

## DEPUTY DIRECTOR (EDUCATION)

### A note from the Director

The Royal School of Church Music (RSCM) has a task which is both important and urgent, as an education charity working to enable the flourishing of church music.

The RSCM enjoys the support of a close-knit, hard-working staff team and an engaged Board of Trustees, and this is an opportunity for someone who would like to play an active part in shaping the future, as we prepare to start our second century of mission in 2027.



This is a dynamic, exciting time for the RSCM. We have bold plans for the expansion of our Education work, and aim to be an agent for growth and development. The new Deputy Director is a crucial appointment: he or she will play a key part in delivering the plans, and helping manage the growth in our activity.

You can get a better idea of all that we do on our website: [www.rscm.org.uk](http://www.rscm.org.uk), but if you are interested in this position you are welcome to email [recruitment@rscm.com](mailto:recruitment@rscm.com) to arrange for an informal conversation with me.

We are looking for the right person to join our Senior Management Team: that might just be you.

**Hugh Morris**  
**RSCM Director**

## **CONTEXT OF THE APPOINTMENT**

The Deputy Director (Education) is a member of the Senior Management Team of the RSCM, all of whom are collectively responsible for the development and delivery of the RSCM's strategic plan, including attendance at the quarterly Council (Board) meetings.

Establishing excellent relations with relevant external bodies, especially church structures (e.g. Dioceses) is vital in order to advance RSCM's mission locally; the appointee will be comfortable with travelling to attend relevant meetings and conferences, and to speak with passion about the work of the charity.

## **THE DEPUTY DIRECTOR (EDUCATION) WILL:**

- Work with the Director, Deputy Director (Operations) and other staff to fulfil the educational mission and objectives of the charity.
- Respond to, and advance the Strategic Plan and the Education Strategy by planning, together with the Education Programmes Manager, an effective, inspiring and impactful pattern of activity.
- Develop active and impactful relationships with key personnel in church structures which will further the missional aims of the charity
- Inspire and manage the RSCM's education delivery by means of its programmes, training and courses, and resources; these combine to represent the 'front-line' delivery of the charity's Mission.
- Mentor and manage staff in the Education team, ensuring that measurable objectives are set and met in a timely way and within budget;
- Be an effective ambassador for the RSCM and its educational mission.

*Both Deputy Directors may jointly or severally be called upon to deputise for the Director where necessary.*

## **MAIN DUTIES AND RESPONSIBILITIES:**

1. As part of the Senior Management Team, be responsible for the development and delivery of the RSCM's strategic plan, and for fulfilling other responsibilities including regular management meetings and attendance at RSCM Council meetings as required.
2. Developing the Educational and missional work of the charity, including the strategic priority groups of young people, music leaders, and clergy/lay church leadership. This will include ensuring the effective delivery of the RSCM's core programmes of activity with their related courses, activities and publications. Working with the Education Programmes Manager, this should aspire to a growth programme over the next 5-year period, which encompasses the RSCM's 2027 Centenary. It will include pursuing opportunities for collaboration, ecumenical working, and the dissemination of ideas and sharing of best practice. Building and developing relationships across the country, together with RSCM's Director, will be a key part of this work.

3. Staff management which includes overseeing the work of:
  - a) the Education staff (including Education Programmes Manager), including regular team meetings
  - b) Chief Examiner
4. Maintenance of close collaborative working:
  - a) with other RSCM departments;
  - b) with organisations with which the RSCM establishes formal partnership agreements, and with organisations where collaborative working can be developed.

#### **Key contacts and relationships:**

- The Director, for overall strategy and policy with regard to education activities and links with partner organisations
- Deputy Director (Operations), for coordinated planning with other operational teams and budgeting and cost management
- Education Programmes Manager, who plans detailed delivery
- Head of Publishing, for developing music and training resources, copyright issues, etc.

#### **The Person**

##### **Essential**

- Experience of working in an educational environment or for an educational organisation or institution
- Experience of delivering against a set of strategic objectives and defined outcomes
- Experience of managing a staff team
- Ability to work within a collegiate staff team structure
- A knowledge and understanding of church structures including, but not limited to, the Church of England.
- Ability to present articulately and effectively to a range of stakeholders, in varied settings
- An empathy with the RSCM's mission and ethos

##### **Desirable**

- Practical skills as a musician
- Direct experience of the worshipping life of the church

*The Royal School of Church Music (RSCM), holds to the core Christian belief that each person has value and dignity which comes directly from God's creation of humanity in His own likeness. Among other things, this implies a duty to value each person as someone who bears the image of God and is loved equally by God, and therefore should be protected from harm.*