



SUPPORT MUSICIAN – INSTRUMENTAL (PART TIME & TEMPORARY UNTIL 2nd JULY 2027) BIG NOISE DOUGLAS

BASED: Douglas (Dundee)

APPLY BY: Friday 19th June 2026 at 10am

SISTEMA SCOTLAND INFORMATION

Sistema Scotland delivers its work through the delivery of Big Noise programmes across six communities in Scotland. These communities are Douglas in Dundee, Govanhill in Glasgow, Raploch & Fallin in Stirling, Torry in Aberdeen and Wester Hailes in Edinburgh.

Our current strategy:

This year, we are launching a refreshed strategy that will guide our work through to 2030. Our focus is on deepening our impact while reaching as many children and young people as we can through Big Noise. We are committed to listening to the voices of children, young people and communities, ensuring they shape how we move forward.

Our values underpin how we work – with children and young people and their families, and with each other. Our values are:

- Ambitious: we build on our strengths and aim high
- Creative: we bring innovation and possibility to everything we do
- Compassionate: we work with kindness to build supportive environments where everyone feels valued
- Committed: we work with children and young people over the long-term and in a flexible way

What we do:

Our Big Noise programmes use music and nurturing relationships to support children and young people to realise their potential as well as improving lives and strengthening the communities we work alongside. Our programme is focused on early intervention and stimulating generational social change, increasing confidence, aspiration, community cohesion, pride and developing high level skills in the young people involved.

Who we work with:

We work with children and young people from babies to school-leavers, their families and the wider community.

How we do this:

Our Big Noise programmes include instrumental lessons, general musicianship sessions, and group teaching in our afterschool & holiday clubs, as well as home visits and community choirs/ensembles/performances.

For more information, please see our website:

<http://www.makeabignoise.org.uk/work-with-us>

THE TEAM

We currently employ approximately 195 staff across our six centres and Sistema Scotland's central team. Each Big Noise Centre team consists of the following posts: Head of Centre, Operations Manager, Administrator(s), a team of Senior Musicians, Musicians and Support Workers, and a team of volunteers and cover musicians (freelance). Musicians work as part of a team, have scheduled time for planning lessons and access to our curriculum of materials.



JOB INFORMATION

- POST:** Support Musician – Instrumental
- Your principal instrument will be upper strings, lower strings, wind (comfortable with teaching flute and/or clarinet) or percussion
- REPORTS TO:** Senior Musician
- BASED:** Douglas (Dundee)
- DAYS OF WORK:** 14 hours a week between Monday and Thursday (exact hour & days to be agreed) term time only (40 weeks of the year)
- TENURE:** Temporary until 2nd July 2027
- SALARY:** £25,848 per annum pro rata (£14.20 per hour)
Pay award from 1st July 2026 pending
- SUPPORT & SUPERVISION:** You will have a 3-month probationary and initial induction period where you will be supported to evidence a range of assessment criteria and outcomes. All staff also have regular protected time with their line manager (Support and Supervision) as well as the opportunity for an annual review to discuss performance, development and to set out annual goals (Performance and Development Review). These structures are in place to ensure that staff feel supported, equipped and confident in their roles. Support Musicians will have Support and Supervision sessions every 3 to 4 weeks during their probationary and initial induction period and once a term thereafter.
- LEAVE:** We offer the equivalent of 37 days paid holiday per year (pro rata for part time staff); 19 of these days are set when we operate shut down periods over Christmas and New Year, Good Friday/Easter Monday, May bank holiday weekend, and 1 week in August. Staff can take the remaining 18 days flexibly throughout the year in agreement with their line manager. Staff are also entitled to an extra week of leave during a shut down period in August, should you be in our employment at this time, based on the hours you would be due to work that week.
- We also offer the equivalent of up to 2 weeks unpaid leave per year (pro rata for part time staff) to allow staff to benefit from other work and commitments throughout the year should they choose to do so.
- PENSION:** After you have completed 3 months service with Sistema Scotland, staff are auto enrolled into a contributory pension scheme where Sistema Scotland match employee's contributions at 5%. Staff can choose to opt out of the scheme.
- RIGHT TO WORK:** We welcome applications from all nationalities; however, we are unable to offer visa sponsorship for this role, so before you apply for this post, please ensure that you have the right to work in the UK. For more details on eligibility to work in the UK, please visit <https://www.gov.uk/check-uk-visa>. We will ask you to bring proof of your eligibility to work in the UK with you to interview.



START DATE: Ideally week beginning 17th August 2026

HOW TO APPLY:

To apply for this role you must complete our online application form at <http://www.makeabignoise.org.uk/work-with-us/> where you will also find the full job and person specification (no CVs please). As well as detailing your qualifications and work experience, you will also have the opportunity to explain why you are interested in working for Sistema Scotland at Big Noise Douglas and how you meet our requirements as detailed in the job/person specification. On the application form we will also ask you to give us the names and contact details for two referees, one of these should be your current or most recent employer (please state if you would prefer us not to contact your current employer until you are provisionally offered the role).

Closing date for applications is Monday 19th June 2026 at 10am.

The selection process will take place in Douglas in Dundee week beginning 6th July 2026 and will involve a panel interview, a short audition and leading a short 5-minute interactive activity with young people.

We believe our people should represent the communities we work with. That's why we are committed to being an inclusive employer and a great place to work. We recognise and celebrate the fact that our people come from diverse backgrounds. We positively welcome applications from people from ethnic minority backgrounds, people with disabilities or longstanding health conditions, people who are LGBTQ+, and people from different socio-economic and educational backgrounds, as well as people of all ages.

The successful applicant will be subject to PVG check although having a criminal record will not necessarily be a bar to working with Sistema Scotland.

If you would like an informal chat, please contact Andy Thorn (Head of Centre) on 01382 767650. For any additional information please e-mail recruitment@sistemascotland.org.uk or telephone 01786 236914.



SUPPORT MUSICIAN – INSTRUMENTAL (BIG NOISE DOUGLAS) JOB DESCRIPTION

1. ROLE OVERVIEW

A developmental/training role designed to build experience and skills whilst supporting the Big Noise team deliver the Big Noise programme in the Douglas community of Dundee.

2. PRINCIPAL DUTIES

The following gives an indication of the duties and responsibilities that the post may involve. The exact nature of these duties and responsibilities will change over time and the post holder will be expected to work flexibly and carry out any work that is reasonably required.

- Supporting learning, such as setting up instruments, modelling, listening and focus skills, and helping children & young people to follow music.
- Supporting, shadowing and mentoring from experienced members of the team.
- Participating in all elements of our after-school programme, including set up, classroom pick-up, supervision of snack and packing up.
- Supporting and observing Big Noise classes, as directed by your line manager.
- Supporting and assisting the Musician team delivering lessons by modelling on instruments or with voices, and assisting the children and young people during lessons e.g. helping them to adjust their posture or hand shape.
- Discussing appropriate lesson content with the Musician team to support with delivery.
- Assisting in the supervision of the children and young people at the start and end of group sessions.
- From time to time, participating in additional outings and concerts.
- Attending training related to Big Noise delivery, followed by evidencing how you implement learning from this training.
- Completing a reflective journal based on observations of others, as well as reflections on your own delivery.

3. All Posts in Sistema Scotland:

- To contribute to the development of a professional working and learning environment in the organisation.
- To contribute to the organisation's understanding of diversity and its implications for the arts, education and community and to ensure this understanding informs all the organisation's activities.
- To ensure adherence to the organisation's policies and procedures with particular reference to safeguarding/child protection, equality, diversity and health & safety.
- Supporting the organisation in its journey to becoming a net zero organisation.
- To work in a flexible manner in line with the organisation's social and corporate objectives and to be willing to undertake other duties as reasonably requested.



SUPPORT MUSICIAN – INSTRUMENTAL (BIG NOISE DOUGLAS) PERSON SPECIFICATION

We are looking for someone who is/has:

- Ability to demonstrate how you will benefit from this developmental/training role
- Ability to demonstrate knowledge of the Big Noise programme
- A belief in the benefits that a social programme such as Big Noise / Sistema Scotland can have
- At least grade 5 standard (or equivalent) on your principal instrument (upper strings, lower strings, wind or percussion)
- Confidence in using the singing voice
- Ability to communicate effectively with children, young people & adults
- An interest in different approaches to music education.
- An interest in developing skills in working with early years (pre-school and primary stages)

You also will gain/receive/develop the following skills and experience:

- General musicianship workshop skills.
- Experience of working with large and varied groups of children.
- Understanding of a progressive music education curriculum.
- Training opportunities on topics such as positive behaviour, lesson planning, and the Big Noise curriculum.
- Experience leading activities as part of afterschool sessions, with opportunities for constructive feedback.