



# CEO Recruitment Pack

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*"People engaging in Dalcroze - from all walks of life - find it not only fun and life-giving, but also a profoundly transformative experience. It touches all parts of the person - mind, body and spirit - and is more than just a 'music and movement' education or CPD, it's a way of flourishing and being well. Many participants testify to this, from children in musicianship classes, to world-class musicians, dancers and educators." – John Habron, Head of Music, Health & Wellbeing, Royal Northern College of Music*

## Letter from the Chair



Dalcroze UK is at a time of change. A programme to grow and develop new activities has been taking place over the past few years and it's an exciting time for the society. We are one of the longest standing music education movements, with a rich tradition of high-quality training and dedicated practitioners, going back to the early twentieth-century.

For the first time in its history, the organisation is seeking a Chief Executive Officer. This is an extremely important role for the charity, emerging from a period of strategic review and planning by the Board of Trustees.

This pack gives you more information about us as an organisation and what we expect from the new CEO. If you have any questions you would like answered before making an application, please feel free to contact me to arrange a conversation at [chair@dalcroze.org.uk](mailto:chair@dalcroze.org.uk)

**Kathryn Templeman**

**Chair of Trustees, Dalcroze UK**

## Dalcroze UK

Every day, we are thrilled to be part of a world which uses the power of music to bring joy. We understand the importance of music education and we look for as many ways as possible to bring creative practices to enrich physical and mental wellbeing. Dalcroze Eurhythmics has the potential to play a critical role in the musical life and health of the nation. This is the role of Dalcroze UK.

We hope to hear from individuals with the skills, experience, and energy to help drive Dalcroze UK forwards. This recruitment pack includes information on the new role of Chief Executive Officer and the recruitment process. If you would like to be part of the journey of one of the UK's oldest but also most innovative music charities, then we would love to hear from you.

### **About the Role**

The Board of Trustees is building a new strategic plan focusing on creative solutions aimed at growing educational provision and community engagement activities. Following a three-year development programme, we are now looking for an inspiring and strategic leader to drive our mission forward and make a lasting impact. This is a new role, working with a team of volunteers, freelance and employed staff based across the UK and in Europe.

## Introduction to Dalcroze UK

Dalcroze UK exists to enable **anyone and everyone** to engage in musical learning, creativity, and expression, by promoting and delivering training in the Dalcroze Eurhythmics method. We are one of the UK's oldest music charities. Founded in 1915, we have **over 100 years' experience** in bringing out the full talent of professional musicians and dancers, giving music and dance teachers the tools to engage hard to reach groups, and supporting children with their physical, emotional and social development.

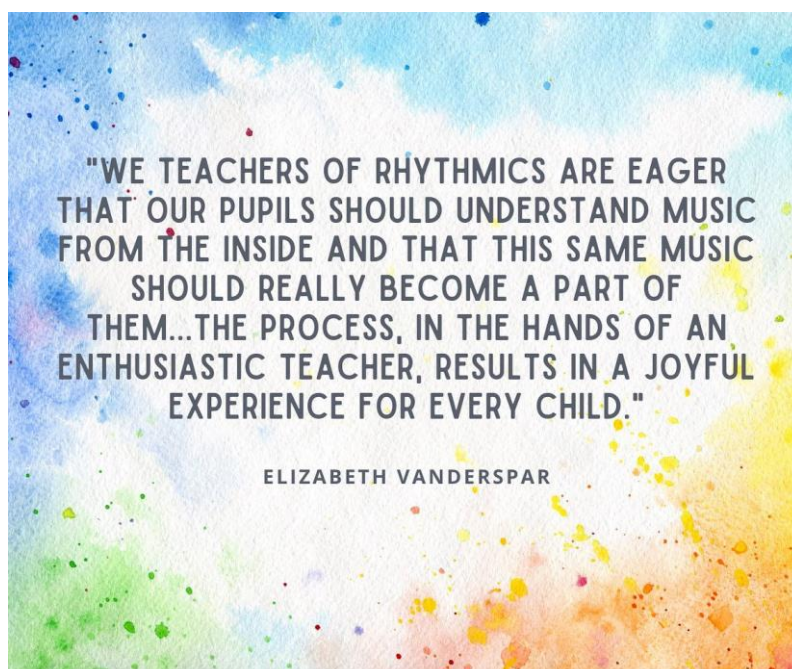
Dalcroze UK has **over 100 members across the UK and abroad** – practitioners, many of whom working at the highest levels, who are committed to developing and applying their Dalcroze practice.

Using the teaching and training methods developed by Emile Jaques-Dalcroze in the early 1900's, today we **bring the Dalcroze Eurhythmics method to life** in the UK and internationally through classes and courses, training, research and publications.

## What is Dalcroze Eurhythmics?

In Dalcroze Eurhythmics, **music is experienced through movement** – the teaching and learning process engages body, mind and emotion. There are three branches to the method, which together give integrated experience and understanding:

1. **Rhythmics:** Exploring the elements of music by experiencing music-movement relationships, usually in a large space and in a group.
2. **Ear Training:** Developing aural skills and know-how to do with pitch, intervals, scales and harmony. This is also done through movement and in a group, but emphasises the voice and singing.
3. **Improvisation:** Working on expression and communication for performance or teaching purposes. Improvisation in Dalcroze may be vocal, instrumental, or in movement.



## What makes Dalcroze special?

Because Dalcroze Eurhythmics is founded on the relationships between music and movement, all participants need is a body - no instruments, tools or even a shared language - which **completely democratises the experience of music making**.

This dynamic and inclusive way of teaching truly means that **anyone, anywhere, can take part**, learn and grow through their experience of music. There are no barriers for anyone to engage in the process which is why Dalcroze Eurhythmics is so effective in supporting the elderly, children with special educational needs and disabilities, and foreign language speakers.

Dalcroze Eurhythmics is one of the original and most established methods for teaching music, inspiring music teaching as we know and experience it today, as well as influencing other methodologies worldwide.

## Why is Dalcroze Eurhythmics needed?

**Lack of professional development opportunities:** The government have cut teacher training places in arts education by 35% since the 2010 Election. Of the UK's eight arts conservatoires only three have postgraduate, or professional development courses for community education leaders.

**Lack of programmes supporting improvisation, creativity and ownership:** There is continued evidence, supporting the original Musical Futures findings, that instrumental programmes still struggle to offer skills in improvisation, creativity and artistic ownership by participants. There is a widespread lack of confidence found in in-school music teachers and visiting peripatetic teachers about supporting young people with diverse musical interests to the highest levels.

**Not enough high-quality places:** There is a strong demand for private informal music and dance training if it is judged by parents and their networks to be of high quality. In the preschool and primary years' informal sector (operating outside school) there is considerable demand for high quality music and dance tuition. There is a waiting list of 2+years at The Place Saturday morning classes, and up to 600 for Trinity Laban's classes.

**Helps young people:** Dalcroze is a highly inclusive and cross-curricular way of learning, useful in helping pupils access the Early Years curriculum, transition to Key Stage 1 and develop skills in subsequent Key Stages. It addresses multiple intelligences.

**Helps older people:** By 2032 over 60% of the population in the UK will be aged over 65. This is attracting interest in solutions around social care, managing associated health issues such as dementia, Parkinson's or multiple sclerosis, and considering how older people can have richer and more independent lives for longer. Dalcroze is a highly inclusive way of promoting engagement, enjoyment, and movement in the elderly. Research evidence shows that it reduces gait variability and the risk of falling in older people.

**Helps those with Special Educational Needs/Disability (SEND):** The method successfully creates positive outcomes for people with a range of SEND, such as dyslexia, dyspraxia (developmental coordination disorder) and autism.

*Dalcroze made me fall in love with music again. I was in my mid-forties when I started training, and from the outset of the journey, I felt inspired and enlightened. My understanding of what I already knew has deepened and broadened, and I have learned many new skills. Dalcroze is now a completely integral part of how I think about music, performance and teaching. Children take to the process completely naturally: however, my most satisfying teaching moments are with adults. Watching my peers make new connections with music, others and themselves is a delightful privilege. – Monica Wilkinson, Dalcroze Practitioner*

### Chief Executive Officer (CEO)

**Location:** UK – Remote Working with regular travel to London, Warwick and Manchester

**Salary:** Competitive and commensurate with experience - £45-£55K fte

**Contract Type:** Part-time, 2 days per week, Permanent

**Application Deadline:** 31st August 2024

#### Key Responsibilities:

- **Leadership & Strategy:** Develop and implement the strategic vision for the charity, ensuring alignment with our mission and goals. Inspire and lead the team to achieve high-impact outcomes.
- **Fundraising & Development:** Oversee fundraising strategies, building strong relationships with donors, partners, and stakeholders to secure sustainable funding streams.
- **Financial Management:** Ensure sound financial management and accountability, overseeing budgets, financial planning, and reporting.
- **Governance:** Work closely with the Board of Trustees to ensure good governance practices, compliance with legal and regulatory requirements, and effective decision-making.
- **Operational Oversight:** Oversee the charity's operations and marketing, ensuring efficient and effective delivery of website, publicity, training programmes and member services.
- **Advocacy & Representation:** Act as the primary spokesperson for the charity, representing our work to the public, media, and key stakeholders.
- **Team Development:** Foster a positive and inclusive organizational culture, supporting staff development and well-being.
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## Person Specification:

### Essential:

- Proven experience in a senior leadership role within the charity, education or non-profit sector.
- Strong strategic vision with the ability to lead and inspire a diverse team of teaching and admin staff.
- Exceptional communication and interpersonal skills, with the ability to engage effectively with stakeholders at all levels.
- Demonstrable experience in fundraising, financial management, and governance.
- Commitment to the mission and values of Dalcroze UK.
- Ability to think creatively and drive innovative solutions.

### Desirable:

- Knowledge and experience in the specific area of music education and/or dance/movement.
- Experience working with a board of trustees or similar governance structures.
- Advanced degree in nonprofit management, business administration, or a related field.

### What We Offer:

- A challenging and rewarding role with the opportunity to make a significant impact.
- A supportive and collaborative working environment.
- Competitive salary and benefits package.
- Opportunities for professional development and growth.
- Flexible working

## How to Apply:

**Please submit your CV and a cover letter detailing your suitability for the role to [chair@dalcroze.org.uk](mailto:chair@dalcroze.org.uk) by 31<sup>st</sup> August 2024. If shortlisted, you will be invited to attend an in-person interview in London on Friday morning, 13<sup>th</sup> September 2024.** For more information about Dalcroze UK, please visit [www.dalcroze.org.uk](http://www.dalcroze.org.uk). For an informal conversation about the role, please email [chair@dalcroze.org.uk](mailto:chair@dalcroze.org.uk).

**Dalcroze UK is committed to creating a diverse environment and is proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, colour, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.**

Join us in making a difference. Apply today!



## Being a Dalcroze UK Employee

### **For you, joining the Dalcroze UK team will...**

- Be an exciting challenge, an opportunity to guide the future of an organisation which has been influential in music education history, not only training practitioners in the UK, but also dozens who have gone on to establish and lead programmes internationally
- The opportunity to bring Dalcroze Eurhythmics to the attention of thought leaders in music, health and dance
- The opportunity to work closely with some of the world's leading music education practitioners, and leaders of music organisations from across the UK

### **For Dalcroze UK, you will bring...**

- Enthusiasm for and commitment to the charity's vision, and a drive to get things done
- Empathy with the ideals of Dalcroze, the pursuit of personal and artistic development, and the promotion of the Dalcroze method
- Willingness to work with fellow employees, freelance staff and trustees to meet challenges and opportunities faced by the charity

## Contact

If you would like an informal conversation in advance of an application please don't hesitate to get in touch with the Chair of Trustees, Kathryn Templeman, at [chair@dalcroze.org.uk](mailto:chair@dalcroze.org.uk)

## Equal Opportunities

Dalcroze UK is working towards achieving diversity and welcomes applications from all members of the community. Dalcroze UK work to actively combat discrimination and make sure that prospective or present employees, are not treated less favourably on the grounds of: Gender / Marital Status / Employment Status / Responsibility for Children or Dependents / Race, Colour, Religion, Ethnic or National Origin / Age / Disability / Class / Sexual Orientation, or are disadvantaged by the application of any other conditions or requirements, which cannot be shown to be justified.

## Data Protection

### **General Data Protection Regulations**

The information that you provide as part of your application will be used in the selection process only. All information about you will be securely held and access restricted to colleagues directly involved in dealing with the selection process. Unless you are appointed as a Trustee, your data will be kept for 12 months and then destroyed. By signing and submitting your application and the selection monitoring questionnaire, you are giving your consent to your personal data being stored and processed for the purposes of the Trustee selection process.

## Trustees

### **Kathryn Templeman (Chair, Lead for Examinations)**

Kathryn has a Master's degree in Educational Leadership and Management from the University of Bath. She is a musician and a qualified music teacher, as well as a Dalcroze Certificate holder. She plays regularly as a violinist with Orchestra for the Age of Enlightenment and other historical performance groups. She is currently the Principal of an International Baccalaureate World School in Denmark. In addition, Kathryn also works for the International Baccalaureate Organisation, as a school visitor, workshop leader and Middle Years Programme examiner.

### **Mary Price-O'Connor (Lead for Membership)**

Mary is an interdisciplinary artist working with sound, music, movement and text. Having studied music at Dartington College of Arts she moved to London where she worked as a violinist, composer and performer, becoming a silent film accompanist in 2003 and in 2008 trained as a Dalcroze Eurhythmics Teacher. She has participated as an improviser/deviser/performer/facilitator across many different platforms including "The Chaosbaby Project" with Stella Duffy, "Through The Door" with Angela Clerkin and Improbable, and working with Spare Tyre Theatre company. She plays with the band "Selkie". Mary recently appeared in the short dance film premiered on BBC4 "We are Ready Now" made by dancer and choreographer Jack Thompson and performed as an actor/musician in Shakespeare's Globe Theatre film "Christmas at the Snow Globe" (December 2020) having been a member of the original cast at the Globe theatre in December 2019. Mary has also taught and participated in collaborative pieces online throughout the Covid-19 pandemic and has continued to develop her ongoing research project "The Moving Theatre Lab".

### **Fiona Weir – Treasurer**

Fiona is a Chartered Management Accountant, who took a career break, then early retirement following 25 years of experience gained in the manufacturing sector, holding the position Head of Finance and Business Planning in her most recent role.

Having moved to North Yorkshire in 2013, Fiona took on voluntary Treasurer roles at two local charities. She held the position at Cancercare in Lancaster for 8 years and recently stepped down at Growing Well, a farm based mental health charity in Kendal, having completed the maximum term of 9 years in office. She has a sound understanding of charity finance, developed over this 10yr period, and reports that whilst challenging at times, the experience has been very rewarding.

Fiona lives with husband Graeme and Cockapoo Dillon, and enjoys walking, watercolour painting and supporting Bolton Wanderers Football Club where they hold season tickets.

### **Adam Hope – Lead for Welfare**

Adam is a music educator and performer. His current positions include Musicianship Lead for the National Youth Choirs of Great Britain, Organist at Dartford Parish Church and conductor/tutor for the Junior Department of the Royal Academy of Music. Adam is in demand teaching A-level music, Theory, piano and musicianship to both young musicians and professionals across the country.





## **Nick Bottini – Lead for Marketing**

Nick is a transformational coach for music industry professionals.

He has coached rockstars, number-one selling artists, Grammy winners, orchestral principals, soloists, DJs, rappers, youtubers, producers, sound engineers, artist managers, tour managers, competition winners, studio owners, conductors, singer-songwriters, millionaires, paralympians, TEDx speakers, child prodigies, business people, teams and ensembles.

Nick is credited for introducing the industry to the Three Principles understanding, helping hundreds of musicians to perform at the very highest professional level; preparing them psychologically and musically for world tours, live televised performances, recording sessions, international competitions, music college and university auditions, and performance exams. He is also the author of the best-selling book 'Just Play: The Simple Truth Behind Musical Excellence'.

## **Directors and Administration:**

### **Karin Greenhead (Director of Studies)**

Karin holds the Diplôme Supérieur of the Institut Jaques-Dalcroze (IJD), Geneva and is Director of Studies for Dalcroze UK and Co-Director of Studies for the Dalcroze Eurhythmics International Examination Board (DEIEB). Karin trained at the Royal College of Music, London as a pianist/violinist/harpsichordist and subsequently as a singer. She has performed in all these capacities and her performing experience has informed her teaching of Dalcroze Eurhythmics. She has developed Dynamic Rehearsal, an application of Dalcroze principles to the rehearsal and performance of repertoire which has been demonstrated worldwide with children, amateur and professional players and singers and is the subject of her doctoral thesis.

Karin teaches at the Royal Northern College of Music, Manchester and at TrinityLaban, London and has a well-established international practice. Her teaching experience includes teaching in nursery, primary and secondary schools but the main focus of her teaching in recent years has been on the training of professional musicians and Dalcroze teachers. Author of a growing number of publications, she is a frequent presenter at conferences, a member of the Collège of the IJD and a founder member of the scientific committee of the International Conference of Dalcroze Studies (ICDS).

### **Jacqueline Vann (Director of Projects)**

Jacqueline graduated from the Institut Jaques-Dalcroze in 1997 and has, since then, taught on the UK's training courses from Foundation to Licence. She also teaches regularly on the International Summer School and Easter Courses. With a background in Performance Arts, she has experience teaching Dalcroze to children and adults of all ages including those with Specific Learning Difficulties. Jacqueline is also an examiner for the DEIEB exams (Dalcroze Eurhythmics International Examination Board).

Jacqueline gives Dalcroze workshops nationally and internationally. She has presented papers and gave a keynote presentation at the International Conference in Dalcroze Studies (2013 & 2019). She has taught at a number of universities, music colleges and schools including Canterbury Christchurch College, Birmingham Conservatoire and the Guildhall School of Music & Drama. Jacqueline is currently completing a master's course in Neuroscience & Education at the University of Bristol.

### **Deborah Cartwright (Administrator)**

Deborah is responsible for the day to day administration of the charity, including financial and administrative duties, and supporting the freelance Dalcroze practitioners who manage and deliver the Dalcroze UK activities around the nation.