

**YOUTH  
MUSIC**



# **FUTURE LEADERS**

Information Pack

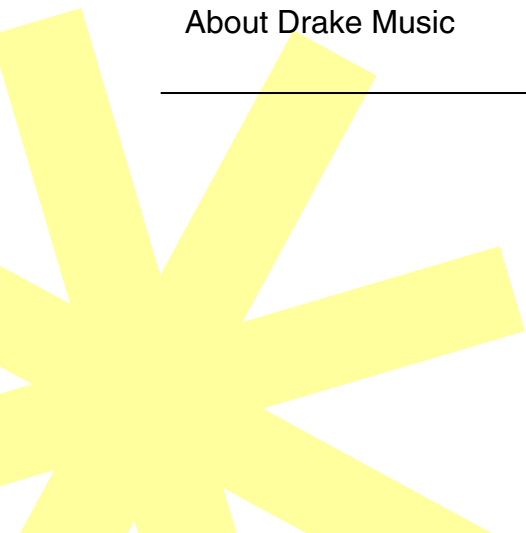
# TABLE OF CONTENTS

Thank you for your interest in working with Drake Music.  
In this pack you'll find:

---

Definitions	1
Introduction	2
Key information	3
About the programme	4, 5
What we are looking for	6
Access	7
How to apply	8
What happens next	9
About Drake Music	10,11

---



# DEFINITIONS

## **Disabled Person**

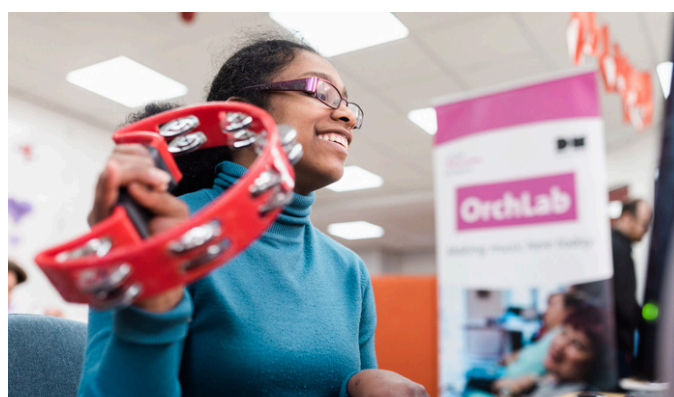
We use 'Disabled Person' as an inclusive umbrella term to include all people who identify and experience disabling barriers based on The Social Model of Disability. We also include people who may not use this terminology but who do experience disability discrimination under the Equalities Act 2010.

## **Musician**

We use the word 'Musician' to cover any artists who create music as part of their practice. This includes all ways of making music and all genres.

## **Young Person**

For this programme, we define 'Young Person' as anyone between the age of 18-25 years.



# INTRODUCTION



We are excited to invite applications for our new Future Leaders programme.

**Future Leaders** is Drake Music's programme to support and promote inclusive, accessible practice in music-making.

It aims to improve representation of young Disabled People in the workforce by:

- Developing progression routes, new skills, and knowledge
- Providing practical experiences
- Exploring the variety of roles within the music sector, such as music leaders, project managers, facilitators and educators.

The **Future Leaders** role is for 4 Disabled musicians who want to have a long-term, fulfilling musical career.

We want to ensure the music sector is vibrant and representative of us all and change is still needed. We welcome applications from people from underrepresented backgrounds and communities, the global majority, women, and LGBTQIA+. We aim to make our programme intersectionally inclusive.

If you have any questions about this role or require support to make an application, please email Deborah Borg Brincat at [info@drakemusic.org](mailto:info@drakemusic.org).

# KEY INFORMATION

Application Deadline: Sunday 23rd June 2024

**01**

## **Role title**

Future Leader

**02**

## **Contract**

Freelance (you will need to be registered as self-employed, but we will be able to support you with this)

**03**

## **Payment**

£2100 for participating in the programme and a £500 project budget (if receiving benefits or allowances is a barrier to participating, let us know so that we can work out how best to support you)

**04**

## **Hours**

14 days between September 2024 and March 2025 (2 days per month)

**05**

## **Start Date**

September 2024

**06**

## **Location**

Online and in-person (for work experience this may be hybrid, a mixture of online and in-person)

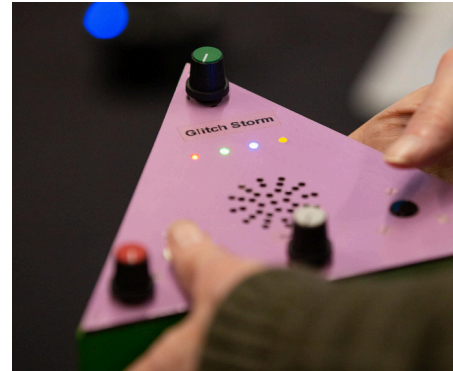
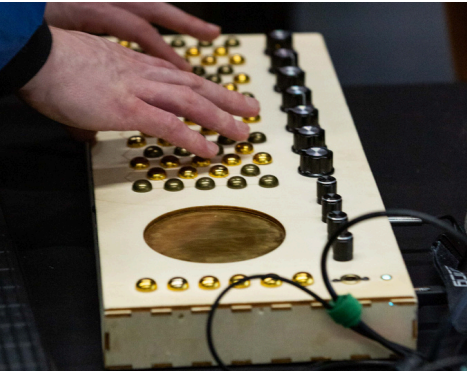
**07**

## **Reports to**

Future Leaders Development Manager



# KEY INFORMATION



## Notes about working hours:

We are happy to discuss flexible working hours if this would make the role more accessible to you.

You will need to be available 2 days per month during the programme for meetings and sessions.

## You will need:

- Access to reliable, secure internet connection for video/voice calls
- Access to a personal laptop or desktop computer
- Access to a quiet, private space to attend online meetings
- Willingness to travel to partner organisations in your geographical area for work experience.

**If there any barriers to these requirements, please let us know.**



# ABOUT THE PROGRAMME

As a **Future Leader** you will be able to pursue development opportunities in the music education sector through training, mentorship, and work experience. You will also have the opportunity to lead a self-guided project.

The Future Leaders programme will be co-created with you to suit your individual interests and requirements along the journey. This is an example programme outline:

## Training

35% of time (around 5 days)

- Introduction to the programme
- Designing your Future Leader journey
- Building knowledge and skills in the music education sector
- Building self-confidence and awareness
- Developing reflective practice

## Work Experience

35% of time (around 5 days)

- Shadowing inclusive music practice in action
- Experiential learning
- Co-leading and leading activities in a music education setting
- Sharing experiences
- Giving feedback

## Mentorship

10% of time (around 1.5 days)

- Goal and ambition setting
- Guidance around practice
- Exploring challenges
- Emotional wellbeing and support

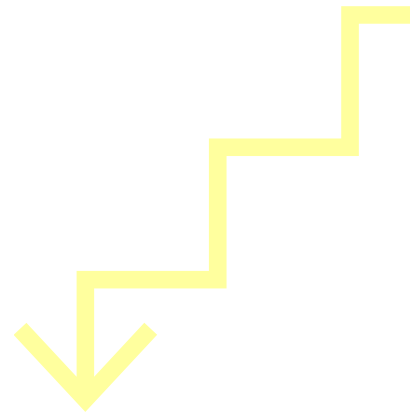
## Project

20% of time (around 2.5 days)

- Leading a self-guided project. This will be discussed with your mentor throughout the programme and will be led by your interests and aspirations.

Some examples of what the project could be are: running a one-off inclusive music session in your community, creating a shareable inclusive music resource, recording a piece of music or video, collaborating with other artists.

# WHAT ARE WE LOOKING FOR



Essential criteria are marked with an (E).  
Desirable criteria are marked with a (D).

## Someone who:

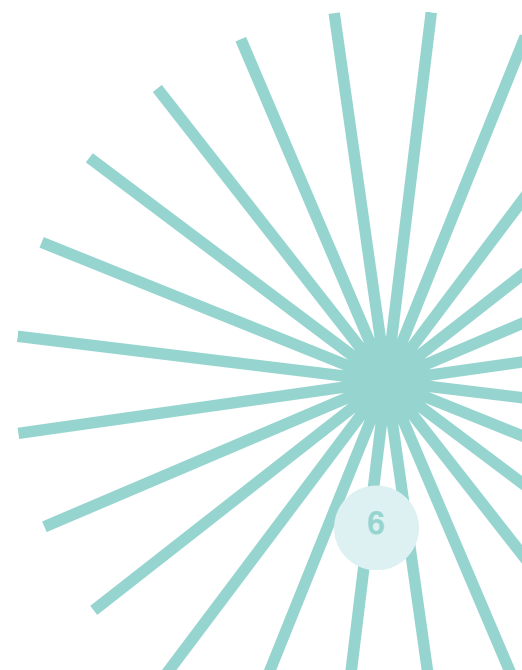
- (E) identifies as a Disabled Person
- (E) is a musician
- (E) is between 18 and 25 years of age
- (E) is, or aspires to be, a music leader or facilitator
- (E) has a passion in making the music education sector more accessible to
- Disabled musicians
- (E) is able to commit to 2 days per month between September 2024 and
- March 2025
- (D) has an interest in learning about inclusive music education, and developing and sharing experiences across the sector.

## Can:

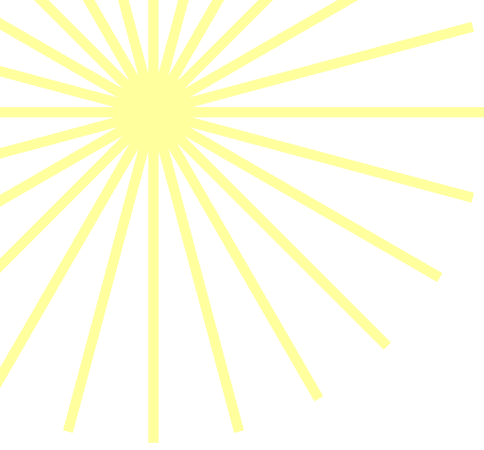
- (E) prioritise and carry out assigned tasks
- (E) work in collaboration with a team
- (E) be open and willing to help develop a new programme.

## Understands:

- (E) the power of music to bring people together, connect, and break down
- barriers
- (E) how to contribute to creating a safe, inclusive, and accessible working
- environment
- (E) a range of Disability issues like barriers, accessibility, music technology,
- current issues, the social model of disability
- (D) how music can be used in different settings and situations
- (D) the value of developing and encouraging others.







# ACCESS



We are committed to removing barriers to access for our staff, participants and anyone applying for a role at Drake Music.

## **During the application process**

We provide this information pack in a range of formats and allow applicants to apply in a range of formats. If you need to apply in a different way, please let us know.

We provide an opportunity for you to tell us about your access requirements for a get-to-know-you meeting on our expression of interest. We also ask all shortlisted candidates about their access requirements when offering a get-to-know-you meeting.

## **If you become part of the Future Leaders programme this time:**

When you first join Drake Music, one of our team members will complete an Access Audit with you. We can also support with Access to Work applications if needed.

Accessibility is an ongoing conversation and access requirements change over time, so we will regularly check in to see if any changes are needed to access the programme.





# HOW TO APPLY

To apply for this role, send your expression of interest to [info@drakemusic.org](mailto:info@drakemusic.org) by **Sunday 23 June**.

## You can apply:

- In written format (approximately 500 words)
- By creating a video or audio recording (approximately 5 minutes)
  - You can send a link to an online folder (e.g. Google Docs) or file transfer service (e.g. WeTransfer)
- In British Sign Language (approximately 5 minutes)
  - Let us know as soon as possible, so that we can arrange for translation of your application.

**If the above options are not accessible to you, please let us know, and we will make reasonable adjustments as required.**



# WHAT HAPPENS NEXT



**23 June 2024**

Expression of Interest  
Deadline

---

**5 July 2024**

We'll let you know if you've  
been shortlisted

---

**15 - 17 July 2024**

Get-to-know-you meetings  
for shortlisted applicants

---

**29 July 2024**

We'll let you know if you've  
been selected

---

Once you have submitted your expression of interest, we will reply as soon as we can, to acknowledge that we've received it. We appreciate that a lot of time and effort goes into submitting an expression of interest.

## **About the get-to-know-you meeting**

The get-to-know-you meeting is an informal meeting for you to get to know us, ask questions about Drake Music and the Future Leaders programme, and for us to get to know you. During this meeting, we will work together so that you feel relaxed, comfortable, and at ease.



# ABOUT DRAKE MUSIC

Drake Music works at the intersection of music, disability, and technology. We are innovators, educators, curators, and advocates. We believe everyone has the right to make music, and we use new technologies and ideas to open access to music for all.

We are a national organisation working across England, delivering our programmes and projects from bases in Manchester, London, and Bristol and beyond.



## Learning, Participation & Training

We deliver workshops in schools, train teachers, advocate for inclusive practice and work strategically with music hubs and educators to develop the sector.

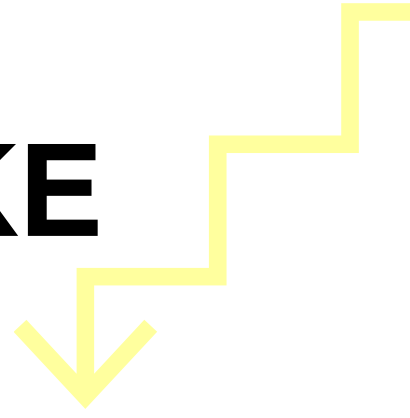
## Arts & Collaborations

We support Disabled musicians to develop their creative practice and careers via commissions, workshops, and performance opportunities. We also offer a range of participatory creative music making opportunities.

## Research & Development

We work with communities of Disabled musicians, makers, and technologists, to imagine, design and build new accessible instruments and ways of making music. We are a home for new ways of thinking about music, musical instruments and technology, performance, teaching and practice.

# ABOUT DRAKE MUSIC



Three principles inform our thinking and our practice.

1

Our work is underpinned by the Social Model of Disability.

2

Disabled musicians are at the heart of what we do.

3

We are always learning, and sharing what we learn.

