



Post:	Head of Music Department
Reporting to:	Principal
Hours:	Full Time, Permanent
Salary:	MPS/UPS + two Teaching Allowance points
Post Available:	19th August 2025
Lesson Observation:	Wednesday, 28th May 2025
Interview Date:	Thursday, 29th May 2025

We are looking for a dynamic leader and teacher committed to Integrated Education to work as part of a team committed to raising standards.

Applications are invited from suitably qualified and enthusiastic teachers.

- To carry out the professional duties of a teacher as circumstances may require and in accordance with the school's policies under the direction of the Senior Leadership Team.
- To be an effective professional who demonstrates thorough curriculum knowledge, can teach and assess effectively, takes responsibility for professional development and motivates pupils to achieve.
- The Head of Department role will require collaboration with the Assistant Principal for Curriculum and SLT, to track, monitor and evaluate the department's curriculum model.

AREAS OF RESPONSIBILITY AND KEY TASKS

Leadership and Management

- To be responsible to the Principal, Vice-Principals and Senior Leadership Team for the organisation and management of a subject department in accordance with the policies, procedures and guidelines agreed by school management, to undertake any other duties or tasks related to this position which may be reasonably required by the principal.
- To formulate, implement, monitor and evaluate Departmental Schemes of Work including a development plan, rationale, aims, objectives, staffing, staff development, resources, progression/continuity, differentiation, special needs approach, teaching methods, assessment arrangements, homework policy, cross-curricular themes, inter-subject links, numeracy, literacy, I.C.T., careers education and evaluation procedures.
- To ensure adequate resources are in place to deliver efficiently and effectively the common curriculum, to undertake and delegate (when necessary) the requisitioning process.
- To monitor and support the work of a team of Teaching and non-Teaching staff, to create a purposeful working atmosphere in which every member of staff's work is valued and thus he/she feels valued.
- To establish high standards of work from pupils, to monitor their progress and ensure that appropriate guidance strategies are given.
- To undertake appropriate assessment measures (formative and summative) that aid pupil progress, termly and end of year tests fall within this remit. To use varied forms of assessment including teacher observations, discussions with students, marking, written tests, practical

interactive activities and other structured assessment tools measured to pupil stages of development.

- Plan and organise the curriculum for the subject/related subjects throughout the college, establishing how excellent standards, continuity and progression can be achieved and sustained.
- Regularly and systematically provide guidance to colleagues on content, methodology and resources.
- To work collaboratively with the Assistant Principal for Curriculum to ensure appropriate target setting and sharing of effective practice.
- To create a team identity within the department, holding departmental meetings which are purposeful, structured, recorded, tasks delegated, followed up and evaluated.
- To prioritise, monitor and review quality teaching and learning within the Department through regular lesson observations and other qualitative and quantitative measurement tools. To provide support and challenge underperformance.
- To liaise with the additional educational needs team to ensure active implementation of the College's Programme and IEPS.
- To establish with the Department a coherent system of celebrating student achievement, to create the required ethos of mutual respect and understanding.
- To share with the Senior Leadership Team the responsibility for the professional development of staff as appropriate to their needs.
- To support and advise fellow colleagues in disciplinary action when appropriate and in accordance with the procedures established in College policy.
- To undertake and provide evidence of self-evaluation at departmental and individual basis on a regular basis.
- To complete a yearly analysis of departmental results, identify trends, strategies for improvement and priority students using data and benchmarking to monitor progress in every child's learning.
- To lead learning within the department by ensuring there is regular monitoring on-going improvement, using regular data to track student performance and underachievement.
- Use pupil voice to monitor and evaluate classroom practice using questionnaires, surveys and verbal feedback and is an essential requirement for this post.
- To review the qualifications on offer on an annual basis and change if required, to meet the everchanging profile needs of students.
- To lead whole-school integration by coordinating a detailed programme of activities in line with the NICIE's Principles of Integrated Education.
- To liaise with primary schools and coordinate activities in relation to Integrated Education.
- To be responsible for leading, organising and implementing peripatetic musical, instrumental and vocal lessons in the college.

Planning, Teaching and Class Management

Teach allocated students by planning their teaching to achieve progression of learning through:

- identifying clear teaching objectives and specifying how they will be taught and assessed
- setting tasks which challenge students and ensure high levels of interest
- setting appropriate and demanding expectations
- setting clear targets, building on prior attainment
- be aware of and make provision for students who are AEN/SEN/EAL, very able, LAC or who have other particular individual needs
- providing clear structures for lessons maintaining pace, motivation and challenge
- making effective use of assessment and ensure coverage of programmes of study
- ensuring effective teaching and best use of available time
- maintaining discipline in accordance with the school's procedures and encouraging good practice with regard to punctuality, behaviour, standards of work and homework
- using a variety of teaching methods to: match approach to content, structure information, present a set of key ideas and use appropriate vocabulary, use effective questioning, listen carefully to students, give attention to errors and misconceptions. Select appropriate learning resources and develop study skills through library, ICT and other sources: Ensuring students acquire and consolidate knowledge, skills and understanding appropriate to the subject taught
- evaluating own teaching critically to improve effectiveness
- ensuring the effective and efficient deployment of classroom support

Monitoring, Assessment, Recording, Reporting

- assess how well learning objectives have been achieved and use them to improve specific aspects of teaching
- mark and monitor students' work and set targets for progress
- assess and record students' progress systematically and keep records to check work is understood and completed, monitor strengths and weaknesses, inform planning and recognise the level at which the student is achieving
- undertake assessment of students as requested by examination bodies, departmental and school procedures
- prepare and present informative reports to parents
- undertake assessment of students and participate in the school's system reporting to parents
- Curriculum Development
- Meet the specific requirements of the Key Stage 3 curriculum
- Meet the specific requirements of the Key Stage 4 curriculum and of the relevant awarding organisations.

Pastoral Duties

- promote the general progress and well-being of individual students and of the Form Tutor Group as a whole
- liaise with the Pastoral Leader to ensure the implementation of the school's pastoral system
- register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life
- contribute to the preparation of Action Plans and progress files and other reports
- alert appropriate staff to problems experienced by students and make recommendations as to how these may be resolved
- communicate, as appropriate, with parents of students and persons or bodies outside the school concerned with the welfare of individual students, after consultation with appropriate staff
- contribute to Whole-School programmes, such as Literacy, Numeracy, PSD and Careers

Other Professional Requirements

- have a working knowledge of teachers' professional duties and legal liabilities
- operate at all times within the stated policies and practices of the school
- know subject(s) or specialism(s) to enable effective teaching
- be required to teach other subject areas depending on pupil need and demand, curriculum needs or changes and staffing demands and constraints
- take account of wider curriculum developments
- establish effective working relationships and set a good example through their presentation and personal and professional conduct
- endeavour to give every child the opportunity to reach their potential and meet high expectations
- co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the school, department and students
- contribute to the corporate life of the school through effective participation in meetings and management systems necessary to coordinate the management of the school
- take part in marketing and liaison activities such as Open Evenings, Parents' Evenings and events with partner schools in the North Belfast Area Learning Community
- take responsibility for own professional development and duties in relation to school policies and practices
- liaise effectively with parents and governors.
- use a variety of sources of evidence to evaluate the impact of teaching and learning in the classroom
- use a variety of sources of evidence to evaluate the impact of your pastoral role
- actively contribute to the extra-curricular programme.
- To lead music at whole-school events, to include our annual Prizegiving Ceremony, Carol Service and Summer Concert as well as performances in the local community and others that arise.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

It is understood that areas of responsibility are from time to time subject to review and are negotiable in the light of the needs of the school and the professional development of the staff.

This job description may be reviewed at the end of the academic year or earlier if necessary. In addition, it may be amended at any time after consultation with you.

The Job may ALSO REQUIRE changes by the Principal to undertake other tasks.

THE DEPARTMENT

The Music Department aims to provide exciting and stimulating learning opportunities for students of all abilities through a wide range of listening, composing and performing activities. We strive to engage students in practical music-making, to develop both individual musicianship and ensemble skills. Regular assessment is used to monitor progress and to motivate students to achieve to the very best of their ability. We seek to foster in all pupils a love of the subject through the study of a wide range of relevant topics. Music is delivered to all Key Stage 3 students. Eduqas GCSE Music is delivered to students who select Music as one of their Key Stage 4 options. The Music Department has a strong tradition of extra-curricular activities, to include choirs, ensembles and student groups, as well as involvement in the North Belfast Youth Choir choral project in partnership with Belfast Boys' Model School and Mercy College. The Head of Music is responsible for organising and implementing peripatetic instrumental and vocal lessons in the college. The instruments currently on offer are piano, voice, violin, guitar, bass guitar and drumkit. The Head of Music is expected to lead music at whole-school events, to include our annual Prizegiving Ceremony, Carol Service and Summer Concert, as well as performances in the local community.

***This job may be altered from time to time in line with the developing needs of the College.
Criteria for this post may be enhanced to facilitate shortlisting.***

THE INTERVIEW PROCESS

- Stage 1:** Application Form – If shortlisted, applicants will progress to Stage 2.
- Stage 2:** Lesson Observation. It is anticipated that Lesson Observations will take place on Wednesday, 28th May. If successful at this stage, applicants will progress to Stage 3.
- Stage 3:** Interview. It is anticipated that interviews will take place on Thursday, 29th May.

****Please note that correspondence regarding all matters will be made via email.***

Job Specification

Post: Head of MUSIC DEPARTMENT

ESSENTIAL CRITERIA	
1	EDUCATION AND QUALIFICATIONS a) Recognised, or provisionally recognised, to teach in a post-primary college by the Department of Education (NI) b) Registered or have the capacity to be registered with GTCNI c) Honours degree/Post Graduate degree in which Music is a major component or equivalent.
2	RELEVANT EXPERIENCE <i>Demonstrate using examples from your own practice</i> a) Minimum of 2 years teaching Music to GCSE/L2 b) Experience / Ability to teach other subjects to GCSE/L2 & A level/L3 Music or alternative L3 courses
3	TEACHING AND LEARNING <i>Demonstrate using examples from your own practice</i> a) Proven track record of outstanding teaching including performance outcomes at Key Stage 4 and Key Stage 5 (if applicable)
4	COMMITMENT TO INTEGRATED EDUCATION <i>Demonstrate using examples from your own practice in teaching</i> a) A positive commitment to each one of the NICIE core principles of Integrated Education: <ul style="list-style-type: none"> ▪ Equality ▪ Faith and Values ▪ Parental Involvement ▪ Social Responsibility
	ABILITY TO UNDERTAKE SELF EVALUATION AND MANAGE TEAMS <i>Demonstrate using examples from your own practice in teaching</i> a) The ability to undertake self-evaluation on an individual and department basis and utilise these results to positively influence whole school improvement (provide evidence in practice) b) The ability to lead teams, build leadership capacity and promote professional learning (provide evidence in practice)
5	COMMITMENT TO EXTRACURRICULAR AND EVIDENCE OF <i>Demonstrate using examples from your own practice</i> a) Experience of organising relevant Music Community/Industry Links b) Experience / ability to offer subject specific extra-curricular clubs c) Experience/ability of leading Music subject support interventions for KS3 and KS4
DESIRABLE CRITERIA	
1	EXPERIENCE IN GIVEN AREA a) Previous experience in a leadership role with a minimum of one teaching allowance (within the last five years)
*Please note that criteria may need to be enhanced to facilitate the shortlisting process *Hazelwood Integrated College has the right to rescind this appointment before start date	

