



Deputy Director of Music Valley Invicta Academies Trust



1. INTRODUCTION

1.1. OUR TRUST

Our Trust consists of an exceptional cluster of primary and secondary schools at the heart of our local community, based in the Maidstone and Malling area of Kent. The Trust was legally established as a Multi-Academy Trust on 10 March, 2011.

VIAT believes in the benefits of cross-phase education, whereby all students, regardless of background, have a broad curriculum by specialist teachers across all ages; thereby enabling children to master the knowledge and skills they need to achieve their full educational and personal potential.

The Trust work tirelessly to ensure that every child can be the best they can be, along with providing an innovative and interactive curriculum based on the arts and academia; we aim to be at the forefront of developing new approaches to learning, embedding the 'mastery' approach to teaching and learning, securing the very best outcomes for students. Our children only get one chance in their education, and it is our responsibility to provide the very best for them.

All our schools have a strong, inclusive and cohesive ethos reflecting on the school's world-class vision; staff and students are inspired to embed the values of respect and resilience, while developing personal character through additional wider curriculum activities and opportunities which motivate them, enable them to grow in confidence and cultivate thinking skills and creative potential beyond typical expectations.

This secure foundation ensures an ethic of aspiration, a broader commitment to, and proactive engagement in, wider society; enabling our students to be fully ready – academically and personally – for their transition from primary into secondary school and a life-time of influence beyond.

1.2. OUR VISION

The Trust Vision is to:

- Aspire to be an exceptional cluster of primary and secondary schools at the heart of our local community.
- Achieve our vision by bringing together a family of local schools - each with its own context, ethos, strengths and areas for development - to work together to enable every single child, and every member of our team, to be the very best they can be.

The Goals of the Trust are to have individuals who:

- Are lifelong learners of character.
- Are creative thinkers and innovators.
- Are collaborative and independent problem solvers.
- Are responsible and active role models/citizens.
- Have a global outlook.

1.3. OUR ETHOS

At Valley Invicta Academies Trust, we put the children we teach at the very centre of all we do. We are deeply aware that children only get one chance at their education. Our staff, equally, are at the heart of our schools. Parents/carers and governors are proactively involved in school life, and the local, national and international community are an integral aspect of student and staff engagement.

Teamwork lies at our core: our entire community – students, staff, and parents work together and recognise the roles they play and the strengths they bring. Everyone has their voice heard; everyone is nurtured and cared for. We are ambitious and work hard to help enable excellence for all.

1.4. OUR VALUES

- Integrity;
- Collaboration;
- Excellence.

If you are passionate about working in a dynamic team to provide inclusive support to enable students to have full and effective access to the secondary school curriculum, we would love to hear from you.

Come and join our dedicated team of professionals who are always willing to support new staff in the best interests of our students. Our Trust continually evolves in our drive for excellence; we aspire to provide Outstanding Care, Outstanding Education and Outstanding Opportunities. New opportunities, including career progression, are actively sought for all staff across the Trust. Collaboration with like-minded colleagues across the Multi-Academy Trust (VIAT) is set up to provide: networking, support, quality assurance and friendship. If you think you would thrive in this environment, we want to meet you.

To learn more about the Valley Invicta Academies Trust, please visit our website www.viat.org.uk
To apply, please download a copy of the application form, complete and return it to: recruitment@viat.org.uk

2. PERSON SPECIFICATION		
AREA	ESSENTIAL	DESIRABLE
Qualifications	<ul style="list-style-type: none">• A good honours degree in Music or a related subject.• Qualified Teacher Status.• Evidence of continuing professional development relevant to music education and leadership.	<ul style="list-style-type: none">• Postgraduate qualification in Music, Education or Leadership.• Specialist instrument or vocal qualification.• Evidence of leadership training (eg NPQML/NPQSL, or equivalent).
Experience	<ul style="list-style-type: none">• Experience of teaching Music in a secondary school setting, with evidence of strong outcomes.• Experience of leading or supporting extra-curricular music activities such as	<ul style="list-style-type: none">• Experience of supporting or mentoring other teachers.• Experience of organising large-scale musical events, concerts or performances.

	<p>ensembles, choirs, orchestras, concerts or productions.</p> <ul style="list-style-type: none"> • Experience of contributing to curriculum development in Music. • Experience of working collaboratively within a department or across schools. 	<ul style="list-style-type: none"> • Experience of working across multiple schools or within a trust environment.
Knowledge	<ul style="list-style-type: none"> • A strong understanding of the National Curriculum for Music and GCSE and A Level Music requirements. • Knowledge of effective teaching and learning strategies in music education. • Understanding of assessment and tracking pupil/student progress. • A good knowledge of a range of musical styles. • A secure knowledge of music theory. • A good up-to-date working knowledge and understanding of a range of pedagogical and behaviour management strategies. • An understanding of how to personalise provision to meet the learning needs of a range of students. • Awareness of the role of music in supporting students' wider cultural development. 	<ul style="list-style-type: none"> • Knowledge of A Level Music specifications. • Understanding of whole-school music strategy and progression across all key stages. • Awareness of current developments in music education nationally.
Skills	<ul style="list-style-type: none"> • Excellent classroom practitioner with the ability to inspire and engage students. • Strong organisational and time management skills. • Ability to support the VIAT Director of Music in leading a team and developing provision. • Excellent communication and interpersonal skills. • Ability to lead rehearsals and direct ensembles confidently. • Ability to use music technology effectively in teaching. 	<ul style="list-style-type: none"> • Experience in using piano skills as an accompanist. • Ability to arrange music or lead a range of ensembles. • Ability to develop partnerships with external music organisations.
Attributes	<ul style="list-style-type: none"> • Passion for music education and student participation in music. • Enthusiastic, motivated and committed to high standards. • Collaborative and supportive team member. • Ability to motivate students of all abilities. • Commitment to safeguarding and promoting the welfare of children. 	<ul style="list-style-type: none"> • A commitment to developing music provision across the wider academy trust. • Willingness to contribute to trust-wide events, performances and initiatives.

3. JOB DESCRIPTION

Job Title	VIAT Deputy Director of Music
Grade	L7 – L10 £60,145-£64,691
School / Department	Valley Invicta Academies Trust
Base	Invicta Grammar School
Hours	Full Time
Reports to	VIAT Director of Music
Accountable to	Head Teacher and Head of School

3.1 JOB SUMMARY

Valley Invicta Academies Trust are looking to appoint an outstanding Deputy Director of Music to help lead the music provision across our Trust of nine schools. The Deputy Director of Music will work closely with the VIAT Director of Music to support both the curriculum and extra-curricular programme across the Trust. With an extensive calendar of high-quality music provision across the Trust throughout the year, the Deputy Director of Music will be a driving force behind many of our concerts and performances. The Deputy Director of Music will work closely with the VIAT Director of Music and the various music departments within our schools to promote a vibrant extra-curricular music programme that encourages participation and excellence. They will also ensure we are providing an engaging musical curriculum, leading to successful outcomes for all of our students.

3.2 KEY WORKING RELATIONSHIP

- Head Teachers;
- VIAT Director of Music;
- Lead Teachers;
- Staff and Students.

3.3 KEY RESPONSIBILITIES

Leadership and Management

- Support the VIAT Director of Music across relevant key stages, ensuring high-quality teaching and strong student outcomes.
- Plan and deliver engaging lessons that inspire students and promote musical understanding and creativity.
- Use assessment effectively to monitor progress and support pupil and student achievement.
- Contribute to the development of schemes of work and teaching resources.
- Support students preparing for GCSE and, where applicable, A Level Music.

Extra-Curricular Music

- Play a leading role in developing and sustaining a rich extra-curricular music programme.
- Lead or support ensembles, choirs, orchestras or bands.
- Assist with the organisation and delivery of concerts, performances and musical events.
- Encourage participation in music across the whole student body, including opportunities for beginners and more advanced musicians.

- Support students preparing for performances, competitions and external events.

Student Development

- Support students’ musical development and encourage high levels of engagement in music.
- Promote inclusion and ensure opportunities are available for pupils and students of all abilities.
- Support pupils and students who show particular musical talent through appropriate opportunities and guidance.

Collaboration and Partnerships

- Work collaboratively with colleagues across the Trust to enhance the music provision.
- Develop links with local music services, external organisations and community groups, where appropriate.
- Support cross-curricular opportunities and whole school events involving music.

Professional Responsibilities

- Maintain high standards of behaviour and classroom management.
- Participate in departmental meetings and trust-wide professional development.
- Contribute to the wider life of the school and academy trust.
- Fulfil the professional responsibilities of a teacher as set out in the Teachers’ Standards.

Safeguarding

- VIAT is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Equality and diversity

- The Trust is committed to valuing diversity in employment, service delivery practices and its general environment. It is an expectation that all leadership posts within the Trust will take responsibility for promoting inclusive and accessible service provision, staff development and a culture that values and respects difference.

4 STATEMENT

The list of duties in the job description should not be regarded as exclusive or exhaustive. There will be other duties and requirements associated with your job, and, in addition, as a term of your employment, you may be required to undertake various other duties as may reasonably be required.

Your duties will be set out in the above job description, but please note that Valley Invicta Academies Trust maintains the right to update your job description from time to time, to reflect changes in or to your job. You will be consulted about any proposed changes.

Signed		Date	
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