

# VOCAL PROFESSOR

Vocal and Opera Faculty

Grade 8, Hourly-paid, Permanent contract

Job reference number: 309-23

## Applicant Information Pack

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### Closing date

9am Friday 15 September 2023

### Interview date

Tuesday 26 September & Wednesday 27  
September 2023 (am)

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## Job Description

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<b>Job title</b>	Vocal professor
<b>Department</b>	Vocal and Opera Faculty
<b>Grade</b>	8
<b>Hours of work</b>	Hourly paid
<b>Contract type</b>	Permanent
<b>Responsible to</b>	Head of Vocal and Opera Faculty
<b>Responsible for</b>	No direct reports
<b>Liaises with</b>	Deputy Head of Vocal and Opera, Director of Opera, Heads of Faculty, faculty colleagues, students
<b>Job overview</b>	<p>The role of a Vocal professor is to enable RCM singers to reach their full potential, helping them expand both their vocal and artistic possibilities during the course of their studies.</p> <p>The professor is responsible for laying the foundations of a secure and healthy vocal technique appropriate to the demands of pursuing a career as a professional singer.</p> <p>The professor acts as both a facilitator and mentor, teaching Vocal Studies as an integral part of the BMus and M.Perf/MA Artist Diploma degrees at the Royal College of Music.</p>

### Key Responsibilities

These include:

- Teaching Vocal Studies at the highest level to individuals and on occasion, groups if requested.
- Inspiring young singers through their love of music and a personal commitment to lifelong learning.
- Enabling young singers bridge the gap between aspiration and achievement through a supportive appraisal of current strengths and areas needing development.
- Contributing to the work of the Vocal and Opera Faculty through regular attendance at Faculty meetings and RCM events.
- Participating in College assessments including recital, concert and operatic panels when requested.
- Auditioning candidates for entry to one of the RCM's BMus, Postgraduate and Artist Diploma courses when requested.
- Attracting the most talented national and international vocal students to study at the RCM.
- Recommending appropriate repertoire best suited to public/appraised performances and long-term vocal development.
- Promoting a culture of self-reliance based on the steady acquisition of knowledge and skills.
- Adopting a pastoral approach to students, liaising whenever necessary with the Head and Deputy Head of the Vocal and Opera Faculty or additional RCM departments regarding the health and development of the singers in their charge
- For their teaching to reflect current physiological understanding and to be aware of pedagogical developments.
- Encouraging professional levels of commitment and behaviour in students to prepare them for the rigours of the music profession.
- Adhering to the RCM's Code of Teaching Practice and contributing positively to the development and reputation of the RCM as a world-renowned centre of musical excellence.

## Special Factors

- Available to deliver 1:1 teaching provision regularly throughout the RCM academic year, liaising actively with the Head of Faculty when outside performing or teaching commitments necessitate reasonable periods of absence.

## Person Specification

Applicants should demonstrate in their supporting statement how their qualifications, experience, skills and training fit each of the criteria below.

Criteria	Description	Essential / Desirable	How Criteria Are Tested
<b>Qualifications</b>	A relevant Higher Education qualification in Vocal Studies, music performance or equivalent.	Desirable	AF
	Academic teaching qualification such as the Postgraduate Certificate in Higher Education or Fellowship of the Higher Education Academy (HEA)	Desirable	AF
	A SEDA-accredited teaching qualification or equivalent.	Desirable	AF
<b>Experience, Skills &amp; Knowledge</b>	Experience of teaching gifted and talented students at undergraduate and postgraduate level, preferably gained within a Conservatoire environment.	Essential	AF, INT, ST
	An outstanding performing career as a soloist.	Desirable	AF
	An established performer or artist with a substantial or developing track record, internationally recognised as a world-leading or potentially work-leading talent	Desirable	AF
	Experience participating in professional artistic programs of work internationally *	Desirable	AF
	Experience of – or an interest in - dealing with optimising performance preparation and managing performance anxiety.	Desirable	AF, INT, ST
	Experience of conducting research and publishing findings in professional journals, books and electronic media.	Desirable	AF
	The ability to teach, coach, mentor and improve skills in the context of individual and where requested, group lessons.	Essential	AF, INT, ST
	Excellent communication and interpersonal skills.	Essential	AF, INT, ST
	The ability to carry out and mark assessments at all levels.	Desirable	AF
	Global perspective and good international contacts.	Essential	AF, INT
	An understanding of the demands of the music profession.	Essential	AF, INT
	An understanding of or interest in student wellbeing and learning support needs in a performing arts environment	Desirable	AF, INT, ST
<b>Personal Attributes</b>	Empathy	Essential	AF, INT, ST
	Patience	Essential	AF, INT, ST
	Team player	Essential	AF, INT

A commitment to recognising, valuing and celebrating diversity and to proactively advancing equality and inclusive practice in all areas of College life. Essential AF, INT

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AF = Application Form INT = Interview ST = Selection Test

The duties and responsibilities assigned to the post may be amended by the Head of Vocal and Opera Faculty within the scope and level of the post.

## Terms & Conditions

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<b>Availability</b>	<p>The post(s) is available from September 2023 and the postholder should ideally be available to start as early as possible.</p> <p>NB: It is anticipated that active allocation of students will principally occur Autumn 24 following the next recruitment round for singers in Nov/Dec 23.</p> <p>However, some migration between professors may occur within the 23/24 academic year and there may be scope for earlier involvement in faculty activities including auditions and classes tbc.</p>
<b>Contract type</b>	Permanent
<b>Hours of work</b>	<p>This role is offered on an hourly paid basis.</p> <p>It is expected that the majority of lessons are delivered Monday to Friday whilst some flexibility for weekend teaching is occasionally permitted in consultation with the Head of Faculty.</p>
<b>Salary</b>	<p>RCM Pay Scale Grade 8. The current rate of pay for practical teaching is £56.40.</p> <p>Payday is the 15<sup>th</sup> of each month or the last working day before this should the 15<sup>th</sup> fall on a weekend or bank holiday.</p>
<b>Visas/Right to Work in the UK</b>	<p>UK or Irish citizens will be asked to bring their passport to interview as confirmation of their legal right to work in the UK. Holders of EU Settled or Pre-Settled status will be asked to provide a share code ahead of their interview to facilitate a right to work check, the same will apply to holders of a Biometric Residence Permit (BRP).</p> <p>International applicants who haven't already obtained permission to work in the UK will be required to do so ahead of employment commencing. This is not a role for which the RCM will act as a sponsor for the Skilled Worker visa route but due to the nature of the role we would suggest applicants explore the <a href="#">Global Talent Visa route</a> for which they may be eligible.</p> <p>Further information about endorsement for this visa can be found on the <a href="#">Arts Council website</a>.</p>
<b>Immigration Advisors</b>	<p>The HR department cannot act as immigration advisors however if you are an international student studying in the UK you can seek guidance from the <a href="#">UK Council for International Student Affairs (UKCISA)</a>. Alternatively the Office of the Immigration Services Commissioner (OISC) which regulates immigration advisers maintains a <a href="#">list of approved Immigration Advisors</a>.</p>

<b>DBS check</b>	Not applicable for this post.
<b>Probation</b>	The post has a twelve months' probationary period.
<b>Notice period</b>	The appointment will be subject to termination by not less than one clear term's notice. Notice during probation will be one month's notice by either party.
<b>Pension</b>	The Teachers' Pension Scheme (TPS) is available for all academic staff. Under the rules of the TPS, professorial employment is automatically pensionable unless a professor elects to opt out of the scheme. Full details of the scheme are available from the Teachers' Pensions website: <a href="http://www.teacherspensions.co.uk">www.teacherspensions.co.uk</a> . Arrangements exist for members to make additional voluntary contributions (AVCs).

## Staff Benefits

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<b>Travel</b>	<p>Interest free season ticket loans are available to cover the cost of a 12 month season ticket between a member of staff's residence and the RCM. The loan will be repayable by deduction from salary over a period of 12 months or on leaving the employment of the RCM, if earlier.</p> <p>We also offer a tax-free bicycle loan under a similar repayment scheme.</p>
<b>Events</b>	There is a range of concerts taking place at the RCM throughout the weeks, staff are entitled to one free ticket per charged concert (excluding Opera and non-RCM promotions), and unlimited tickets for non-charged concerts.
<b>Eye tests &amp; hearing tests</b>	The RCM will cover the cost of an annual standard eyesight test (normally up to £25) and contribute £50 towards the cost of glasses, provided that they are for use with VDUs. We will also cover the cost of hearing tests.
<b>Employee Assistance Programme</b>	All RCM staff can get free and confidential advice from Confidential Care (CiC). The service is open 24 hours per day, 365 days per year, by telephone or via the web.
<b>Professional Development</b>	The RCM is committed to the support of training and professional development for all members of staff and a range of opportunities are available.

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## About Us

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<b>The College</b>	Opened in 1883 by the then Prince of Wales, the Royal College of Music (RCM) is a world-leading music conservatoire with a prestigious history and contemporary outlook. The RCM is a vibrant community of talented and open-minded musicians, with over 900 students from more than 60 countries studying at undergraduate, masters or doctoral level in the Senior College throughout the week and 300 students on a Saturday in the Junior Department. Former students of the RCM hold key roles in music and the arts in all parts of the world - as performers, teachers, composers,
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conductors and amateurs. The RCM was ranked as the global top institution for Performing Arts in the 2023 QS World University Rankings by subject.

**Staff** The RCM has over 250 members of professorial (teaching) staff and over 100 teachers in the Junior Department - the majority of whom are busy professionals with worldwide reputations, who include teaching among the various musical activities that they regularly undertake. Their work, and the work of the College as a whole, is supported by a team of over one hundred administrative staff.

**Location** The RCM benefits from its particular location in South Kensington - one of the most attractive and interesting parts of central London. The area is well-served by public transport: South Kensington tube station is within ten minutes' walk; several bus routes pass the Royal Albert Hall. Kensington Gardens and the renowned museums of Exhibition Road, the Natural History Museum, the Victoria & Albert Museum and the Science Museum, are only a short walk away; Imperial College of Science, Technology & Medicine is next door; the Royal College of Art and the Royal Albert Hall are just across the road. The area, known originally as Albertopolis, emerged as a location for national institutions in the arts and sciences after the Great Exhibition of 1851 largely because of the enthusiasm of Prince Albert. Relationships with neighbouring institutions are friendly and supportive.

**Department / Faculty** The Vocal and Opera Faculty is a world leading centre of excellence for the development and training of the opera and concert singers of the future. Our graduates perform in all the major national and international venues and are renowned for their quality, musicality, and communicative skill. We seek to encourage each individual to express themselves fully, daring to risk, to learn, and to grow under the guidance of a world class team of mentors and practitioners. The faculty is entering an exciting new phase in its development as it seeks to consolidate and enhance the exceptional work of its existing roster of vocal professors. We are searching for team players and our ambition is for the faculty to embody the principles of Equality, Diversity and Inclusivity. We look to the future, initiating and promoting change, encouraging dynamic responses to the fast-changing landscape of classical music.

## How to Apply

To apply, please complete our **1) Application form** and **2) Equal Opportunities form**, available to download from the [RCM website](#), and submit in PDF or Word format to [recruitment@rcm.ac.uk](mailto:recruitment@rcm.ac.uk)

Please ensure that you include the Job Reference Number and state clearly the title of the post for which you are applying. CVs without an application form cannot be accepted.

**Closing date** 9am Friday 15 September 2023

Applications received after the stated closing date will not be considered.

**Interview date** Tuesday 26 September and possibly Wednesday 27 September 2023 (am)

With some roles at the RCM second interviews may take place. Shortlisted candidates will be notified in due course.

As part of the interview process, there will be an observed lesson for shortlisted candidates. Further details will be passed to shortlisted candidates in due course.

If you have any questions about this position or the application process please contact a member of the recruitment team on; [recruitment@rcm.ac.uk](mailto:recruitment@rcm.ac.uk). If you need to receive this documentation in a different format, such as large print or are not able to submit an application electronically, then please contact us to discuss your requirements.

The Royal College of Music is an Equal Opportunities employer. The College is a non-smoking environment.

Nicholas Sears  
Head of Vocal and Opera  
27 July 2023

