



## POSITION DESCRIPTION

Melbourne Conservatorium of Music  
Faculty of Fine Arts and Music

### Lecturer in Music (Concert Band Conducting)

<b>POSITION NO</b>	0063905
<b>CLASSIFICATION</b>	Lecturer Level B
<b>SALARY</b>	Level B \$119,231 - \$141,581 (pro rata)
<b>SUPERANNUATION</b>	Employer contribution of 17%
<b>WORKING HOURS</b>	Part time — <b>0.4 FTE</b> (baseline)
<b>BASIS OF EMPLOYMENT</b>	Fixed term: 1 February 2025 to 30 November 2026 <b>Education Focussed</b> work category
<b>OTHER BENEFITS</b>	<a href="https://about.unimelb.edu.au/careers/staff-benefits">https://about.unimelb.edu.au/careers/staff-benefits</a>
<b>HOW TO APPLY</b>	Online applications are preferred. Go to <a href="http://about.unimelb.edu.au/careers">http://about.unimelb.edu.au/careers</a> , select the relevant option ('Current Opportunities' or 'Jobs available to current staff'), then find the position by title or number.
<b>CONTACT FOR ENQUIRIES ONLY</b>	Professor Richard Kurth Tel +61 3 8344 7889 richard.kurth@unimelb.edu.au  <i>Please do not send your application to this contact</i>

For information about working for the University of Melbourne, visit our website:  
[about.unimelb.edu.au/careers](http://about.unimelb.edu.au/careers)

## ***Acknowledgement of Country***

The University of Melbourne acknowledges the Traditional Owners of the unceded land on which we work, learn and live: the Wurundjeri Woi Wurrung and Bunurong peoples (Burnley, Fisherman's Bend, Parkville, Southbank and Werribee campuses), the Yorta Yorta Nation (Dookie and Shepparton campuses), and the Dja Dja Wurrung people (Creswick campus).

The University also acknowledges and is grateful to the Traditional Owners, Elders and Knowledge Holders of all Indigenous nations and clans who have been instrumental in our reconciliation journey.

We recognise the unique place held by Aboriginal and Torres Strait Islander peoples as the original owners and custodians of the lands and waterways across the Australian continent, with histories of continuous connection dating back more than 60,000 years. We also acknowledge their enduring cultural practices of caring for Country.

We pay respect to Elders past, present and future, and acknowledge the importance of Indigenous knowledge in the Academy. As a community of researchers, teachers, professional staff and students we are privileged to work and learn every day with Indigenous colleagues and partners.

## ***Position Summary***

The Melbourne Conservatorium of Music seeks to appoint a skilled, experienced and effective wind ensemble conductor as Lecturer in Music, primarily to teach and conduct the Conservatorium Concert Band in rehearsals and concerts. This is a part-time, fixed-term position in the Education Focussed work category.

The appointee will be an outstanding musician with graduate training in wind conducting, a strong record of achieving high standards conducting wind ensembles, and an established profile in the national context. They will play a key role in developing students' fundamental ensemble skills, and will inspire students through imaginative and effective teaching approaches that ensure an engaging and productive experience for all ensemble members. They will be dedicated to diversity in concert programming.

Responsibilities include directing the Conservatorium Concert Band in rehearsals and performances; planning Concert Band programming and learning strategies; effective collaboration with professional staff and with academic colleagues who direct other wind/brass/percussion ensembles, and with relevant instrumental teachers; and contributions to student assessment and auditions. The appointee will work under the supervision of the Wind Symphony director, and in consultation with other relevant academic staff in instrumental studies.

This is an Education Focussed role, and workload for this position is mainly in the planning, coordination, and delivery of the Concert Band ensemble, including service and engagement assignments related to the ensemble program and relevant aspects of the curriculum. Additional teaching duties and increased fraction may be considered over the term of the position, depending on Conservatorium curriculum needs and appointee qualifications. On mutual agreement, additional workload may be added temporarily in any given semester or year, for instance teaching or coordination of subjects for which the appointee is appropriately qualified. Additional reporting lines may be added as necessary when workload is augmented temporarily.

Recognising the positive relationship between teaching effectiveness and research activity and/or professional currency, in part-time education focussed positions up to 10% of workload may be devoted to research/professional activity approved by the supervisor and Conservatorium Director.

## **1. Key Responsibilities**

### **1.1 TEACHING AND LEARNING**

- ▶ Direct the University of Melbourne Concert Band, with full responsibility for rehearsals and performances, a leading role in its repertoire selection, and oversight of parts preparation.
- ▶ Mentor individual students in close connection with rehearsal times, for occasional assistance on individual parts, preparation of spoken introductions in concerts, and other activities or expectations directly connected with Concert Band rehearsals and performances.
- ▶ Consult as needed or requested with wind/brass/percussion instrumental staff and staff who direct other wind/brass/percussion ensembles, on repertoire programming, ensemble seating, and student progress.
- ▶ Collaborate effectively with professional staff who support rehearsals and performances, preparation and distribution of parts, and hiring of casual staff when needed (e.g. for occasional sectional rehearsals).
- ▶ Participate as requested in Conservatorium ensemble placement auditions and assessments.
- ▶ Effectively analyse students' learning needs and design appropriate and effective teaching approaches to achieve learning outcomes.
- ▶ As assigned, undertake subject-level coordination and associated administrative tasks, and marking, assessment, and consultation with students.
- ▶ Develop formative and summative assessments appropriately linked to learning goals and in relation to subject aims and learning outcomes.
- ▶ Communicate specialist knowledge of different approaches, methodologies, and techniques for ensemble performance, and demonstrate as a teacher-performer role model.
- ▶ Develop ways to improve practice by obtaining and analysing feedback, and embed reflective practice within all aspects of teaching.
- ▶ Maintain currency with the latest ideas in the discipline for teaching the discipline.
- ▶ Contribute to ongoing curriculum innovation and development of high-quality subject materials, in appropriate consultation with relevant academic staff.

### **1.2 ENGAGEMENT**

- ▶ As assigned, contribute to Conservatorium outreach and recruitment activities, such as Open Days, Mega Days or Festivals.
- ▶ Participate and provide leadership in the professional music sector, particularly in relation to professional practice in relevant fields.
- ▶ Effectively liaise with external performance and teaching networks to foster collaborative relationships.
- ▶ Contribute to developing links with the profession and other universities, both nationally and internationally, to support best practice teaching and learning within the discipline.

### 1.3 RESEARCH

- ▶ Deliver research-informed teaching by keeping up-to-date with performance and pedagogical research and debates within the practice of ensemble performance.
- ▶ Contribute to the artistic research programs of the Conservatorium in proportion with the Education Focussed work category, and be participate in professional development activity in the Conservatorium, Faculty, and other appropriate settings.
- ▶ Seek and maximise collaborative opportunities across the Conservatorium and the University.

### 1.4 LEADERSHIP AND SERVICE

- ▶ Attend Conservatorium staff meetings and serve on any assigned committees in the Conservatorium and/or Faculty.
- ▶ As assigned, participate in outreach activities related to teaching and learning, with attention to the Faculty's Widening Participation initiatives and Diversity & Inclusion Action Plans, e.g., schools' outreach program and first year Orientation.
- ▶ Attend Faculty conferences or symposia related to teaching and learning and incorporate those learnings into practice.
- ▶ Contribute to the intellectual debate within the Conservatorium and Faculty and also within the profession and discipline.
- ▶ Contribute to discipline and/or faculty meetings and undertake coordination of subjects and courses as required and commensurate with the academic level of Lecturer.
- ▶ Participate in program planning and delivery within budget and in alignment with the Conservatorium's and Faculty's Vision, Purpose, and Strategic Business Plans.
- ▶ Comply with Occupational Health and Safety (OH&S) and Environmental Health and Safety (EH&S) responsibilities as outlined in section 4.

## 2. Selection Criteria

### 2.1 ESSENTIAL

- ▶ A postgraduate degree in wind ensemble conducting (doctorate preferred), and experience conducting wind ensembles, preferably in tertiary or secondary contexts.
- ▶ A national reputation in wind band conducting, and a record of activity with relevant state and national peak bodies.
- ▶ A substantial record of successful secondary and/or tertiary ensemble teaching experience.
- ▶ Detailed knowledge of the wind band repertoire, established and new, including canonical works and works that represent diverse voices, idioms, and traditions.
- ▶ Demonstrated ability to plan and conduct effective rehearsals and prepare an ensemble for high quality concert performances.
- ▶ Demonstrated ability to mentor ensemble students and support their individual and collective progress.
- ▶ Demonstrated ability to collaborate effectively with academic and professional staff colleagues.
- ▶ Diverse knowledge areas and skills in music performance commensurate with serving as a teacher-performer role model.

- ▶ Demonstrated management skills, including inclusive decision making, sound knowledge of planning, budgeting and resource management and experience successfully align resources with the strategic goals of the Conservatorium and Faculty.
- ▶ Demonstrated strong commitment to the importance of teaching at all levels in higher education and to innovation in curriculum design and teaching methods, together with a distinguished personal contribution to teaching.
- ▶ A commitment to all relevant University policies and procedures related to student matters, and ability to act in accordance with policy related to staff and students, especially when related to curriculum and wellbeing, is required.
- ▶ Demonstrated effective communication skills and demonstrated ability to work collegially with other staff members (permanent and casual) across the Conservatorium.
- ▶ Evidence of capacity to effectively manage and supervise staff, as appropriate to this position.
- ▶ Demonstrated capacity for active engagement with the Conservatorium, Faculty and University planning processes and initiatives.

## 2.2 DESIRABLE

- ▶ Professional experience and teaching skills suitable for contributing to related teaching functions in the Conservatorium, including the training of future music teachers.
- ▶ Demonstrated accomplishment in performance and/or research projects, and a track record or potential to contribute to the research profile and output of the Conservatorium, e.g. through research collaborations, projects, presentations, publications, etc.

## 2.3 OTHER JOB-RELATED INFORMATION

- ▶ This position requires the appointee to hold a current and valid Working with Children Check.
- ▶ The 0.4 FTE time fraction for this position represents an annualised approach to total annual assigned workload. Teaching and other workload will not be evenly distributed across the teaching and non-teaching periods, and flexibility in workload scheduling during different periods is therefore a requirement of this role.
- ▶ Work out of ordinary hours and travel may be required occasionally.

## 3. Equal Opportunity, Diversity, and Inclusion

The University is an equal opportunity employer and is committed to providing a workplace free from all forms of unlawful discrimination, harassment, bullying, vilification, and victimisation. The University makes decisions on employment, promotion, and reward on the basis of merit.

The University is committed to all aspects of equal opportunity, diversity, and inclusion in the workplace and to providing all staff, students, contractors, honorary appointees, volunteers and visitors with a safe, respectful and rewarding environment free from all forms of unlawful discrimination, harassment, vilification and victimisation. This commitment is set out in the Advancing Melbourne strategy that addresses diversity and inclusion, equal employment opportunity, discrimination, sexual harassment, bullying and appropriate workplace behaviour. All staff are required to comply with all University policies.

The University values diversity because we recognise that the differences in our people's age, race, ethnicity, culture, gender, nationality, sexual orientation, physical ability, and background bring richness to our work environment. Consequently, the People Strategy sets out the strategic aim to drive diversity and inclusion across the University to create an environment where the compounding benefits of a diverse workforce are recognised as vital in our continuous desire to strive for excellence and reach the targets of Advancing Melbourne.

#### **4. Occupational Health and Safety (OHS)**

All staff are required to take reasonable care for their own health and safety and that of other personnel who may be affected by their conduct.

OHS responsibilities applicable to positions are published at:

<https://safety.unimelb.edu.au/people/community/responsibilities-of-personnel>

These include general staff responsibilities and those additional responsibilities that apply for Managers and Supervisors and other Personnel.

#### **5. Other Information**

##### **5.1 MELBOURNE CONSERVATORIUM OF MUSIC**

Further information about the Melbourne Conservatorium of Music can be found at:

<https://finearts-music.unimelb.edu.au/about-us/mcm>

##### **5.2 FACULTY OF FINE ARTS AND MUSIC**

Further information on the Faculty of Fine Arts and Music can be found at:

<https://finearts-music.unimelb.edu.au/>

##### **5.3 THE UNIVERSITY OF MELBOURNE**

Established in 1853, the University of Melbourne is a leading international university with a tradition of excellence in teaching and research. The main campus in Parkville is recognised as the hub of Australia's premier knowledge precinct comprising eight hospitals, many leading research institutes, and a wide-range of knowledge-based industries. With outstanding performance in international rankings, the University is at the forefront of higher education in the Asia-Pacific region and the world.

The University employs people of outstanding calibre and offers a unique environment where staff are valued and rewarded.

Further information about working at The University of Melbourne is available at <http://about.unimelb.edu.au/careers>

## 5.4 ADVANCING MELBOURNE

The University's strategic direction is grounded in its purpose. While its expression may change, our purpose is enduring: to benefit society through the transformative impact of education and research. Together, the vision and purpose inform the focus and scale of our aspirations for the coming decade.

Advancing Melbourne reflects the University's commitment to its people, its place, and its partners. Our aspiration for 2030 is to be known as a world-leading and globally connected Australian university, with our students at the heart of everything we do.

- ▶ We will offer students a distinctive and outstanding education and experience, preparing them for success as leaders, change agents and global citizens.
- ▶ We will be recognised locally and globally for our leadership on matters of national and global importance, through outstanding research and scholarship and a commitment to collaboration.
- ▶ We will be empowered by our sense of place and connections with communities. We will take opportunities to advance both the University and the City of Melbourne in close collaboration and synergy.
- ▶ We will deliver this through building a brilliant, diverse, and vibrant University community, with strong connections to those we serve.

The means for achieving these goals include the development of the University of Melbourne's academic and professional staff and the capabilities needed to support a modern, world-class university. Those means require a commitment to ongoing financial sustainability and an ambitious infrastructure program which will reshape the campus and our contribution to the communities we engage with. This strategy, and the priorities proposed, is centred around five intersecting themes: place, community, education, discovery and global.

## 5.5 GOVERNANCE

The Vice Chancellor is the Chief Executive Officer of the University and responsible to Council for the good management of the University.

Comprehensive information about the University of Melbourne and its governance structure is available at <https://about.unimelb.edu.au/strategy/governance>