



RSNO Changed Voices Director

Job Description

Job Title:	RSNO Changed Voices Director
Reports to:	RSNO Youth Chorus Director and Chorus Manager
Term:	Permanent contract, Monday evenings 6pm-9pm during school term-time
Fee:	£44.52 per hour for rehearsals, £35 per hour for chaperoning concerts

RSNO Overview

The RSNO is Scotland's national symphony orchestra and one of the five National Performing Companies, supported by the Scottish Government. The RSNO is a symbol of Scottish cultural excellence. Established in 1891, it continues to deliver the highest quality musical experience and enjoyment throughout Scotland, which has been shared by generations.

RSNO Youth Chorus

The RSNO Youth Chorus offers its members the unique opportunity to perform regularly with a professional symphony orchestra. Directed by Patrick Barrett, the Youth Chorus offers young people aged 7-18 the opportunity to sing weekly with a highly trained group, giving concerts, making recordings and socially enjoying the company of other singers.

The aims of the RSNO Youth Chorus are to encourage singing to the best of the singers' ability, to learn to read music, and to develop and train the voice. The emphasis is ultimately on singing for fun, and on the establishment of good pitching and a good ear developing sight-reading skills. Sessions are in small groups working on pitching and rhythms, these sessions are then followed by a full singing session.

The RSNO Youth Chorus is divided into groups: Children's Chorus, Youth Chorus and Changed Voices.

RSNO Changed Voices

The RSNO Changed Voices group is for boys whose voices have started to change or have changed. Emphasis is placed on supporting healthy singing whilst the changed voices are developing. The group performs its own concerts as well as performing tenor/bass parts with the RSNO Youth Chorus. The group will celebrate its 20th anniversary in 2025 with a brand-new commission by Cheryl Frances-Hoad entitled *You Have to be Realistic About a Perfect Day*. This will be performed, accompanied by the Royal Scottish National Orchestra, in the Usher Hall, Edinburgh and Glasgow Royal Concert Hall in November.

The RSNO is looking to engage a choral director who can teach musicianship up to Grade 8 standard. The successful candidate must have an understanding of the changing voice and the challenges teenage boys have with the transition. The successful candidate will lead the development of the

group alongside a vocal coach and pianist at weekly Monday night rehearsals. Additional duties include chaperone duties when the group is performing with the RSNO in Glasgow, Edinburgh, Aberdeen, Perth and Dundee.

Key Responsibilities

- Lead the development of RSNO Changed Voices and work with the RSNO to build its quality, reputation and engagements.
- Attend weekly Monday rehearsals in Glasgow.
- Attend all performances by RSNO Changed Voices and orchestra rehearsals in which the group is involved.
- Liaise with RSNO conductors concerning the interpretation of repertoire when the group is performing in Season concerts with the Orchestra.
- Be responsible for the artistic standards of RSNO Changed Voices including auditioning new recruits from schools in and around Glasgow.
- Plan and source suitable repertoire for the group to perform.
- Lead voice development activities and workshops.
- Liaise with the Chorus Manager on all operational matters, including creating a rehearsal schedule and rehearsal materials.

Person Specification	Criteria
Experience/knowledge	<ul style="list-style-type: none"> • Experience of directing youth choruses • Extensive knowledge of voice coaching • Experience of working with changed voices
Specific skills	<ul style="list-style-type: none"> • Confident at planning rehearsals and managing operational challenges • Highly organised and self-motivator • Strong interpersonal coaching and communication skills • Enterprising, energetic and creative attitude • The ability to encourage and nurture a community spirit within the chorus
Other	<ul style="list-style-type: none"> • An active interest in the arts and engagement work • Prepared to work weekends and evenings

Location: The job will be based at the RSNO Centre, 19 Killermont Street, Glasgow, G2 3NX.

Hours of work: Monday evenings 6-9pm as well as additional concerts/performance opportunities as agreed.

Term: Permanent contract

Application Process

Applicants should email a CV and cover letter, preferably including a video link of your work, to recruitment@rsno.org.uk for the attention of Christine Walker, Chorus Manager. Please include RSNO Changed Voices in the email subject line.

CLOSING DATE: Sunday 26 October 2025, 23:59

INTERVIEWS: Monday 17 November 2025

Please note: The cover letter is an essential part of the application process and will be assessed as part of your full application. The RSNO supports responsible and transparent use of AI. By submitting your covering letter, you confirm that it reflects your personal knowledge, skills and experience, and has not been solely produced by AI or similar technologies.

Equal Opportunities

The RSNO is an equal opportunities employer, welcoming applications from individuals regardless of background and encouraging applications from under-represented groups. Our Equality and Diversity Policy is available to view [here](#).

The RSNO is supported by the Scottish Government and local authorities in Scotland.