



Regional Choir Music Staff
Various Locations

WELCOME



NYCOS is seeking Music Staff for Regional Choirs across Scotland, with particular opportunities available in Angus and Midlothian. Music Staff support the Choir Director in the running of choir rehearsals and NYCOS is looking for staff already trained in Kodály Musicianship and with experience in teaching young people

About NYCOS

NYCOS (The National Youth Choir of Scotland) helps children and young people discover a love of singing and reach their vocal potential. Founded in 1996, NYCOS promotes choral singing across Scotland and delivers high-quality musical experiences at every level. NYCOS National Choirs have toured the UK, USA and Europe, performing for heads of state and at international festivals, appearing on world-famous stages, working with major streaming platforms and receiving five-star reviews. Many singers begin their journey in one of NYCOS's Regional Choirs.

NYCOS runs fourteen Regional Choirs for Primary 4 to S6. Singers rehearse weekly during term time for 26 weeks each academic year, led by experienced music professionals who support musical development and enjoyment.

Singing in a choir supports children's learning, confidence and well-being, helping to build musical skills, friendships, literacy, concentration and memory.

NYCOS is committed to inclusion, progression and excellence, and works to ensure that as many children and young people as possible can access high-quality choral singing, whatever their circumstances.

ABOUT THE ROLE



About the Role

As Music Staff, you will support the Choir Director in delivering high-quality musicianship education to members of our Regional Choirs. You will bring a genuine passion for nurturing the musical development of children and young people, and a commitment to using the Kodály approach to build their skills, confidence, and musical understanding.

Our Regional Choirs are based in:

Angus, Midlothian, Aberdeen, Dumfries, Dundee, East Lothian, Edinburgh, Falkirk, Inverness, Isle of Lewis, Renfrewshire, Stirling, West Lothian, and Perth Boys.

Rehearsal time is divided between:

Singing Rehearsals

Young singers explore exciting, age-appropriate repertoire, developing harmony, expression, and vocal technique in a supportive group environment.

Musicianship Lessons

Each week, children take part in a fun, games-based 30-minute musicianship class designed to build core musical skills. Lessons follow a progressive pathway through Bronze, Silver, and Gold Award certifications. Our Gold 2 Award is accredited by ABRSM and recognised as equivalent to Grade 5 Music Theory.

Children also perform in two showcase concerts each year – one in Winter and one in Summer – giving them the opportunity to perform on stage and celebrate their progress with family and friends.

JOB DESCRIPTION

Job Title:

Regional Choir Music Staff

Reporting to:

Regional Choirs Producer

Supervises:

N/A

Location:

Various Locations Across Scotland

Hours:

Up to 3 hours for 26 weeks during school term time

Winter and Summer concerts and other performances as required

Salary:

£40 per hour

Starting date:

February 2026

Role Purpose:

To support the Regional Choir Director in delivering high-quality musicianship education using the Kodály approach, contributing to the overall success of Regional Choir



RESPONSIBILITIES

Core Responsibilities

- Deliver musicianship teaching using the Kodály approach
- Lead sectional rehearsals when required
- Take responsibility for the safety and well-being of children in the classroom
- To comply fully with all safeguarding policies and procedures
- Support the Choir Director in maintaining high standards of musical learning and delivery

Additional Responsibilities

- Support the delivery of Winter and Summer concerts
- Assist with additional events, including recruitment workshops throughout the year, as required
- Take part in staff meetings and training sessions as appropriate

PERSON SPECIFICATION

Essential

Experience

- Training in the Kodály approach to musicianship
- Experience of working with children and young people
- A clear enthusiasm for, and commitment to, NYCOS's mission to promote and enhance choral singing in Scotland
- An understanding of best practice in safeguarding children

Knowledge

- Strong understanding of Kodály methodology and its practical application
- Knowledge of child development and age-appropriate teaching approaches
- Awareness of safeguarding principles when working with children

Competencies

- Excellent communication skills with children, young people, and adults
- Ability to work collaboratively as part of a team under the direction of the Choir Director
- Energy and enthusiasm for working with young singers
- Reliable and punctual
- Flexible and adaptable across different choir settings

Desirable

Experience

- Ability to deliver the NYCOS musicianship programme up to Gold level
- Previous experience in music education settings

Knowledge

- Knowledge of the Scottish music and education sectors
- Awareness of inclusive and accessible teaching practices

Competencies

- Additional musical skills (e.g. instrumental, vocal, composition)
- Understanding of different learning styles and individual learning needs

Notice Period

- Three months (following a one-month probationary period)

Employment Requirements

- The successful candidate must have the right to work in the UK and will be required to provide appropriate documentation as evidence.
- NYCOS is committed to equality of opportunity. We welcome applications from individuals of all ages and backgrounds, regardless of disability, sex, gender, sexual orientation, pregnancy and maternity, race, religion or belief, or marriage and civil partnership.
- Any offer of employment will be subject to a PVG check and completion of a Self-Disclosure Declaration Form.
- The post-holder must agree to adhere strictly to all NYCOS safeguarding policies and procedures.
- By applying for this role, you consent to the secure storage and handling of your personal data in line with data protection legislation. Your information will not be shared with third parties without your consent, and you may request the removal of your data at any time by emailing info@nycos.co.uk.
- Unfortunately, we are only able to provide feedback to candidates who are shortlisted for interview.



HOW TO APPLY

How to Apply

- All applicants are required to submit a CV and cover letter, and to complete an Equal Opportunities Monitoring Form.
- To ensure a fair and anonymous shortlisting process, please do not include your name or photograph on your CV or cover letter. Instead, provide your personal details on the Equal Opportunities Monitoring Form. You should have proof of your right to work in the UK and be prepared to provide evidence if requested. The successful candidate will be required to complete a full Right to Work check before starting employment.
- Please send your completed documents to jobs@nycos.co.uk by 12 noon on Friday 27 February.
- Interview dates will be confirmed in due course. We are happy to provide a BSL interpreter or live captioning if required. Please let us know if you need any adjustments or support to take part in the interview process.
- If you would like to discuss the role or any access requirements before applying, please contact Louise Major, NYCOS Regional Choirs Producer, at louise.major@nycos.co.uk.
- We welcome applications from all communities and particularly encourage applications from minority ethnic communities. Our Board and staff believe that increasing diversity within our organisation and leadership strengthens the quality of our work.
- Good luck with your application, and thank you for your interest in NYCOS.



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