DEPUTY TEACHERS: MUSICIANSHIP, COMPOSITION & DALCROZE TEACHERS

RCM Junior Department

Job reference number: 703-26

ROYAL COLLEGE OF MUSIC London

Applicant Information Pack

Closing date	Interview dates
9am Friday 11 December 2026	Thursday 7 & Friday 8 January 2027 - Online interviews Saturday 9 January 2027 - Observed lessons

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Job Description

Role title	Deputy teachers: Musicianship, Composition & Dalcroze
Department	Junior Department
Hours of work	Part time (2-8 hours on Saturdays during term-time only) as required
Contract type	Permanent
Responsible to	Head of Junior Programmes
Liaises with	Internal: Head of Junior Programmes; RCMJD Operations Manager; RCMJD Performance Manager & RCMJD Administrative Coordinator; Permanent Junior Department Teachers External: RCMJD Parents and pupils
Job overview	The Royal College of Music Junior Department (RCMJD) is a specialist term-time only Saturday school offering advanced training to musicians between the ages of 8 and 18. Students combine studying at RCMJD with their general education at their chosen week-day school. Students come together at the RCM London each Saturday for a tailor-made programme of individual instrument/voice/composition lessons, chamber music, orchestral and choral training, and general musicianship. Our staff are professional performers/composers as well as teachers and offer the highest standards of tuition and coaching. Most RCMJD students continue their musical studies at the RCM or other major conservatoires/universities. Many of our permanent, highly skilled RCM Junior Department teachers are 'in demand' performing musicians and they occasionally need to accept external work on RCMJD Saturdays. The RCMJD is also seeking to engage **experienced and accomplished deputy musicianship, deputy composition and deputy Dalcroze teachers**. Candidates may apply to offer cover in one of these areas, or wish to offer a combination of these areas of specialism. The post holders will be responsible for teaching group classes as part of the core RCMJD musicianship, composition or Dalcroze programme, or one to one composition lessons. Aural and analysis are central components in our Musicianship curriculum, which all students follow on entering the Junior Department. At each level, we also offer elective classes, in areas such as music theory, composition and keyboard harmony. These classes are often developed around individual teacher specialisms. Composition is taught one-to-one and in group classes. Dalcroze lessons are offered to all JD students up to Year 6.

Key Responsibilities

Successful candidates will be expected to:

- Musicianship: Display excellence in teaching musicianship and closely following the musicianship curriculum at the RCM Junior Department
- You will be teaching, to an exceptionally high level of technical and musical proficiency, gifted and talented students aged between 8 and 18, so relevant teaching experience at this level is required

- You should understand the particular demands of the music profession whilst striving to help each student reach the fullness of their own potential
- Manage the administrative tasks required by the RCMJD e.g. keeping registers up to date
- Assess, record and report as required on the development, progress and attainment of pupils
- Be aware of the concert schedule of the RCMJD
- Adhere to health and safety standards and work in line with Child Protection legislation
- Undertake Level 1 Safeguarding training once every three years (either online or through in-house training)
- Maintain effective channels of communication with the RCMJD office via email and telephone
- Promote the general progress and physical/emotional wellbeing of all RCMJD pupils

Special Factors

Any appointment will be subject to satisfactory DBS clearance at the Enhanced level (child workforce).

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
Qualifications	Widely recognised and highly respected practitioner, either as a performer or teacher	Essential	AF
	Music degree (or equivalent)	Essential	AF
	Teaching diploma or relevant teaching qualification	Desirable	AF
Experience	Relevant experience of teaching gifted and talented students aged 8 -18. You should have the relevant understanding and experience of teaching aural and advanced music theory in a class setting	Essential	AF, INT, ST
	Experience of teaching in a specialist music school or nationally recognised musical organisation (e.g. NYCGB, NCO etc)	Desirable	AF
Personal Attributes	Able to teach to an exceptionally high level of technical and musical proficiency	Essential	INT, ST
	Able to work unsupervised and use initiative	Essential	AF, INT
	Well organised and self-motivated	Essential	AF, INT

AF = Application Form INT = Interview ST = Selection Test (observed lesson)

The duties and responsibilities assigned to the post may be amended by the Head of Junior Programmes within the scope and level of the post.

Terms & Conditions

Start date	Successful candidates should be available to deputise from **January 2027**
Deputy Teacher List	The deputy teacher list functions as a pool of available deputy teachers who may be called to deputise for JD teachers as and when the need arises. Entry on the deputy teacher list is made subject to two satisfactory references, proof of highest relevant educational or professional qualifications, a Disclosure and Barring Service check at the Enhanced Level (child workforce) and original proof of right to work in the UK.
Hours of work	RCMJD operates on Saturdays during term-time only. Deputy teachers are called to fill in for JD teachers, typically for a minimum of 4 to 8 hours each deputising Saturday (depending on scheduling and the timetable of the JD teacher being covered).
Rate of pay	The current rate of pay for Junior Department teachers is £45.30 per hour. JD teachers are paid through the RCM payroll.
Work permit	All applicants must be permitted to work in the UK and hold a relevant work permit where necessary. This is not a role for which the RCM will act as a sponsor for a visa application.
DBS check	Any appointment will be subject to satisfactory DBS clearance at the Enhanced level (child workforce).
Pension	The National Employment Savings Trust (NEST) is available for all junior department teachers, regardless of earnings. Employment with the Royal College of Music is automatically pensionable and teachers are enrolled in the scheme if they meet minimum criteria, unless they elect not to join the scheme. Employees electing not to join NEST may apply to join at a later date but this will be at the discretion of NEST and is not guaranteed. Details of the scheme are available from the NEST website: http://www.nestpensions.org.uk. Employer contributions are paid for members of NEST but are not made available for personal pension plans.

About Us

The College	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, master's 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, conductors and animateurs. The RCM was ranked as the as the No. 1 institution in the UK and Europe, and second globally, for both Music and Performing Arts in the 2026 QS World University Rankings by Subject. The College has held global first and second positions in Performing Arts for five successive years, while Music is a new subject introduced to the rankings in 2024.
Staff	The College 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.
Junior Department	The Royal College of Music Junior Department (RCMJD) is a specialist term-time only Saturday school offering advanced training to musicians between the ages of 8 and 18. Students combine studying at RCMJD with their general education at their chosen week-day school. Students come together at the RCM London each Saturday for a tailor-made programme of individual instrument/voice/composition lessons, chamber music, orchestral and choral training, and general musicianship. Our staff are professional performers/composers as well as teachers and offer the highest standards of tuition and coaching. Most RCMJD students continue their musical studies at the RCM or other major conservatoires/universities. More information about the RCMJD is available to the RCM website

How to Apply

Closing date	9am Friday 11 December 2026 Applications received after the stated closing date will not be considered.
Interview date	Thursday 7 & Friday 8 January 2027 - Online interviews Saturday 9 January 2027 - Observed lessons Shortlisted candidates will be notified in due course. We communicate interview dates in advance to ensure candidates have adequate notice to make arrangements. Regrettably we are unlikely to be able to accommodate alternative interview dates.

To apply	To apply, please submit the following documents available on the RCM jobs page • Application Form • Equal Opportunities Form The above documents should be sent to recruitment@rcm.ac.uk by the stated closing date. We encourage applications by email however if you wish to post your application you must ensure this reaches us by the closing date. Late Application Forms, incomplete Application Forms, Application Forms submitted in a format other than Word or PDF and CVs without an Application Form will not be accepted.
Alternative formats	If you need to receive our recruitment 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.
Interview process	Interviews will take the form of a panel interview, normally comprised of three staff members however more senior positions may have larger panels. Details of the interview panel will ordinarily be included in the interview invitation. We will be happy to make any reasonable accommodations as part of this process. Candidates will be observed teaching a JD student/musicianship class for 15-20 minutes as part of the selection process. For this reason, we can only offer interviews on the date specified. As part of the interview format, you may be invited to take a brief tour of our facilities, details will be included in your interview invitation, and we will be happy to accommodate accessibility requirements.

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

Miranda Francis
Head of Junior Programmes
November 2026

