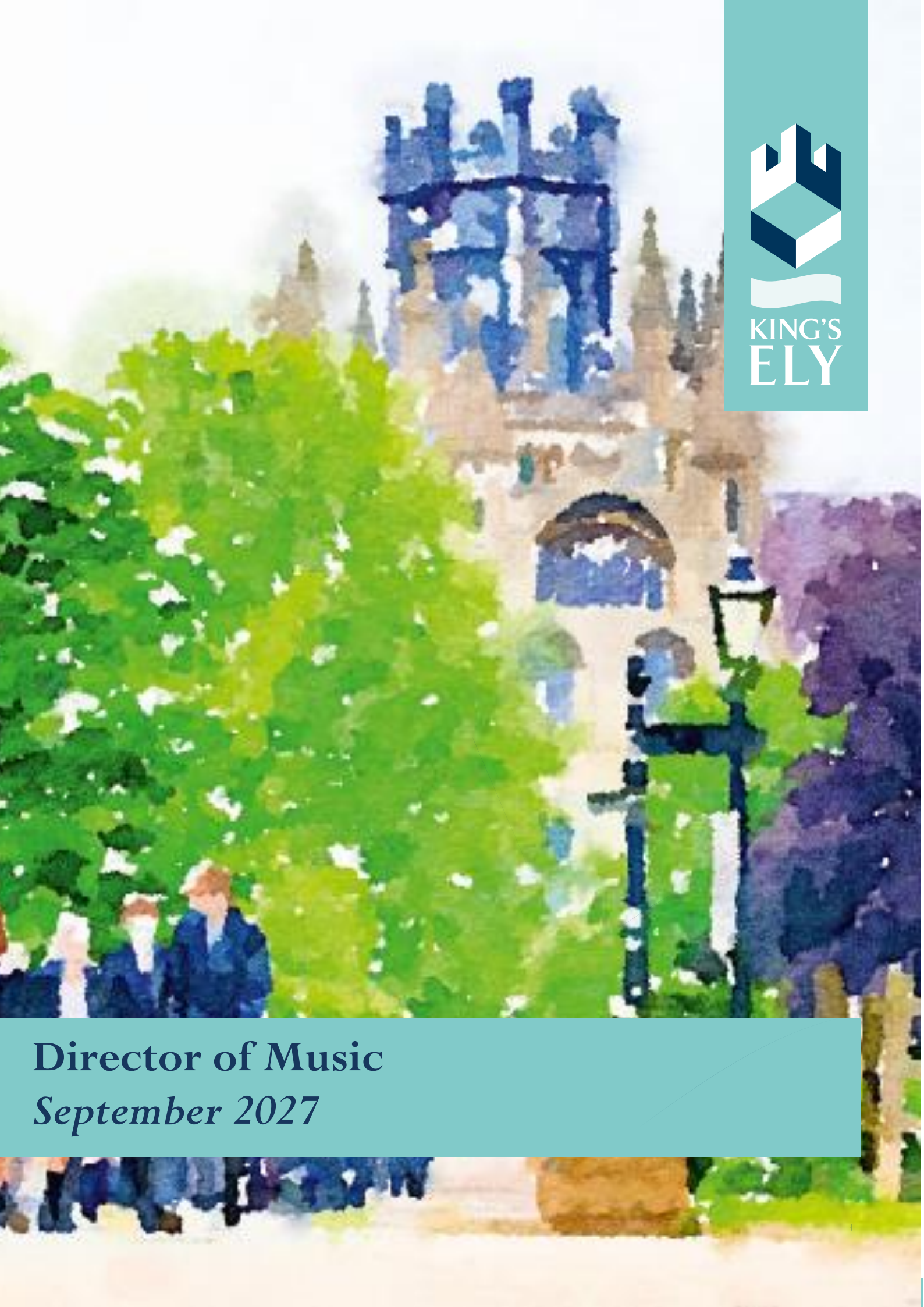


KING'S ELY

Director of Music

September 2027

Director of Music

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A message from the Principal of King's Ely

Welcome, and thank you for your interest in coming to work at King's. I hope that what you read here will excite you and chime well with your ambitions so that you will want to apply for this position.

King's Ely is an extraordinary place to work: a family of schools educating around 1350 boys and girls aged 2-18 in our Nursery and Pre-Preparatory, Prep and Senior Schools in Ely in Cambridgeshire, and up to age 11 at Fairstead House School in Newmarket. Most of our pupils come from Ely, Cambridge and surrounding areas, while about 200 pupils are boarders from all over the world. King's employs about 540 people in diverse roles from teaching and pastoral care to administration, finance, IT, site services and maintenance and catering.

We often talk about 4 'P's which make King's special: our fundamental **purpose**, unchanged in over 1000 years, in providing the best education and foundation for life we can for the children in our care; our **practice**, ensuring the very highest standards of professionalism and excellence in every area of school life and our commitment to everyone's wellbeing, development and training to achieve this; as an exceptional **place** to grow up and work in with our beautiful 75-acre campus adjacent to Ely Cathedral and the wonderful historical, environmental, spiritual and technological resources available to us; and most of all our **people**, the outstanding and diverse community of pupils, staff and supporters whose commitment, experience and skills are the root of our success.

We welcome all types to join this wonderful mix, and I thank you in advance for the time and thought which I know goes into preparing each application; we really appreciate it and give every application the careful consideration it deserves. I look forward to hearing from you and, I hope, meeting you in due course.

With best wishes,
John Attwater

About the School

Purpose, Ethos and Values

King's Ely exists to make the most and best of childhood, and in particular to give the very best education, opportunities and pastoral care to as diverse a community of children as we can. In doing so we aim to prepare each one to live positive, productive, successful and fulfilled lives, for the betterment of themselves and the world around them. We achieve this through the operation of a family of schools centred around a 2-19 co-educational day and boarding school in Ely, aiming to draw fully on our exceptional environment, history, physical, cultural, spiritual and human resources in doing so.

History

King's Ely can trace its origins from at least 970AD, making it one of the oldest schools in Europe. The School was first established to educate the choristers of the worshipping community of Ely and throughout our history we have maintained strong links with Ely Cathedral.

In 1541, King Henry VIII founded a College of Canons at Ely Cathedral to replace the monks whose monastery has been dissolved in 1539 and the School received its Royal Charter, later becoming known as "The King's School".

King's Ely Today

In recent years King's has expanded rapidly, becoming co-educational in 1970, and today educating around 1100 children aged 2-18 at Ely, including 200 boarders.

The school is divided into three sections: King's Ely Senior (age 13-18) and King's Ely Prep (age 7-13), which occupy adjacent campuses and benefit from shared facilities, and King's Ely Acremont and Nursery (ages 2-6) which have their own self-contained campus about 400m from the main site. Additionally, Fairstead House School in Newmarket (for pupils aged 1-11) joined the King's Ely family of schools in 2022.

The main campus extends to around 75 acres and contains buildings spanning the thirteenth to twenty-first centuries, including many of the historic monastic buildings adjacent to Ely Cathedral as well as more recent, purpose-built facilities and almost 40 acres of playing fields.

King's Ely plays a key role in the local community. We are one of Ely's largest employers and contribute greatly to the local economy, and we also continue to educate the choristers of Ely Cathedral. King's Ely also offers a number of bursaries to enable pupils from all walks of life to benefit from the education it offers.

In its recent ISI Inspection (March 2025), King's Ely was found to meet or to exceed all regulatory standards. In addition, the Inspectors judged the School to have a *significant strength* in the way in which its high quality pastoral care is interwoven with a dynamic enrichment programme. This enables "pupils of all ages to develop their independence, intellectual curiosity, creativity and socialization particularly well".

King's Ely is affiliated with the HMC, Society of Heads, IAPS, the Boarding Schools' Association and the Choir Schools' Association.



Music at King's Ely

Music is a vital part of School life and is central to our history, identity and culture. Our unique partnership with Ely Cathedral, exceptional musical traditions, broad co-curricular programme and commitment to musical excellence across a wide range of styles, traditions and disciplines provide a remarkable environment in which young musicians can thrive.

The Senior School music programme serves pupils aged 13–18 and includes academic Music to GCSE and A-level, instrumental and vocal tuition, orchestral and ensemble performance, contemporary music, music technology, concerts, services, productions, tours and other performance opportunities. The School seeks to nurture musical participation at every level, from pupils beginning or developing their musical journey to highly advanced performers preparing for scholarships, examinations, auditions, university pathways and conservatoire opportunities.

Current Senior School ensembles include a Symphony Orchestra, String Orchestra, Wind Band, Jazz Band, Chamber groups, several choirs including Chapel Choir, Schola Cantorum, King's Barbers and various contemporary and rock groups.

We are seeking an outstanding, ambitious and inspirational Director of Music to lead the musical life of the Senior School. They will combine excellent musicianship with strategic leadership, educational vision and a desire and gift to develop young people of all abilities through music, supporting participation, championing excellence and fostering a culture in which music is acceessible, ambitious and deeply enriching. The role requires strategic vision, practical musical leadership, excellent organisation and the ability to work collaboratively with established specialists across the whole School and wider community. The Director of Music will develop orchestral, instrumental, ensemble, contemporary and technology-led music-making, while also supporting singing as an inclusive whole-School activity in partnership with the Head of Vocal Studies.

The Director of Music will teach some Music across the school. The precise teaching commitment and subject areas will be determined according to the successful candidate's strengths, experience and the needs of the Department.

The post also carries an important ambassadorial and strategic recruitment function. The Director of Music will play a key role in recruiting potential Music Scholars, retaining talented King's Ely Prep School pupils, including former Ely Cathedral choristers, into the Senior School, strengthening relationships with feeder schools locally, nationally and internationally.

King's Ely benefits from a substantial and experienced Music Department across the School. The Director of Music will lead, coordinate and collaborate with this established team to create the best experiences possible for pupils.

The current team includes:

- A Pre-Prep Music Coordinator.
- A Director of Performance Music and Head of Classroom Music in the Prep School.
- A Graduate Musician in the Prep School.
- Three further full-time and one part-time teaching positions in the Senior School, including:
    - Head of Academic Music.
    - Classroom music teacher.
    - Head of Vocal Studies.
- A full-time Music Department Administrator.
- A self-employed accompanist.
- Approximately 30 self-employed Visiting Music Teachers.
- The Cathedral Team including the Director of Music and the Assistant Organist, the Director of the Girls Choir and the Graduate Organ Scholar

The Director of Music will work closely with these colleagues to ensure a coherent musical journey from Pre-Prep through Prep and into the Senior School and Sixth Form. The postholder will provide leadership for the Senior School's co-curricular and performance provision, coordinate musical activity across the relevant teams, and support the development of high standards in teaching, tuition, rehearsals and performance. The Director of Music will also work closely with the Director of Drama in directing the music in the biennial musical theatre production.



About the Role

The Director of Music will provide strategic and operational leadership for all Senior School music provision and report to the Deputy Head Co-Curriculum and Head of Senior School.

They will work closely with:

- The Head of Academic Music
- Head of Vocal Studies
- Music Administrator
- Visiting Music Teachers
- Senior Leadership Team
- Colleagues in King's Ely Prep and King's Ely Acremont
- Ely Cathedral Music Department and other colleagues
- Boarding and pastoral staff

Key responsibilities

1. Strategic, Departmental and co-curricular leadership

- Provide strategic leadership and direction for Music across the School, developing an ambitious, inclusive and progressive co-curricular programme that promotes participation, creativity, excellence and enjoyment.
- Work closely with Head of Academic Music to support excellent teaching and learning across the school.
- Lead major concerts, performances and musical events, ensuring clear progression pathways from introductory participation to advanced performance and a coherent musical journey across all age groups.
- Oversee the effective management and development of the Music Department in the senior school, including planning, policy, budgeting, scheduling, evaluation, departmental coordination, line manage the Music Administrator and have oversight of Visiting Music Teachers and the instrumental programme.
- Monitor and evaluate the impact of the department's provision, including participation and engagement across all year groups.
- Represent Music within the wider School community and externally, fostering collaboration across all phases, engaging parents and prospective families, contributing to the School's strategic direction, and ensuring music plays a central role in the School's cultural, academic, pastoral and community life.

2. Orchestral and instrumental

- Lead the strategic development of orchestral and instrumental music across the Senior School, ensuring a visible, ambitious programme that sits at the heart of the School's musical life.
- Direct and oversee orchestras, bands, chamber groups and instrumental ensembles, creating high-quality performance opportunities for musicians of all abilities while fostering ensemble discipline, musical independence and performance confidence.

- Develop clear instrumental progression pathways through sectional rehearsals, chamber music, ensemble coaching, advanced repertoire, masterclasses, collaborations and external performance opportunities.
- Collaborate with Visiting Music Teachers, accompanists and colleagues to support pupil progress, connect individual tuition with ensemble participation, place pupils appropriately, and encourage student leadership through roles such as section leaders, conductors, arrangers, mentors and music prefects.

3. Contemporary music and music technology

- Lead the development of contemporary and technology-led music, including popular music, jazz, rock, songwriting, composition, production, recording and electronic music, ensuring these areas are valued alongside traditional musical disciplines.
- Develop bands, contemporary ensembles and creative projects, providing diverse live-performance opportunities and pathways for pupils to create, arrange, produce and record original work.
- Promote collaboration between performers, composers, producers, songwriters and technicians, integrating academic, co-curricular and technology-based music-making in partnership with teaching staff.
- Oversee the effective use and development of music technology, recording and performance facilities, while encouraging engagement with a wide range of musical genres, cultures, technologies and creative practices through concerts, showcases, recordings and digital projects.

4. Singing and choral music

- Line manage and work closely with the Head of Vocal Studies to establish singing as a genuinely inclusive whole-school activity, identifying and nurturing vocal talent across all age groups.
- Lead or support agreed Senior School choirs and vocal ensembles, contributing to services, concerts, productions and other choral projects within the School's performance programme.
- Oversee the development of ambitious, inclusive and high-quality choral and vocal opportunities that are fully integrated into the wider life of the School.
- Support progression pathways for singers, including former Ely Cathedral Choristers, and pupils pursuing choral scholarships, vocal performance, musical theatre and related opportunities.

5. Teaching and Academic partnership

- Teach a reduced timetable of Music lessons across the school, including GCSE and A Level where appropriate, contributing to high standards of teaching, learning and musical achievement.
- Work collaboratively with the Head of Academic Music and departmental colleagues to integrate classroom learning with individual tuition, ensemble work, performance, composition and music technology.

- Support pupils in achieving their academic and musical aspirations through examination preparation, scholarships, auditions, performance diplomas, university applications and conservatoire pathways.
- Contribute to academic enrichment, assessment, reporting and departmental development, fostering a culture in which academic and co-curricular music provision are mutually reinforcing.

6. Ely Cathedral

- Build and maintain strong partnerships with Ely Cathedral music colleagues, serving on the School/Cathedral Liaison Committee and supporting collaborative musical initiatives.
- Work within clearly defined responsibilities agreed between King's Ely and Ely Cathedral.
- Promote meaningful musical links between King's Ely and Ely Cathedral through services, concerts, performances, tours and joint projects.
- Develop and sustain ambitious musical pathways for former Choristers, ensuring they continue to flourish and progress as musicians within the Senior School.
- Work with colleagues to communicate opportunities effectively to Choristers and their families, supporting smooth progression and continued engagement in the School's musical life.

7. Music Scholars and internal recruitment of pupils

- Lead the Music Scholars programme, including recruitment, assessment, mentoring, annual reviews and target-setting, supporting pupils to achieve their musical potential.
- Work collaboratively with Admissions, Prep School colleagues, Visiting Music Teachers and families to identify, attract and support prospective Music Scholars through auditions, workshops, masterclasses, taster events and outreach activities.
- Build positive relationships with prospective pupils and families, contributing to scholarship events, selection processes and follow-up communications to enhance recruitment and retention.
- Strengthen transition and progression pathways from Prep to Senior School through shared rehearsals, concerts, workshops and performances, while promoting the full range of musical opportunities available within the Senior School.

8. Feeder-school relationships and outreach

- Build and maintain strong relationships with feeder schools, Heads of Music and educational partners in Cambridgeshire and beyond, to enhance musical opportunities, pupil progression and engagement with King's Ely.
- Collaborate with Admissions and Marketing to strengthen the School's regional, national and international music profile, supporting recruitment through outreach, events and relationship-building.
- Develop and deliver workshops, masterclasses, taster days, ensemble events, concerts and school visits, providing prospective pupils with meaningful experiences of King's Ely's musical provision.

- Foster community engagement and partnerships that support recruitment and retention, while showcasing the School's musical strengths, values, facilities and performance opportunities to pupils and families.

9. Music tours

- Plan and deliver music tours that provide meaningful musical, educational and cultural experiences, enhancing pupil development and supporting the School's profile, recruitment and retention objectives.
- Develop tour programmes, venues, partnerships and collaborative opportunities, including performances, workshops, exchanges and joint projects with host organisations and ensembles.
- Coordinate all aspects of musical preparation, ensuring high standards of repertoire, rehearsal, performance quality, musicianship and pupil representation.
- Work with colleagues to manage logistics, finance, safeguarding and risk management, while evaluating tour impact and maintaining clear communication with pupils, families and partner organisations.

10. Staff management, Visiting teachers, administration and resources

- Provide leadership and line management for Visiting Music Teachers and departmental staff, promoting a collaborative culture, supporting professional development, and ensuring effective communication across the Music Department.
- Oversee the administration and delivery of instrumental tuition, rehearsals and performances, working closely with Visiting Music Teachers, accompanists and administrative staff to support pupil progress and musical opportunities.
- Manage departmental operations, including budgets, timetables, meetings, rehearsal schedules, performance calendars, event planning, safeguarding, trip logistics and risk assessments, ensuring the smooth running of all musical activities.
- Lead the effective management and development of departmental resources, including instruments, music technology, library collections and performance spaces, maintaining high standards of organisation, preparation and resource provision.

11. Pastoral, boarding and wider School life

- Participate fully in School life.
- Undertake pastoral responsibilities as required.
- Support boarding activities where appropriate.
- Promote pupil wellbeing and safeguarding as an absolute priority.
- Attend key School events
- Promote the values and ethos of King's Ely

Person Specification

Essential criteria

- Outstanding musicianship and a strong commitment to music education.
- Excellent conducting, rehearsal and ensemble-development skills.
- Substantial experience directing orchestras, instrumental ensembles and performance programmes involving pupils aged 13–18.
- Strong keyboard skills and the ability to support rehearsals and performances through confident accompaniment or keyboard direction where required.
- Experience teaching or supporting pupils across some or all of Years 7–13.
- The ability to inspire both highly accomplished musicians and less experienced pupils.
- A clear understanding of how to develop inclusive, ambitious and sustainable co-curricular music.
- Strategic and practical leadership of performance music.
- Interest and experience in contemporary music and/or music technology.
- The ability to develop orchestral, instrumental, ensemble, contemporary-led music-making.
- Excellent organisational skills and the ability to manage a busy performance calendar.
- Excellent communication, collaboration and relationship-management skills.
- The ability to work effectively within a team of established specialists.
- The ability to coordinate colleagues, visiting teachers and external partners with diplomacy and clarity.
- The ability to recruit, retain and nurture musical talent.
- The ability to build strong relationships with feeder schools and external partners.
- Experience of, or enthusiasm for, music tours and major performance projects.
- An understanding of safeguarding and adolescent pastoral care.
- A commitment to equality, inclusion and the wellbeing of young people.
- Willingness to contribute to boarding-school life.
- Willingness to undertake regular evening and occasional weekend commitments.
- Sympathy with the Christian foundation and values of King's Ely and its relationship with Ely Cathedral.

Desirable criteria

It would be advantageous for the successful candidate to demonstrate:

- Experience of working in an independent senior school, cathedral school or choir school.
- Experience teaching GCSE and/or A Level Music.
- Experience supporting Music Scholars, scholarship auditions, conservatoire auditions and university applications.
- Experience supporting university choral or organ scholarship candidates.
- A working knowledge of music technology, recording, production, songwriting, composition, jazz, rock, popular music or musical theatre.

- Experience working with former choristers or highly trained young musicians.
- Experience of coordinating Visiting Music Teachers or working within a large peripatetic teaching structure.
- Experience organising or leading tours, recordings, broadcasts or high-profile performances.
- Experience of building feeder-school relationships or leading music outreach.
- Experience of working with Admissions and Marketing teams.
- Experience developing pupil retention strategies through music.
- Experience of boarding-school life.
- Relevant performance, conducting, teaching or academic qualifications
- Familiarity of various relevant music examination bodies.



Teaching at King's Ely

King's Ely is committed to rewarding our employees who share our passion, vision, and values, and to investing in their wellbeing and continuous professional development.

King's Ely has its own, generous salary scale. The salary for the role will be commensurate with experience and will recognise the responsibility this post entails.

Where possible, accommodation may be provided in connection with this position.

Almost all teachers benefit from their own dedicated & well-resourced classroom.

In addition to the above, teachers at Kings Ely benefit from:

- Generous fee-remission, subject to availability of places and successful admissions procedures. Staff currently enjoy a discretionary discount on fees for children in Reception year onwards, details of which will be provided upon request.

- The School operates a defined contribution scheme for teaching staff, with an employer contribution of up to 22.5%. This scheme is the Aviva Pension Trust for Independent Schools (APTIS) scheme. Further details about defined contribution scheme are available from the School's Chief Financial Officer.

- The school offers a private healthcare insurance scheme, which staff may opt to join shortly after the start of each academic year (the policy year starts on 1 November each year). The scheme can only be joined at the start of the policy year, not part-way through the year. P11D/BIK applicable.

- Use of school gym facilities and use of the swimming pool at specific times (during summer school holidays – small fee applies).

- Access to Salary Sacrifice Schemes such as: Cycle2Work, Home and Tech Scheme, and Local Gym Membership

- Limited free on-site car parking

- School lunch provided when at work over lunch time and tea and coffee throughout the day.

- Access to an Employee Assistance Programme, available to the employee and their dependents.

- Discounts at local businesses including Poets House, A Little Something Ely, The Almonry Tearooms, Ely Grazing Company, Sushi and Salad, Griddle Bar and Meathouse, and The Pantry (Newmarket).

Information for Candidates

Applications should be made via My New Term, you can do this by clicking the 'Apply Now' button at the top of the advert. The final closing date for applications will be **noon on Monday 30th November 2026.**

Key Dates:

- **Closing Date:** Monday 30th November 2026 at 12:00 pm (noon)
- **Longlist Interviews:** Tuesday 8th – Thursday 10th December 2026 (via Microsoft Teams)
- **Shortlisting:** Friday 11th December 2026
- **School Visits:** Monday 14th – Wednesday 16th December 2026 *(Shortlisted candidates are welcome to arrange an individual visit during these dates, if desired)*
- **Shortlist Interviews:** Friday 8th January 2027

We reserve the right to invite candidates for interview prior to the closing date. Therefore, we encourage interested applicants to submit an application as soon as possible.

If you are selected for interview, you will need to provide proof of identity, birth certificate, documentation confirming your NI number or your right to work in the UK and certification of qualifications.

Shortlisted Applicants should be aware that references will be requested as part of the interview process.

King's Ely 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 the Disclosure & Barring Service.

Thank you for completing your application and your interest in King's Ely.



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