



JOB DESCRIPTION

JOB TITLE	Lead Practitioner - Singing & Music
DEPARTMENT	Drama School
TYPE OF CONTRACT	Permanent, Full-time
RESPONSIBLE TO	Course Leader MA/MFA Musical Theatre
RESPONSIBLE FOR	Associate Tutor – Singing and Music and Freelance -Singing and Music Specialists
GRADE AND SALARY	Grade 6 £45,480 to £49,699 Please note that we advertise our salaries on a range to indicate the trajectory of progression that can be made. Appointments are usually made at the start of the salary range
HOURS OF WORK	Monday to Friday Typically, 9.15am – 5.30pm plus evening and weekend work as and when necessary and in accordance with the timetabling requirement
KEY WORKING RELATIONSHIPS	Vice Principal – Drama School and Actor Training, Course Leaders, Head of Technical Training, Head of Screen and Audio, Drama School Operations Manager, Producer, other Lead Practitioners, Teaching Associates, Examinations department
INTERNAL	
EXTERNAL	Freelancers (Associate Artists and Specialist Practitioners) and Industry
PROBATIONARY PERIOD	Your employment will be subject to a probationary period of 6 months
BENEFITS	After six months of continuous service and on successful completion of the probationary period, you will become eligible for the following benefits:
(1) HOLIDAY ENTITLEMENT	Generous annual leave of 28 days plus Bank holidays (This is inclusive of any days when LAMDA may be closed i.e. towards Christmas closure)

(2) PENSION	After 3 months of continuous service, you will be automatically enrolled into our qualifying workplace pension scheme with AVIVA. LAMDA will make an additional contribution in accordance with auto-enrolment regulations
(3) MATERNITY, PATERNITY AND ADOPTION PAY	Enhanced maternity, paternity and adoption pay will be made for eligible employees
(4) GP 24	You have access to remote, private GP services 24/7, 365 days a year. GP 24 is supported by highly experienced and knowledgeable doctors
(5) EMPLOYEE ASSISTANCE PROGRAMME (EAP)	EAP is a confidential employee benefit designed to help you deal with personal and professional problems that could be affecting your home life or work life, health and general wellbeing. EAP service provides a complete support network that offers expert advice and compassionate guidance 24/7, covering a wide range of issues
(6) MENTAL HEALTH SUPPORT	LAMDA offers confidential, 24/7, online easy to access mental health support which is a free service
(7) CYCLE TO WORK SCHEME	LAMDA offers a salary sacrifice cycle to work scheme
(8) EYE TESTS	Sight test costs is reimbursed to employees who require VDU use
(9) HYBRID WORKING	Hybrid working may be offered for some non-student facing roles. We expect a norm of 40% of your time in the office and 60% of your time to be worked from home
10) GROUP LIFE ASSURANCE	After six months of continuous service and on successful completion of the probationary period you will become eligible to death-in-service benefit where the nominated beneficiary could receive approximately 4 x annual salary payment if death occurs whilst in Service
(11) SEASON TICKET LOAN	LAMDA offers an interest free loan for the purchase of an annual season ticket
(12) REWARDS MARKETPLACE	You are eligible to join our reward scheme in which you can take advantage of discounts and perks in 1000s of brands from a wide variety of categories

JOB PURPOSE

The primary focus of this role is to:

- Inspire, teach and support the next generation of actors and creatives
- Be the departmental lead for the Singing & Music discipline skills classes across all courses, ensuring that practice keeps pace with current industry practice
- To support course leaders/VP of actor training on matters of curriculum and teaching and learning development particular to the discipline
- Manage a pool of Teaching Associates from the relevant disciplines
- Act as a focus for the development of progressive practice in the school

DUTIES AND RESPONSIBILITIES

- To provide teaching and training to acting and Musical Theatre students, with a specialism in at least two of the following:
 1. Singing Technique
 2. Acting Through Song
 3. Ensemble Singing and Musicality
 4. Repertoire coaching
 5. Song Writing and Music Creation
- Provide expert teaching to Acting and Musical Theatre students across the provision
- Lead on curriculum development and teaching strategy for Singing and Music across courses, ensuring alignment with industry practice and academic standards
- Coordinate, manage, and develop a team of Associate Tutors and freelancers in the Singing and Music discipline, including recruitment, pastoral care, performance management, and timetabling
- Act as Head of Year to students, supporting their holistic development and triaging non-academic concerns
- Deliver individual tutorials and assessments; oversee marking and feedback processes within the discipline
- Support productions by providing musical direction, singing and music resources, and rehearsal cover, in line with budget and staffing allocations
- Monitor and manage LAMDA's physical music resources; lead on events such as concerts in collaboration with key staff
- Contribute to school-wide initiatives including recruitment/audition panels, programme review, module development, and digital learning platforms
- Participate in collaborative curriculum design, promoting inclusive, anti-racist, and ensemble-led pedagogies
- Support the development of multi-skilled artists by engaging with projects focused on sustainability, wellbeing, digital content creation, and creative entrepreneurship
- Engage in professional development and contribute to new course design, including LAMDA Exams and CPD offerings

A) Access and Inclusion - widening access and inclusion within the school and outside. Engagement through recruitment, audition squad, access summer school and exams. Anti-Racist and Inclusive Teaching practice and pedagogy. Commitment and experience

of facilitating modern ensemble - co-creation, facilitation of safe spaces, zero-tolerance, and conflict resolution - to foster collaboration and creativity

- B) Development of Individual Health, Wellbeing and Resilience** building - a holistic approach to training the individual to empower and build confidence and practice for the professional world - journaling, mindfulness, mental wellness, personal coaching, life plans, leadership development and mentoring
- C) Development of multi skilled Artists and Creative Technicians** for a sustainable creative skills sector with relevant experience and practice in making sustainable theatre, content production and promotion across all platforms, creative access and inclusion, creating and delivering socially engaged work for a wide range of audiences and stakeholders
- D) Digital** - supporting the digitisation of LAMDA in teaching, learning, research, knowledge exchange, technical theatre, screen and audio and other platforms

It is expected that approximately 50% of working hours will be spent over the course of the year with face-to-face teaching, with the remaining 50% comprising: Preparation, Marking, Workshops, Productions, On-line first Round (self-tape reviews), Recalls, Summer Schools, Curriculum Development Activity, Learning and Student Support Tutorials and Personal and Curriculum Development and other activity).

This job description reflects the present requirements of the post and should not be seen as an exhaustive list of responsibilities. Duties and responsibilities may develop and change in consultation with line management.

The successful applicant will be required to go through a DBS 'Enhanced Disclosure' check. Expenses will be met by the Academy.

PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
QUALIFICATIONS	<p>Higher Degree in relevant specialism and / or relevant Industry experience</p> <p>Fellowship of HEA (or willingness to work towards it)</p>	<p>Formal learning (or equivalent) in a relevant subject and a research and/or professional qualification</p> <p>Vocal Health First Aider</p> <p>Experience of working to budgets</p>	Certificates
SKILLS/ ABILITIES	<p>Expertise in vocal and musical pedagogy, with specialism in at least two of the following areas: Singing Technique, Acting Through Song, Ensemble Singing, Repertoire Coaching, Songwriting, or Musical Theatre for Screen</p> <p>Extensive professional experience as a vocal coach, musical director, or performer in theatre, musical theatre, or allied performing arts sectors</p> <p>Commitment to access, inclusion, and anti-racist practice, including experience of creating brave, collaborative, and equitable learning spaces</p> <p>Significant experience of teaching or training in conservatoire or higher education contexts, with a commitment to inclusive and student-centred learning</p> <p>Proven ability to lead and manage teams, including the coordination of freelance tutors and musicians</p> <p>Experience of curriculum design and assessment, with an understanding of contemporary industry demands and pedagogical developments in vocal/music training</p> <p>Excellent communication and interpersonal skills, with the ability to collaborate across departments and disciplines</p> <p>Strong administrative and organisational skills, including timetabling, resource planning, and budget awareness</p>	<p>Excellent pianistic ability, accompanied with the ability to sight-read, and accompany students across a wide range of vocal repertoire in real-time rehearsal and class settings.</p> <p>Familiarity with Estill Voice Training or comparable industry-recognised technical approaches to singing</p>	CV/ Cover Letter/ Interview

	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
KNOWLEDGE	<p>Extensive breadth and depth of knowledge, contemporary professional application and understanding in the relevant discipline(s)</p> <p>Understanding across the course curriculum and the scholarship associated with it</p>	<p>Working knowledge of relevant software applications such as Logic, Cubase, Sibelius, Finale etc.</p>	CV/ Cover Letter/ Interview
EXPERIENCE	<p>Extensive and demonstrable experience in a relevant pedagogical and/or industry context</p> <p>Experience of working with young people</p> <p>Continuing professional development</p> <p>Theatre and/or Screen industry experience</p>	<p>Experience supporting students wellbeing and mental health through coaching or mentoring frameworks</p> <p>Experience of line management</p> <p>Experience of musical direction for screen or recorded media</p> <p>Experience in creative content development (e.g., original music for devised work, songwriting with students, digital theatre/music content)</p>	CV/ Cover Letter/ Interview
PERSONAL QUALITIES	<p>Creativity, resilience and empathy</p> <p>Focused, highly efficient, and self-motivated with the ability to think creatively and to take the initiative to meet strict deadlines across several simultaneous projects</p> <p>Collaborative team player with ability to communicate clearly and effectively</p> <p>Flexibility – the ability to adapt to different learning styles and requirements</p> <p>The ability to adapt to different styles of direction</p> <p>Good sense of humour</p>		CV/ Cover Letter/ Interview

ABOUT LAMDA

As the oldest drama school in the UK, founded in 1861 as the London Academy of Music and Dramatic Art, LAMDA is a world-leading conservatoire based in the heart of London, offering exceptional vocational training to actors, stage managers, technicians, directors and designers, regardless of their background or socio-economic circumstances. In 1965, LAMDA became the first drama school to introduce technical training and quickly became a prototype for other institutions branching into this area.

LAMDA is also an Ofqual-registered awarding body, offering world renowned qualifications in communication and performance and inspiring the next generation of confident communicators through qualifications in performance and communication.

LAMDA has been registered with the Office for Students as a stand-alone Higher Education Provider since 2019, and was granted full degree awarding powers in 2021. We believe drama has the power to transform lives. Our students graduate as authentic, confident and independent artists or technicians, capable of shaping their own careers.

Conservatoire training is, by its nature, selective, training only the best; course numbers are limited and LAMDA teaches in small groups. There is a core cohort of just under 400 UK and international students a year across six degree courses and other HE courses. The school also welcomes around 360 students onto other courses during the year, including short courses run during Spring and Summer vacations. LAMDA is a leader in performing arts training and strives for excellence in every facet of our organisation.

In July 2018, LAMDA joined the register of Higher Education Providers, a key step towards achieving degree awarding powers. LAMDA now operates independently from the Conservatoire of Dance and Drama, receiving funding directly from the Office for Students. LAMDA was granted full degree awarding powers in 2021.

At the heart of LAMDA's approach is a commitment to the ensemble, stressing the importance of collaboration to achieve excellence. LAMDA nurtures every student's unique talents to give them the tools they need to become independent, creative artists and technicians, along with all the help and guidance they need to transition and make their mark within the creative and performing arts industry. Alongside this, LAMDA is committed to ensuring that its training is accessible to all. LAMDA has several substantial measures in place to widen access to Higher Education and is committed to the creation of pathways to our training for those from the Global Majority, those from low socio-economic backgrounds and care leavers.

The work of the Academy is complemented by that of LAMDA Examinations, through which LAMDA offers a drama and communications-based syllabus leading to accredited and non-accredited awards in the UK and overseas.

In 2017, LAMDA moved into its new £28.2m centre for world-leading drama training. LAMDA's new home features ten large training and rehearsal studios, three theatres - the 200 seat Sainsbury Theatre, 120-seat the Carne Studio Theatre and the Linbury Studio, and a fully equipped digital and audio suite. In January 2018, LAMDA alumni Benedict Cumberbatch was appointed the Academy's President.

LAMDA Alumni include Nikki Amuka-Bird, Patricia Hodge, Janet Suzman, Chiwetel Ejiofor, Jeremy Irvine, Rory Kinnear, Harriet Walter, Rose Leslie, Paterson Joseph, David Oyelowo, Katherine Parkinson, Toby Stephens, David Suchet, Sam Claflin, Leah Harvey, and Ruth Wilson, among many others.