fund-raising for charities, and voluntary service in the local community. We encourage all our people – students and staff alike – to engage actively with service to their local communities.



CIRL FACTS

- Full-time Researcher-in-Residence
- Dedicated Academic Technologist
- 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.

BEYOND THE CLASSROOM

Life at Eton is rich, varied, exciting, challenging and immensely rewarding – for pupils and staff alike.

In addition to the extensive Music provision already outlined, Eton offers a wide range of other co-curricular opportunities.

SPORT

Sport is central to Eton's curriculum, not just because pupils enjoy it, but because it helps to develop many of the qualities in which the school believes. Opportunity is key: pupils play for school teams and in house competitions for all major sports including football, rugby, hockey and cricket, and a broad array of other sports such as fencing, squash, rackets, martial arts and water polo are available. Every pupil is offered a full sporting programme and almost all members of the teaching staff are involved in delivering sport in some form or other.

OUTDOOR EDUCATION

Outdoor Education provides opportunities to develop practical skills and offers physical and mental challenges that encourage problem solving, resilience and teamwork. We offer a variety of activities, including mountaineering, climbing, kayaking, channel swimming, and the CCF. The latter 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.

CLUBS AND SOCIETIES

Often run by students but with the support of teaching staff, there are around 90 clubs and societies. These encompass a wide range of interests and inclusion forums: LGBTQ, Feminism, Disability and Accessibility Awareness, African and Caribbean, Debating, Model UN to name a few. Pupils also have the opportunity to hear world class speakers - from activists and explorers to sports persons and television personalities, as well as experts in all sorts of academic and professional fields.

DRAMA

There are over 25 theatrical productions each year, including school and house plays directed by members of staff, and independent plays directed by boys. These are staged in a range of superb performance spaces at the school. Productions also regularly appear at the Edinburgh Fringe Festival.

ART

Our Drawing Schools have facilities for painting, drawing, printmaking, computer graphics and digital photography. There are also two purpose-built 3D studios that have facilities for ceramics and sculpture in wood, metal and plaster.

"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."

DAVID GREGG,
DEPUTY HEAD (PASTORAL)

CANDIDATES

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

ABOUT YOU

You will :

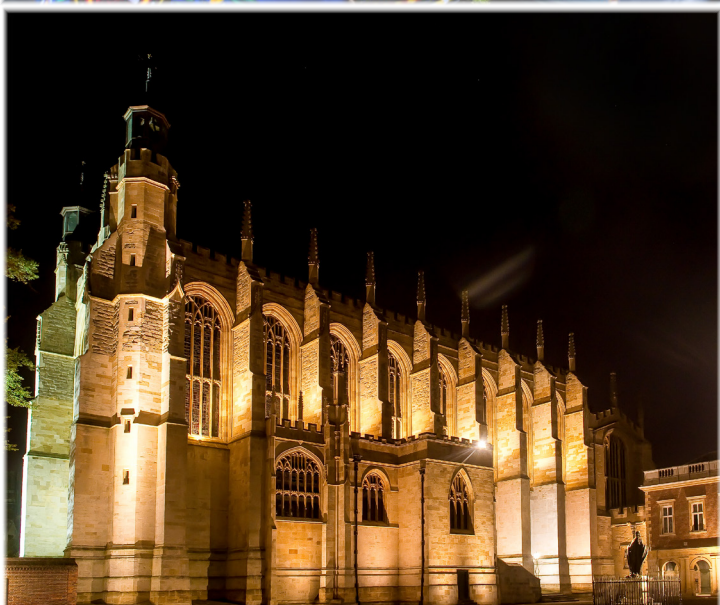
- be an inspiring teacher and organist and be a passionate advocate for your subject;
- have a proven interest and experience in organ pedagogy, with previous experience as an instrumental teacher working with 13-18 year old pupils;
- have experience of high-level choral accompanying;
- be able to communicate 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;
- 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.

SKILLS & COMPETENCIES

- a good honours degree (2:1 or above) and/or a further degree in a directly related subject;
- a Fellow of the Royal College of Organists (FRCO) or equivalent;
- a teaching qualification and classroom teaching experience is desirable but not essential;
- a first-rate organist and accompanist (organ and piano);
- demonstrable subject knowledge to deliver engaging, imaginative and varied lessons across the age and ability range of students at the school;
- a solid understanding of, and commitment to working within the principles of equality, diversity and inclusion;
- strong interpersonal skills and the ability to build relationships and collaborate with a wide range of people;
- strong ICT competence and willingness to use new technologies for teaching and learning;
- high level of motivation and an ability to work independently as well as within a team;
- demonstrable interest in the welfare and pastoral well-being of young people;
- excellent oral and written communication skills;
- the ability to conduct choirs and experience of managing Visiting Music Teachers is desirable but is not essential;
- a positive attitude, an optimistic approach to change and development, a balanced sense of perspective and a good sense of humour.



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



ABOUT THE ROLE

We value individuality, difference, teamwork and the contribution everyone makes to the life of the school.

ACADEMIC MUSIC TEACHER DUTIES

You will:

- teach c.12 lessons per week 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;
- contribute more widely to the department through, for example, enrichment activities, administering internal examinations, interventions to support individuals or groups of pupils or partnership activities;
- seek to develop your own professional practice in conjunction with your Head of Department;
- attend parents' meetings as required;
- carry out administrative and other functions related to the smooth running of the department.

ORGANIST DUTIES

You will:

- play, or oversee the playing, for all services in College Chapel;
- organise the weekly organists' rota for both College and Lower Chapels (and occasionally local parishes);
- accompany the College Chapel Choir in services, concerts and recordings, including an annual tour and occasional external concerts;
- accompany the ECMS Chorus (Lent term only);
- oversee the maintenance and tuning of the pipe organs;
- teach c.12 individual organ lessons per week;
- line-manage the two visiting organ teachers;
- organise the annual organ competitions;
- organise regular masterclasses and boy recitals;
- prepare the boys for organ scholarships and liaise with university Directors of Music;
- oversee the provision of occasional harpsichord classes and annual competitions.

ABOUT THE ROLE (CONTINUED)

CO-CURRICULAR

You will:

- contribute to the co-curricular life of the school as agreed with your Head of Department;
- 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, including workshops, seminars, chapel services, competitions, trips, open days, and so on.

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;
- assist on a regular basis in a boarding house, supporting the House Master and getting to know the pupils.

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.



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.

11

THE BENEFITS

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

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. Windsor is just across the river, with a tangle of pretty lanes, chic shopping streets, green spaces, an ancient castle and picturesque tea shops. There is plenty to see and do. Windsor hosts the oldest and largest inhabited castle in the world as well as one of Britain's oldest and most prestigious repertory theatres. 20 miles of beautiful and historic waterway meanders through the Royal Borough of Windsor and Maidenhead, leaving historic villages and iconic attractions waiting to be discovered, such as the Stanley Spencer Gallery in Cookham, Windsor Guildhall, Maidenhead Heritage Centre and LEGOLAND Windsor. Central London is also easily accessible by rail or motorway.

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.

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. As this is a teaching role, our starting salary guide is £37,904 - £47,852, depending on experience. Free accommodation is a very substantial benefit enjoyed by our teaching staff. They also have free use of our sports and leisure facilities which are currently being extensively upgraded.

ACCOMMODATION

Many of our teaching staff and their families are accommodated in flats and houses around Eton. Accommodation is provided free of rent, buildings insurance, and general maintenance costs.

YOUR APPLICATION

To discuss the role, please contact the PA to the Precentor & Director of Music, Angela Pearce a.pearce@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: Sunday 5th June 2022

First stage Zoom Interviews: Week commencing Monday 6th June 2022

Interviews: Wednesday 15th - Friday 17th June 2022

Start date in post: September 2022 or January 2023

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 checks with past employers and an Enhanced Disclosure from the Disclosure and Barring Service. 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.

12

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.

The school offers further benefits of service, including:

- Teachers' Pension Scheme
- Bike-to-work scheme
- Counselling and legal advice services
- Eyecare plan
- Free use of sports and leisure facilities, including: 25m indoor swimming pool, gym, tennis courts, squash courts and Dorney Rowing Lake
- Discount at local shops and amenities
- Subsidised Masters' Common Room