



Musician job description and person specification

Reporting to: Senior Musician

We love that you are a real, working musician. We want to help you realise the potential that we know you have as a musician to make a massive difference in people's lives. For this to work, you will need to **commit to inclusion**; we don't want anyone to experience any barriers to making music with us, whether they are staff or participants. You also need to commit to learning and being curious about how our approach and our use of technology can help get the best outcomes for young people.

We take child protection very seriously. You will undergo disclosure and barring checks and commit to doing the necessary training in this area.

Job purpose – Be professional, *and* creative and playful.

You will deliver music mentoring sessions with people often facing major challenges. These may include those who have mental health issues, have educational challenges, are in care, are in non-mainstream education, are Not in Education, Employment or Training (NEET) or are involved with the criminal justice system.

We are musicians and not social workers, therapists or care coordinators; our participants often have many of these around them already. Your role is to engage the young person by helping them discover how to create the music they are excited by, **having fun** and sharing their success in the process. If you can commit to working in a way that is both fun *and* takes on board what Noise Solution has learned about increasing motivation and well-being, then you can have a transformational impact on people's lives.

Key activities – We trust you to be in control.

The musician is responsible for arranging and delivering Noise Solution sessions with young people. At Noise Solution, we know that autonomy is key to people finding enjoyment in their work, so you will have the freedom to operate in a way that suits you while meeting the expectations and requirements for this role.

Musicians generally have a reputation for flakiness. Noise Solution doesn't. We have a reputation for proactive professionalism and, in practice, this means delivering all of the following when we say we will and doing everything we can to make sessions happen:

Before the sessions

- Liaise with all relevant parties, including the participant, their family, school and representatives from other organisations, to understand the requirements and plan session times, dates and book venues accordingly.
- Take account of all Noise Solution policies and health and safety requirements, including venue and equipment checks, as well as understanding and mitigating any risks associated with the participant.
- Maintain accurate records of session times, dates, attendance and session reports. (We've worked hard to develop an online, simple-to-use platform that makes all this very straightforward).
- Record a short video message to welcome each participant, their families and key workers and post this video to the participant's Noise Solution Story on our platform.

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During the sessions – Make music with people, not at people.

- Adopt a playful approach together with the participant and co-negotiate what you want to achieve.
- Actively give the participant control within the sessions – it's not about the quality of the music created but the participant's experience of creating that music.
- Never miss an opportunity to make the participant experience feelings of being good at something (while being realistic with praise).
- Never miss an opportunity to capture, highlight and share the participant's success by uploading photos, quotes, music and video to the participant's Story during each session and after if necessary. The intention is to entice those viewing to engage, validate the participant's success through comments and develop their Story.
- Record a video reflection with the participant at the end of each session and upload to their Story.
- Actively encourage the participant to invite people they care about to their Digital Story.
- Maintain an open, non-judgemental view of the participant throughout.
- Take responsibility for the participant completing start and end questionnaires and appreciate the importance of this research to Noise Solution's understanding of the positive impact of our work.
- Where appropriate, support the participant to secure the Arts Award qualification and to ensure their Story captures all the elements required. Training will be provided.
- Positively challenge any negative words or expressions around either the participant themselves or others without resorting to censorship.
- Actively discuss and identify how the participant might progress after Noise Solution, liaising with support workers to make sure this is in place before the programme ends.

After the sessions

- Update session attendance and complete a session report after every session. This is automatically circulated to the professionals involved with the participant.
- Initiate follow-up and act on contacting family and professionals to secure support to enable progression.
- Maintain contact with referring professionals and family, emailing and telephoning to encourage their engagement with the participant's Story – more engagement leads to better outcomes!

Throughout the musician's work

Be aware of and work towards the Noise Solution ethos, aims and creation of positive impacts. Be playful, give people control, make people feel successful, share their success as much as possible, and:

- Recognise and respond to any issues which may fall under the Noise Solution Safeguarding Policy.
- Be aware of and work within the parameters of all Noise Solution policies and procedures.
- Remain a professional representative of Noise Solution at all times.
- Ensure all equipment used is of a suitable safety standard and complete visual checks before every use.
- Understand and follow all Noise Solution operational procedures, including (but not limited to) the setting up of sessions, communicating with others and submitting monthly invoices for hours worked.

Specification

ESSENTIAL	DESIRABLE
Qualifications and/or experience	
A thorough knowledge of music technology tools, including sequencing and sampling, working knowledge of DAW software and an openness to learning new software. Music-making skills across a range of instruments (keys, drums, guitar preferable)	A musical qualification in Music Technology or a teaching qualification. No requirement to read music.
Experience of working with or commitment to positive outcomes for young people, including those who are NEET, are involved with the criminal justice system or are excluded in other ways, for instance, through low literacy levels, mental health problems or unstable home environments.	A youth work qualification or similar.
Be capable of delivering music mentoring, both face to face and online, or be willing to learn.	Experience of working with adults with a history of offending, drug users, mental health problems or other challenging behaviours.
Have the confidence to encourage social workers/mental health professionals to engage with the process.	Experience of working in or with the third sector.
Skills	
Good planning and organisational skills, including managing multiple ongoing programmes with different participants.	
Strong communication skills, including listening and building and maintaining relationships.	
Ability to present verbal and written reports eg reports on sessions delivered.	
Good IT literacy skills – including music and video editing.	
Good literacy skills or appropriate software to support coherent and informative session reports.	
Personal Attributes	
Enthusiastic and self-motivated.	

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Passionate about making a difference in peoples' lives.	
Teachable – be willing and able to work to adopt Noise Solution's values and approach to music mentoring.	
Other	
Willingness to undertake duties during unsocial hours.	Active career as a musician, current or historical.
Broadband access at home for online delivery and prompt session reporting.	Full driving licence and ability to travel for work purposes – subject to reasonable adjustments under the DDA.
You will need a minimally viable music tech set up comprising of laptop, midi keyboard and portable speakers to be able to deliver face to face sessions. In some circumstances we can help with peripherals	