



Creative Learning Manager

Role Description

Scottish Ensemble – Creative Learning Manager

Part-time, permanent position.

Role and Person Specification

Introduction

Scottish Ensemble is excited to be seeking a Creative Learning Manager, who will be responsible for devising and leading our creative learning programme. Through this work, we aim to reach diverse target groups (many of whom face barriers to enjoying live music) and to use music to increase well-being and empower participants.

To date our work in this area has focused on work with young musicians (with schools, higher education institutions, and emerging professionals), community partners (including New Scots networks and amateur arts organisations) and in healthcare (particularly with Maggie's Centres, but also with multiple children's hospitals). We are currently developing a new organisational strategic plan and this role will involve shaping and refreshing the Creative Learning elements of this plan and looking ahead to new models and focuses on mental health, well-being and talent development.

The successful candidate will be working as part of a small, collaborative, non-hierarchical and creative team, each of whom plays a crucial role in realising the ambitions of Scottish Ensemble. You will be a creative and fast thinker, enthusiastic about developing new ideas and supporting colleagues in wider organisational initiatives and opportunities.

This role will demand both creative strategic thinking and a detailed analytical approach to project planning. We are looking for a post-holder with the vision and drive to lead our Creative Learning strategy, and the project management skills required to plan and deliver complex participatory work. You will understand the benefits and practicalities of participant-led service design and will be confident in developing robust evaluation frameworks.

We are also looking for someone who identifies with and is inspired by Scottish Ensemble's mission and philosophy and who is able to relay this excitement to partners and forge effective relationships. You will ideally be experienced in working with diverse groups – including young people and/or those facing health challenges – and with partners outside the arts.

If you are excited by this opportunity, we look forward to hearing from you.

If you would like an informal chat with our CEO Jenny Jamison, about the role please email her and we'll be happy to arrange a call.

Scottish Ensemble Biography

Scottish Ensemble (SE) is the UK's leading string orchestra; a core of outstanding string players who perform together under Artistic Director Jonathan Morton. Based in Glasgow, Scotland, SE inspires audiences in the UK and beyond with vibrant performances which are powerful, challenging and rewarding experiences, crossing genres, styles, musical periods and artistic forms to offer fresh perspectives on classical music. This work takes place not only on stage but in a range of settings to ensure we reach a geographically and demographically diverse audience.

Alongside performances across Scotland, SE presents concerts across the UK, London and the globe. Recent invitations to tour abroad have resulted in engagements in Taiwan, China, Brazil, the USA 1 and across Europe, performing at prestigious venues from the Shanghai Concert Hall (China) and the John F. Kennedy Center for Performing Arts (USA) as well as festivals including the Edinburgh International, Edinburgh Fringe and Thuringia Bach Festivals.

In our performance tours, we regularly collaborate with high-profile guest artists, including trumpeter Alison Balsom, mezzo-soprano Karen Cargill, pianist Gabriela Montero and violinists Patricia Kopatchinskaja and Nicola Benedetti. SE is also becoming increasingly known for its collaborations with artists from other disciplines, from dance and theatre companies to visual artists. Starting in 2014, our series of annual cross-artform collaborations has so far included immersive projects with visual artist Toby Paterson; electronic-classical crossover composer Anna Meredith and visual artist Eleanor Meredith; contemporary large-scale music-dance pieces with Swedish contemporary dance company Andersson Dance; and provocative shows with Scottish theatre companies Vanishing Point and Untitled Projects exploring themes including medical science and grief.

Interdisciplinary collaboration extends to staged projects with collaborators from outside the musical sphere, with recent partners and guests including cancer charity Maggie's Centres, neuroscientist Dr. Guido Orgs, and social enterprise Social Bite, who have a mission to end homelessness.

This ethos of connecting music with everyday experiences and societal challenges is extended through SE's year-round programme of creative learning and community activities – delivered through city-wide Residencies in some Scottish regions and targeted partnerships in others. SE shares music with as broad a range of people as possible, focusing on those who are unlikely or unable to experience live music. Taking workshops and bespoke, locally-informed events across Scotland – delivered in partnership with local organisations including schools, hospitals, care homes, charities, museums, art hubs and more – SE creates new ways to share the positive benefits and sense of well-being that listening to and playing music can stimulate.

SE also offers vital practical experience and inspiration to the next generation of string players. An Ensemble Week and Young Artists Scheme, in collaboration with the Royal Conservatoire of Scotland, offer early opportunities to promising young strings students, whilst throughout the year SE works with primary and secondary schools on workshops that illuminate elements of the curriculum and introduce classical music through imaginative concepts.

Scottish Ensemble Mission

To create exhilarating musical experiences that forge new connections between people, places and ideas.

Scottish Ensemble Core Values

- 1) We believe that music is a highly flexible and collaborative art form that can and should make meaningful connections across repertoire, genre, form and discipline.
- 2) We want to create opportunities for musicians to explore and stretch their musicianship, creative and communicative skills, to ensure they are continually developing as artists and as ambassadors for music-making.
- 3) We believe that classical music can be as connected to current audiences, communities and artists as it is to its great, centuries-old traditions, but only when boundaries and conventions are reassessed.
- 4) We celebrate Scotland's diversity and create work to build strong connections across the length and breadth of the country, but also aspire to share our work with international audiences.
- 5) We are responsible global citizens who use resources in a socially and environmentally conscientious way.
- 6) We believe that technology can enable us to explore new artistic opportunities and to share our performances and creative learning work with as wide an audience as possible.

Creative Learning Manager: Role Description

Key information

Job Title	Creative Learning Manager
Hours	Part time permanent contract (21 hours/week) + evenings and weekends during touring projects as required If the successful candidate has experience facilitating or presenting arts engagement projects, additional hours/days could be added to this role – at a separate daily rate
Location	CCA, 350 Sauchiehall Street, Glasgow G2 3JD
Reports to	Chief Executive
Manages	Development & Projects Assistant (co-managed by Development Lead)
Key terms	<ul style="list-style-type: none"> • Salary £28,000 - £30,000/annum, depending on experience (£16,800-£18,000 pro-rata) • 22 days annual leave (13.5 pro-rata) rising by 1 day per year of service to a maximum of 28 days (17 pro-rata) + 11 (7 pro-rata) public holidays • Auto-enrolment into SE’s contributory pension scheme (it is possible to opt out of this), provided by NEST • To start as soon as possible (dependent on any relevant notice periods with current employer) • Flexible conditions (eg. working from home, flexi-hours)
Role purpose and role dimension	To develop and lead Scottish Ensemble’s Creative Learning programme, forging and nurturing partnerships to strengthen and evaluate the wider social impact of our work
Key external contacts	<ul style="list-style-type: none"> • Creative Learning project partners (schools, Higher Education institutions, researchers) • Wellbeing project partners (Maggie’s Centres, mindfulness practitioners, hospitals, mental health charities) • Community partners • Creative Learning facilitators and project staff • Venues and promoters • Peer Organisations • Guest artists

Key internal contacts	<ul style="list-style-type: none"> • CEO • General Manager • Artistic Director • Development & Projects Assistant • Scottish Ensemble musicians
Financial dimensions	Responsibility for Creative Learning annual budget and monitoring all related project expenditure.
Key areas for decision making	Creative Learning strategy; project collaborators; evaluation methodologies; project delivery logistics.

Role Scope

Key Result Areas	Key Tasks	% of time
Strategy	<ul style="list-style-type: none"> • With the Chief Executive, devising a new strategy for SE's Creative Learning programme for the next five years • Building on strong relationships with education and healthcare partners to devise projects which contribute to Scottish Ensemble's mission and strategic aims, including with; <ul style="list-style-type: none"> ○ Higher Education and equivalent partners to develop SE's role in empowering and training the next generation of string players in Scotland ○ Schools, to support SE's work using music to increase wellbeing amongst young people ○ Healthcare or third sector partners, to develop projects which use music to improve mental health and wellbeing • Conceiving a new evaluation framework to increase our ability to capture data on impact and reach across all projects, contributing to effective feedback systems and participant-focused, data-driven strategic decision-making • With the CEO, continuous work on an ambitious EDI Action Plan and Policy, ensuring whole-organisation engagement in improving diversity across all areas of our work and further embedding a culture of inclusivity • Ensuring statutory compliance with PVG, Health & Safety, GDPR, and Risk Assessment regulations (training will be provided) • Sector research and engagement to identify best practice examples and bring knowledge of this into SE 	40%

<p>Project Logistics/ Delivery</p>	<ul style="list-style-type: none"> • Coordinating all logistics for SE’s Creative Learning projects including schedules, travel, accommodation, venue/production planning, librarian duties and stage management • On-the-road management of Creative Learning activities, including get-ins, get-outs, and participant support • Working with musicians, project partners, external facilitators and workshop leaders (if relevant) on project objectives, content and outcomes • Project risk assessments; ensuring PVG compliance; Health & Safety planning • Monitoring and evaluating project impact and collating data and feedback • Coordinating year-round engagement with creative learning and wellbeing partners whenever possible, working with communications colleagues to devise and implement access initiatives 	<p>35%</p>
<p>Fundraising</p>	<ul style="list-style-type: none"> • Working with the Development Lead to identify opportunities for support for the Creative Learning programme (eg. Trust research, corporate sponsorship cultivation, CSR opportunities) • Providing data, evaluation and feedback to contribute to reports to funders 	<p>10%</p>
<p>Other</p>	<ul style="list-style-type: none"> • Attendance at SE concerts • On-the-road touring support as shared by the full SE team • This role could be suitable for someone with facilitation skills, who would be interested in fronting appropriate SE projects and collaborating with musicians on their conception and delivery and additional hours/days could be added to this contract at a separate daily rate. 	<p>5%</p>

Person Specification

<p>Essential knowledge, skills and experience</p>	<ul style="list-style-type: none"> • Minimum three years' experience of working in an arts organisation or other context relevant to this role. • Minimum two years' experience in a relevant role – this could be within an arts organisation, another charity, education or any other relevant context; we are looking for demonstrable experience of planning arts engagement, learning and/or wellbeing projects • Project management experience, ideally in a performing arts and/or touring context • Understanding of creative learning trends, sector challenges, and opportunities • Strong administrative experience • Experience of managing budgets • Passion for classical music
<p>Desirable knowledge, skills and experience</p>	<ul style="list-style-type: none"> • Experience managing projects with young people or vulnerable individuals • Experience as a line manager • Experience of facilitating / fronting arts projects for diverse audiences
<p>Desirable attributes</p>	<ul style="list-style-type: none"> • Strategic thinker with an ability to understand and untangle complex challenges • First-class communication and interpersonal skills • Ability to build positive and constructive relationships • Strong organisational, prioritisation and planning skills, with exceptional attention to detail • Effective, well-developed management style • High levels of self-motivation and ability to work independently coupled with a strong collaborative team work ethic • Ability to read music • Confidence under pressure
<p>Special conditions</p>	<ul style="list-style-type: none"> • Applicants must be able to regularly attend concerts and events across Scotland outside of normal working hours as required by the company's touring schedule. Time off in lieu is granted in line with SE's TOIL policy.

While the above specification represents our ideal mix of skills and experience for the role, we welcome applications from those meet a majority, but not all, of the skills/experience outlined.

How to apply

To apply, send your CV, accompanied by a cover letter of no more than 2 pages (saved as one document), outlining why you are interested in the position and how you meet our role requirements, to the address below by 2pm on Thursday 31 March 2022.

As part of our commitment to a fair recruitment process we ask that you remove names of any educational establishments from your CV and cover letter. All applications will be anonymised before shortlisting occurs

You may send a video or audio recording in place of a cover letter if you wish.

Interviews will be held during the week beginning 4 April 2022.

Applications should be sent to: monica.gowans@scottishensemble.co.uk

We also request that you complete our Equal Opportunities Monitoring Form – all data is gathered anonymously. This data helps us to reflect on whether our recruitment processes are attracting and reaching a diverse range of candidates, and adapt our processes and language accordingly.