

DIRECTOR OF MUSIC

INFORMATION FOR CANDIDATES



TWYFORD
SCHOOL

The role is available from September 2026, January 2027
or April 2027.



Application Closing Date

9am, Monday 11th May

Interviews

Week Commencing Monday 18th May

Welcome



A very warm welcome to Twyford and I am delighted that you are considering an application to join our exceptional community as our Director of Music.

Music here is not simply an academic subject; it is a vibrant, unifying force that inspires creativity, discipline, and joy across all ages and abilities. We are proud of a musical tradition that is both ambitious and inclusive, encompassing outstanding classroom teaching, a rich co-curricular programme, and a strong culture of performance. From ensembles and choirs to concerts, productions, and collaborations, music plays a central role in shaping the character and confidence of our pupils.

Housed within its own dedicated building, this is an exciting opportunity to build on firm foundations and to shape the future direction of music within a forward-thinking and supportive school environment. I very much look forward to welcoming a colleague who shares our belief in the importance of music as an essential part of a well-rounded education.

Andrew Harvey Headmaster

About Twyford

Through a narrow gap behind a high wall in the village, you encounter a vast horizon of rural beauty and a fabulous 18th century Queen Anne building. This is Twyford School, a co-educational day and flexi boarding prep school set in 30 acres of Hampshire countryside in the beautiful South Downs, three miles from the historic city of Winchester.

Twyford is one of the oldest prep schools in the country, possibly the oldest, having moved to the present site in 1809 after many years elsewhere in the village. We are proud of our heritage and the beautiful history and architecture around the School. The worn stone steps in the corridor to Upper School are a wonderful reminder of the hundreds of years of education provided at Twyford. We embrace Christian values and teach children from the earliest ages to be gracious, considerate and respectful of others.

At Twyford a child that becomes adept at 'kindness' is celebrated as much as the academic, artist, budding actor, athlete or the musician. With so much on offer for all ages from 2 to 13, every girl and boy quickly finds something that they are good at and enjoy.

We are also proud of having some of the most modern facilities and forward thinking approaches to education. Classrooms are modern, bright and well-equipped with the latest technology. Our impressive facilities include music rooms, performance spaces, sports hall, swimming pool, science labs, DT labs, cookery school, 83 bed boarding facilities and much more besides, and our sports and outdoor facilities are simply outstanding.

Every teacher at Twyford shares a deep passion for the education and happiness of our children. Understanding that mental and physical development happen at different stages for different children is at the heart of a Twyford education. We shape and nurture each individual learning journey so children never feel overwhelmed, but maintain their confidence and enthusiasm for creative learning throughout their time here. Our outstanding teaching team draws on this belief to bring out the best in our children, inspiring a self-belief that serves them so well for life.

Our role here at Twyford is to give each child the most complete education – academic, cultural, emotional, physical – so that they, each and every one, can have the best start at living their best life, for themselves and for others. It is as simple as that.



The Music Department

Music at Twyford: A Creative Community

At Twyford, music is woven into the fabric of school life. We pride ourselves on a programme that is both inclusive and ambitious, ensuring every child has a dedicated, timetabled music lesson each week. As Director of Music, you will be at the heart of this, personally shaping the musical foundation of every pupil in the prep school.

A Thriving Performance Culture

Our department is a hive of activity, particularly during after-school clubs. We offer a range of clubs and ensembles that cater to all abilities and interests. You will take a lead role in:

- All Forms of Music Making: ensuring music is an active and celebrated part of everyday life, leading with enthusiasm and passion.
- Collaborative Productions: work collaboratively with the Head of Drama to plan, rehearse and deliver high quality staged productions, bringing stage shows to life through strong musical direction and a shared artistic vision.
- Chapel & Community: you will lead the music for our weekly Chapel services, a valued tradition that brings the school together through song and reflection.
- The Performance Calendar: from informal recitals to international tours, to our signature Annual Music Gala, a joyful celebration of our choirs, orchestra, and wind bands.
- Leading a Specialist Team: you will oversee a vibrant programme of over 250 individual weekly lessons, engaging the services of and coordinating a dedicated team of peripatetic teachers. You will also oversee music provision for our Pre-Prep department.

Facilities and Future Growth

Music is housed in its own dedicated building, providing a purposeful space for teaching and performance. It is a department with momentum; we are currently looking ahead to the development of a new theatre, a project that reflects the school's long-term commitment to the arts.

A Historic Foundation

Twyford has a long-standing musical heritage. It was here that the talent of Sir Hubert Parry was first recognised and encouraged. His journey from a Twyford pupil to the composer of Jerusalem serves as a lasting inspiration to our staff and pupils alike. We are looking for a Director of Music who is eager to build on this legacy, fostering an environment where young potential can truly thrive.



What we offer:

- The role is full-time, preferably Monday to Saturday, although this is negotiable.
- Twyford School has its own competitive salary scale and pension options.
- 34-week school year (including INSET days) across 3 terms with approximately 21 exeat weekends and extended school holidays throughout the academic year.
- Highly motivated pupils with lessons taught in small groups.
- Extensive professional development opportunities.
- Free Death In Service & Critical Illness benefit.
- Staff fee remission (following successful completion of the probationary period and subject to the School's usual admission criteria being met).
- Freshly cooked lunch and refreshments during term-time.
- Staff swimming sessions in our indoor swimming pool.
- Cycle to work scheme.
- Employee Assistant Programme.

Purpose and Scope of the Role

Reporting to: The Headmaster, via the Deputy Head Academic.

Direct reports: Pre-Prep Music Teacher

- To deliver outstanding teaching and leadership of music, fostering and encouraging a love of music in our pupils.
- To undertake a major role in the co-curricular programme at Twyford, producing a wide variety of music performance opportunities for pupils of all abilities.
- To encourage children to engage in forms and styles of music that stretch and challenge their existing and innate music skills.

Key Responsibilities

Departmental Leadership & Vision

- **Strategic Direction:** lead the Music Department, shaping its future direction and actively promoting the subject across the whole school.
- **Academic Excellence:** deliver inspirational music lessons that meet curriculum objectives and ensure excellent outcomes for all learners.
- **Professional Growth:** engage fully in a culture of continuous professional development and coaching to maintain high teaching standards.

Performance & Enrichment

- **Event Management:** oversee a vibrant calendar of performances, recitals, and collaborative productions.
- **Extracurricular Engagement:** coordinate and lead a range of music clubs and ensembles, as well as

organising domestic and international music tours.

- **Chapel Music:** lead the musical life of the school's weekly Chapel services.

Operational Oversight

- **Peripatetic Programme:** oversee the delivery of peripatetic music lessons and manage the team of visiting instrumental teachers.
- **Examinations:** Coordinate, oversee and manage the full administration of ABRSM (and other relevant) music examinations, including responsibility for candidate entries and bookings, liaising with examination boards, and ensuring all arrangements are in place, with administrative support where appropriate.

Pastoral & School Community

- **Wellbeing & Discipline:** maintain high standards of pupil behaviour and discipline, promoting the School's Values and Learning Qualities while ensuring all safeguarding and health and safety protocols are met.
- **Communication:** build and maintain cooperative relationships with parents regarding pupil progress and wellbeing; establish strong working links with colleagues across the school.
- **Confidentiality:** uphold the highest standards of professional trust and handle sensitive information with appropriate discretion.
- **The "Whole School" Role:** contribute fully to the wider life of the school, including participation in the weekly duty team, evening boarding duties, and Saturday school.



This job description is intended to provide guidance on the range of duties associated with the post. It is not intended to provide a full and exclusive definition of the post. It may be subject to modification and amendment from time to time and it will be reviewed annually by the Headmaster.

April 2026

Person Specification

We are looking for an enthusiastic and talented teacher who wants to be part of a modern, progressive and dynamic school which promotes excellent through care.

The successful candidate will:

- Have a good understanding of curriculum developments within music.
- Have experience of teaching music, supporting pupils, reviewing progress and ensuring excellent outcomes.
- Be a strong pianist.
- Be competent on the organ (desirable).
- Have experience of leading a team with the ability to motivate and inspire colleagues (desirable).
- Be able to deliver creative and engaging lessons.
- Have excellent organisational and communication skills.
- Display flexibility and adaptability, particularly showing commitment to Twyford music performance.
- Be a strong communicator, both orally and in writing.
- Be experienced at reflecting on their own personal strengths and areas for improvement.
- Have a good relevant honours degree.
- Is a strong orchestral and/or vocal conductor.
- Strong IT skills.
- Exemplary pastoral and safeguarding practice.

Additional Information

All staff are expected to:

- Follow and promote the School's code of conduct, safeguarding policy, Health and Safety and other school policies and procedures.
- Ensure the wellbeing of all pupils is their highest priority.
- Contribute to the day-to-day running of the School, having due regard for the Health and Safety of self and others.
- Take an active role in ensuring the realisation of the School Development Plan.
- Treat each pupil and each other as individuals with courtesy and respect.
- Take part in relevant training programmes identified by the School.
- Work in a co-operative, diplomatic and flexible manner.
- Carry out any other reasonable duties as requested by the Headmaster or Bursar.



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The Application Process

We hope, having read the recruitment brochure and researched our School, that you will now be ready to apply. Application forms can be found on our website: <https://www.twyfordschool.com/school-information/vacancies/>

Closing Date and Interviews

Close: 9am, Monday 11th May (we reserve the right to close the application early)

Interview: week beginning Monday 18th May

Applications will be reviewed when they are received and interviews may take place at that time, therefore this vacancy may close prior to the stated date and early submission of applications is recommended.

Applications should be sent to:

recruitment@twyfordschool.com

Applicants should provide:

- A fully completed application form
- A one-sided letter of application addressed to Mr Andrew Harvey, Headmaster
- Their preferred start date

Applications should include the names and contact details of two people who we may contact for references. References will be taken up from shortlisted candidates.

Applicants must be willing to undergo pre-employment safer recruitment checks in accordance with the Department for Education's Guidance on Keeping Children Safe in Education.

Twyford School is committed to safeguarding and promoting the welfare of children and young people and expects all staff, contractors, Governors and volunteers to share this commitment. The School has a responsibility to ensure that all employees are eligible to live and work in the UK and will undertake a social media search on short-listed candidates.

If you would like an informal discussion with the Headmaster regarding the role, please contact Mrs Lynne Mohring, Headmaster's PA, to arrange a convenient time.

If you have any questions regarding the role or your application, please contact Mrs Vanessa Chapman, HR Manager at recruitment@twyfordschool.com or 01962 712269.

