



ISM RECRUITMENT PACK

WELCOME

Thank you for your interest in working for the Independent Society of Musicians (ISM), the UK's professional body for musicians.

With a current membership of over 11,000 musicians, the award-winning ISM is the UK's largest representative non-union body for musicians. For over 140 years we have been dedicated to promoting the importance of music and supporting those working in the music world. Our members come from all areas of the music industry, and have many different roles and musical backgrounds. We are a nationally recognised subject association for music and are financially independent with no political affiliation - allowing us the freedom to campaign on any issue affecting musicians, and to work alongside politicians, people, and organisations to make change happen. We know from our latest members' survey just how much our members really value the ISM community and the sense of belonging and safety it gives them.

Our fabulous staff team has a wealth of knowledge and expertise and bring to the ISM direct experience of working in the music and education sectors. We all share a love of music, and many of us are active musicians in our spare time. By joining us, you will become part of a passionate, dynamic, and welcoming team where you will be supported and encouraged to use and develop your skills.

This pack outlines what we do, what we will offer you and the next steps in the recruitment process. If you have any questions not covered by this pack or by the accompanying job description or person specification, please contact **membership@ism.org**

We look forward to hearing from you.

Best wishes



Photo: Emile Holba

A handwritten signature in dark ink that reads "Deborah Annetts".

Deborah Annetts,
Chief Executive

I AM REALLY GRATEFUL TO THE ISM. IT IS GREAT BEING A MEMBER BECAUSE MEMBERSHIP PROVIDES A FEELING OF SAFETY AND SECURITY.

ISM MEMBER

WHAT WE DO

‘THE ISM [HAS] BEEN INSTRUMENTAL IN HELPING TO CHANGE AND ENHANCE MY PROFESSIONAL LIFE. IT REALLY DOES FEEL AS THOUGH THE ISM WAS MADE FOR PEOPLE LIKE ME. THE UMBRELLA OF SO MANY USEFUL SERVICES UNDER ONE ROOF IS A GODSEND. LIFE WOULD BE A LOT MORE DIFFICULT WITHOUT THE ISM.’

ISM MEMBER

Since 1882, we have been dedicated to promoting the importance of music and supporting those working in the music profession.

Our members are musicians, teachers, therapists, sound engineers and managers and come from all areas of the music industry, and from a wide variety of genres and musical backgrounds. This includes those who are studying and starting out to those with established, multi-faceted careers in the industry.

We support our members with unrivalled legal expertise from our inhouse legal team, comprehensive insurance and specialist services including hearing health services, physiotherapy, and counselling (through the ISM Members Fund), to meet the needs of the profession. We campaign tirelessly in support of musicians’ rights, music education, diversity, sustainability, and the needs of the profession.

Our sister charity, the ISM Trust, equips music professionals with the tools and knowledge they need to succeed in their career with a vibrant programme of essential events, specialist training and award-winning free resources.

We are also an award-winning organisation. In 2024, we were delighted to have been awarded the Council for Subject Associations (CfSA) Kitemark for our work as a Subject Association for music education - from our professional development resources right through to our policy work. In 2021, following months of tailored support to musicians during the COVID-19 pandemic and several intense years of lobbying over musicians’ freedom to tour in the wake of Brexit, we were awarded Individual Association of the Year in the UK Association awards, with the judges praising our ‘strong member-centric approach’ and ‘achievements under incredibly difficult conditions.’

‘The way the ISM campaigned to the Government during Covid felt professional and respectful, while still passionate.’

ISM Member

‘I’m very grateful for the ISM, being a self-employed, freelance musician. It’s good to know you have my back.’

ISM Member



Our vision

The promotion of the art of music, and the maintenance of the honour and interests of the music profession.

Our mission

We exist to promote the art of music and the interests of professional musicians through campaigns, support and practical advice. We are pro music(ians).

Our values

- **Professional**
Effective, organised and skilled
- **Independent**
Financially independent with no political affiliation
- **Innovative**
Agile, creative and responsive
- **Authoritative**
Knowledgeable, reliable experts in our field
- **Trusted**
Known to provide gold standard service
- **Inclusive**
Welcoming and supportive of people from all backgrounds
- **Customer focused**
In tune with the needs of musicians
- **Outward-looking**
Externally focused and collaborative

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“IT’S BEEN A HAPPY DISCOVERY FOR ME: I MOVED FROM ANOTHER COUNTRY, AND AT FIRST WASN’T AWARE OF SUCH AN ASSOCIATION. A COLLEAGUE TOLD ME LAST YEAR, AND SINCE THEN I’VE BEEN A HAPPY MEMBER - I FEEL REALLY SUPPORTED AS A PROFESSIONAL MUSICIAN.”

ISM MEMBER

WHAT THE ISM CAN OFFER YOU



Financial benefits

- Workplace pension contribution of 3% in the first year and 10% after one year's employment.
- Discounts including on travel, fashion, days out, lifestyle, motoring, and more.



Professional development

- Your professional development will be discussed with your line manager on a regular basis in one-to-ones and an annual appraisal.
- Opportunities for learning and development are supported by external and internal training sessions and attendance at sector conferences and events.



Wellbeing support

- Hybrid working (two home-working days a week) and equipment to help you with your home-working setup.
- 25 days paid annual leave plus bank holidays, and extra days accrued on completion of service, up to 30 days. Part-time staff are entitled to leave pro rata.
- Five days extra leave over the Christmas period (part time pro rata).
- 24/7 free and confidential counselling helpline for you and your dependents.
- Free seasonal flu vaccine.

‘I VALUE MY MEMBERSHIP VERY MUCH, PARTLY BECAUSE OF THE SECURITY IT BRINGS, BUT ALSO BECAUSE OF WHAT THE ISM REPRESENTS IN TERMS OF ITS BEING A VOICE FOR PROFESSIONAL MUSICIANS AND FOR ITS STANCE IN SUPPORTING CHILDREN’S MUSIC EDUCATION.’

There is one additional document that accompanies this recruitment pack – the job description and person specification. Please download this document from **ism.org/vacancies**

Job description and person specification

Please read the job description and person specification carefully as these outline the responsibilities and expectations of the role. Please consider how your skills, knowledge, and experience match what we are looking for and ensure that you provide us with a covering letter to go with your CV.

Application

We welcome applications from all people regardless of age, disability, gender identity, marital status, faith, family status or sexual orientation. To ensure we are meeting the needs of all musicians, we particularly encourage applications from communities which are underrepresented. ISM members are welcome to apply.

Please write a covering letter and please send along with your CV to **membership@ism.org**.

If you are shortlisted for interview, please let us know if you require any adjustments to make sure the interview process is accessible and inclusive.

Please note that all offers of employment require two references and proof of eligibility to work in the UK. Applications written using ChatGPT or any other AI generator will not be accepted.



For further information please contact **membership@ism.org**



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