



soundlines

unleashing potential through music

Candidate Pack

Music Facilitator

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Who are SoundLincs?

SoundLincs is a not-for-profit community music charity working across Lincolnshire to improve wellbeing, reduce isolation and tackle health inequalities through inclusive, high-quality music projects. Our vision is that everyone, regardless of age, background or ability, can access the life-enhancing benefits of music.

SoundLincs operates across four key areas:

- We design and deliver inclusive music-making projects.
- We produce and disseminate a range of music information and resources.
- We provide training opportunities to encourage and empower music practitioners.
- We collaborate with academic partners to study the social impact of our work so that we can learn, develop and share this with others.

We work with people who experience the greatest barriers to participation and support, including individuals with complex health needs, people in contact with the criminal justice system, neurodivergent individuals, older adults, and those experiencing loneliness, social isolation or disadvantage. Through safe, welcoming and non-clinical music programmes, we create spaces where people can connect, build confidence, develop emotional resilience and experience a sense of achievement. Each year, SoundLincs supports approximately 3,000 people, delivering creative interventions that complement statutory services and engage those least likely to benefit from traditional provision, making a measurable difference to mental health, wellbeing and social connection across our communities.

SoundLincs is managed by Eddy Mentzel, Chief Executive Officer, and has a managerial board of arts and non-arts specialist Trustees drawn from a variety of specialist areas and geographical locations within Lincolnshire and the East Midlands.

Our current music programmes

- **SoundLincs Social Prescription Service** – a Lincolnshire wide social prescribing service supporting mental health and wellbeing through music, co-designed with community health partners and participants.

- **CYP Social Prescription Service** – a Lincolnshire wide Children and Young People's social prescribing service supporting mental health and wellbeing through music.
- **MusiCare** – creative health support for paid and unpaid carers across Lincolnshire.
- **Inside Voices** – participatory music activities in HMP Peterborough, HMP Morton Hall and in the community to support expression, rehabilitation, and community reintegration.
- **The FAB! Awards** – an event which brings together and celebrates the hard work and achievements of the 1200 care leavers and young people in care across Lincolnshire.
- **Springwell** – working across five alternative academy sites with young people excluded from mainstream education, empowering them through tailored, creative music programmes.
- **Lincolnshire Secure Unit** – providing instrumental and technology-based music making in a secure children's home, encouraging self-expression, skill-building, and resilience.

The six values underpinning our work

- **Inclusivity** - We believe that everyone should have the opportunity to take part in and benefit from music-making, regardless of their life experience, circumstances, or needs.
- **Compassion** - We listen, understand, and respond to the needs of the individuals and communities we work with, ensuring our support is caring, respectful, and person-centred.
- **Empowerment** - We strive to equip all our project participants with the skills, confidence, and knowledge to continue using music long after their time with SoundLincs.
- **Collaboration** - We believe in the power of partnership, working together with individuals, communities, and organisations to create meaningful and lasting impact through music.

- **Integrity** - We are open, honest, and accountable in everything we do, ensuring that our work always reflects the trust and respect of those we serve.
- **Innovation** - We are a forward-looking charity, always exploring new ways to use music creatively to inspire, engage, and empower people.

For further information contact:

Address: SoundLincs, 18 St Martin's Lane, Lincoln LN2 1HY

Telephone: 01522 510073

E-mail: info@SoundLincs.org

Or visit:

www.soundlincs.org

www.facebook.com/soundlincs

www.twitter.com/soundlincs

www.instagram.com/soundlincs

Job Description

Project: Various

Post: SoundLincs Music Facilitator

Successful applicants will be taken onto SoundLincs approved list of Music Facilitators on a freelance basis and will be offered work, training or mentoring as suitable opportunities arise.

The rate of pay will be dependable on skills, experience and project basis, plus travel expenses.

The successful applicants will be required to attend a full Induction. Following the induction Music Facilitators will be expected to develop their skills by attending SoundLincs organised sharing and training events, one of which is SoundLincs Annual Conference scheduled for September each year.

SoundLincs is committed to safeguarding and promoting the welfare of children, young people and adults at risk and expects all staff and volunteers to share this commitment.

Purpose of Job:

Contracted for services by SoundLincs on a freelance basis, the Music Facilitator will deliver sustainable and inclusive, high-quality music-making opportunities for all age groups. This will be achieved through the dynamic development and implementation of SoundLincs programmes.

Principal Responsibilities.

1. Delivering high-quality music workshops to named groups.
2. To negotiate with the named groups and their leaders about the practical arrangements for delivering workshops as required.

3. To liaise regularly with the Project and Development Manager about the progress and timing of the workshops.
4. To ensure all activities are set up ensuring best practice in relation to safeguarding children, young people and adults at risk and health and safety; ensuring your own health & safety and that of members of the public, staff and contractors; and to ensure all risk assessment procedures are adhered to.
5. To work within SoundLincs PRESENT Framework of Plan, Do, Review and Improve.
7. To provide written monitoring and evaluation reports to the Project and Development Manager about the content, delivery and outcomes from the workshops.
8. To engage with SoundLincs monitoring and review process and to liaise with independent evaluators when required.
9. To act as an Ambassador for SoundLincs at all times on Company business.
10. To ensure the safe use and secure storage of all SoundLincs equipment provided for the project.
11. To promptly report any damage or loss of SoundLincs equipment provided for the project.
12. To attend a period of induction and SoundLincs Annual Conference.

General

1. All work done must be carried out in compliance with SoundLincs Equality and Diversity Policies.
2. All work done must be carried out in compliance with SoundLincs Safeguarding Policies.
3. All work done must accord with current UK legislation and/or regulations.
4. All workers have a responsibility for their own safety and must not endanger that of participants or colleagues/visitors in the workplace.

Qualifications/Experience

1. Minimum of three years' experience working with children, young people and adults at risk
and/or
2. Minimum of three years' experience as a Music Facilitator.
and/or
3. Minimum of one year experience as a Music Facilitator, plus a qualification in music facilitation or equivalent.

Terms and Conditions

1. The work is offered on the basis of a freelance contract. The Music Facilitator is responsible for making their own arrangements for Income Tax and National Insurance contributions. The Music Facilitator must be in possession of Public Liability Insurance.
2. Travel expenses will be paid in accordance with the current SoundLincs rates. The Music Facilitator must be in possession of motor insurance with business use.
3. The appointment is subject to termination by one month's notice to be given by either party - the CEO on behalf of SoundLincs or the Music Facilitator
4. This post is subject to satisfactory checks by the Disclosure & Barring Service. (DBS). *SoundLincs will assist in arranging this*

Job Specification

	Essential (must have)		Desirable (should have)
A	Minimum of three years' experience of working with children, young people and adults at risk and/or minimum of three years' experience as a Music Facilitator, and/or minimum of one year experience as a Music Facilitator plus a qualification in music facilitation or equivalent	O	Experience of music projects with your principal group: Children and young people; Adults at risk.
B	A proven track record of developing innovative programmes of work in education and community settings.	P	Experience of community outreach and audience development
C	Music skills with an instrument or the voice	Q	Experience of facilitating music workshops in multiple genres
D	Creative and innovative musical delivery	R	Facilitating multiple musical interests within a single group
E	The ability to work within established policies and procedures	S	Experience of working within established policies and procedures
F	Proven ability to be reliable and self-motivated	T	Previous experience of working on own initiative, Interest in commitment to developing advocacy and promotional skills
G	Effective time management, ability to judge and prioritise, and proven ability of working towards deadlines	U	Experience of organising and delivering successful projects or events
H	Excellent communication skills and attention to detail	V	Experience of verbal and written report-giving to diverse audiences

I	Ability to reflect on effective practice and evaluate the impact of the programme or event	W	Experience of reflecting and evaluating professional practice
J	Understanding and commitment to Equality, Diversity and Inclusion	X	Previous attendance of an Equality, Diversity and Inclusion training scheme
K	Understanding and commitment to safeguarding children, young people and adults at risk	Y	Previous attendance of Safeguarding children, young people and adults at risk training scheme
L	Ability to work flexible hours including weekends and evenings	Z	Full driving licence and access to a vehicle
M	Ability to make independent travel arrangements		
N	Commitment to continuous improvement and development		

Are you interested in this post, but feel that you do not possess the essential qualities listed?

SoundLincs can offer a training/mentoring scheme which will support and guide individuals who are practical, experienced musicians wishing to develop the skills and knowledge to facilitate workshops. If this describes you, SoundLincs invites you to apply in the same way and we can discuss your individual needs if you are successful with your initial application.

Application Procedure

Applications are accepted on a rolling basis.

Please complete and return the enclosed Application form and return it to shelley@soundlincs.org

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Selection Procedure

SoundLincs will conduct a shortlisting process based upon the candidate's Application in relation to the Essential Criteria described in the Job Specification.

Shortlisted Applicants will be invited to the next stages of the Selection Procedure. The first stage will be facilitating a workshop during an 'Applicant Day'. You will be asked to prepare and deliver a twenty-minute workshop, which will involve all participants attending the session. SoundLincs can provide a range of instruments. Please feel free to bring along any of your own instruments you wish to use.

The second stage will involve selected applicants being invited to attend an interview.

We will advise you of the arrangements as soon as a timetable has been established. You will be required to attend an Induction Day.

The posts relate to our work, part of which is with children and young people in challenging circumstances, adults at risk and workforce development. This work is part of several funded projects SoundLincs are currently managing and that are delivered throughout Lincolnshire.

SoundLincs welcomes applications from people with disabilities. Please inform us of any specific access requirements in your application.

SoundLincs may request that the candidate attend a second interview following receipt of references if they were not available at the first interview. This procedure adheres to Lincolnshire Safeguarding Children Board guidelines for Safer Recruitment.