



Queen
Elizabeth's
School

GURUGRAM, INDIA



CANDIDATE BRIEF FOR THE APPOINTMENT OF

Director of
Music



Welcome Message

Thank you for your interest in joining Queen Elizabeth's School, Gurugram. I am delighted you're exploring the possibility of becoming part of our extraordinary journey. At Queen Elizabeth's Global Schools, we are doing something truly special. We are building an ambitious and inclusive family of schools inspired by the values and heritage of our founding school Queen Elizabeth's School, Barnet—one of the UK's most academically distinguished institutions. But while our standards are world-class, our mission is deeply human: to nurture confident, able, and responsible young people, who are ready to shape the world with both intellect and integrity.

We are unapologetically aspirational for every child and every colleague. That means we expect the best, but we also give our best. As part of our team, you'll find yourself surrounded by high-performing, like-minded professionals who support, challenge, and inspire one another every day. You will be empowered to lead, to grow, and to make a genuine impact. We are proud of the diverse and inclusive communities we are cultivating across our schools, and safeguarding is central to all that we do. This is a place where every individual, regardless of background, is seen, heard, and valued.

If you believe in the power of education to transform lives, and if you are excited by the idea of helping shape something exceptional from the ground up, we warmly invite you to take the next step with us.



Caroline Pendleton-Nash
CEO, Queen Elizabeth's Global Schools



Queen
Elizabeth's
School

GURUGRAM, INDIA

The School

At Queen Elizabeth's School, Gurugram, we proudly extend the distinguished legacy of Queen Elizabeth's School, Barnet—one of the United Kingdom's most celebrated academic institutions. Founded on centuries of tradition and intellectual rigour, our branch schools uphold an uncompromising commitment to academic excellence, character formation, and cultural enrichment.

Our vision is to cultivate dynamic, world-class learning environments where the next generation of confident, able, and responsible young people are shaped. We challenge our students to think independently, lead with purpose, and embrace a global perspective—all within a community that values tradition, discipline, and innovation.

By blending the timeless values of our founding school with the opportunities of a rapidly evolving world, we ignite curiosity, inspire ambition, and prepare our students to make meaningful contributions to society—as scholars, leaders, and changemakers.





The Opportunity

We are seeking an exceptional and inspiring musical leader to establish and lead a world-class music programme at Queen Elizabeth's School, Gurugram.

This is a rare and exciting opportunity to shape the musical identity of a new international school, embedding a culture of artistic excellence, creativity, and performance from the ground up. You will oversee the design and delivery of an outstanding music curriculum across all year groups, lead a dynamic programme of co-curricular ensembles and instrumental learning, and curate a calendar of high-profile performances that celebrate student talent and elevate the cultural life of the school.

As a key member of the academic leadership team, you will play a central role in advancing the vision of Queen Elizabeth's Global Schools, upholding the legacy of our founding institution, Queen Elizabeth's School, Barnet—renowned for both academic and artistic distinction.

If you are a visionary and accomplished music educator with the passion, expertise, and ambition to build one of the leading school music programmes in the region, we would be delighted to hear from you.

The Role

Job Title: **Director of Music**

Reporting to: **Assistant Head**

Strategic Leadership

- Develop and execute a visionary, whole-school strategy for music education, fully aligned with the school's values, British educational ethos, and the Cambridge International Curriculum, including IGCSE and A-Level pathways.
- Position music as a cornerstone of the school's cultural identity, leading a department that inspires excellence, nurtures talent, and celebrates diversity in musical expression.
- Foster rich collaboration across the Creative Arts faculty, embedding music in interdisciplinary learning experiences that elevate the broader curriculum.
- Establish the school as a regional and international beacon of musical excellence, curating a public performance calendar that raises the school's profile and contributes to India's cultural landscape.

Curriculum Design and Pedagogy

- Lead the design and continuous refinement of a rigorous, engaging, and inclusive music curriculum, rooted in UK standards and enhanced by international best practice.
- Deliver exceptional classroom teaching across age groups, cultivating students' knowledge of music theory, composition, performance, musicology, and global traditions.

- Promote creativity, collaboration, and critical listening through dynamic lesson planning and innovative use of music technology.
- Ensure all students, regardless of prior experience, develop musical confidence, literacy, and a lifelong appreciation for the art form.

Performance and Event Direction

- Direct a vibrant, high-calibre programme of musical performances, including formal concerts, recitals, whole-school productions, and public engagements.
- Lead and develop ensembles, orchestras, choirs, and specialist performance groups, fostering a sense of community and artistic pride across the student body.
- Champion student participation in national and international music festivals, competitions, and adjudicated events, ensuring Queen Elizabeth's students are visible on the world stage.
- Curate opportunities for collaborative performance with professional musicians, visiting artists, and partner institutions.

Student Development and Enrichment

- Identify and nurture emerging musical talent, providing personalised mentoring, solo opportunities, and stretch pathways for high-potential students.
- Support students pursuing external qualifications such as ABRSM, Trinity, or Rockschool, as well as auditions for elite conservatoires and music programmes globally.
- Ensure inclusive access to musical education by offering a range of co-curricular options, ensuring that every student can engage with music at a level that suits their interests and aspirations.

Departmental Leadership and Professional Development

- Lead a high-performing music faculty with passion and integrity, overseeing recruitment, onboarding, and professional growth aligned to UK teaching standards.
- Foster a department culture of reflective practice, innovation, and artistic curiosity, empowering staff to share best practices and contribute to thought leadership in music education.
- Conduct annual appraisals, lesson observations, and curriculum reviews to ensure sustained delivery of excellence across the music department.

Resource and Facility Management

- Oversee the curation, maintenance, and expansion of the school's music resources and performance spaces, including studios, rehearsal rooms, and digital infrastructure.
- Manage departmental budgets with fiscal responsibility and strategic foresight, ensuring the music programme is well-resourced, agile, and future-ready.
- Introduce state-of-the-art technologies, instruments, and software that enrich learning, composition, and collaborative music-making.

Community Engagement and Global Partnerships

- Build meaningful connections with parents, alumni, and cultural partners to expand opportunities for students and promote the school's musical achievements.
- Establish partnerships with leading international music organisations, universities, and professional artists, creating pathways for student progression and enrichment.
- Elevate the school's musical identity through compelling communications, including social media, publications, and public appearances, reinforcing its status as a cultural leader in the India and beyond.



The Person

Qualifications and Experience

- Bachelor's Degree in Music, Music Education, or a related field (Master's Degree preferred).
- Recognized teaching qualification (e.g., PGCE, QTS, or equivalent).
- A minimum of 5 years of experience teaching and leading music programs, preferably in a Cambridge International Curriculum or international school setting.
- Proven experience directing large-scale musical performances, ensembles, and productions.
- Familiarity with external music examination boards (e.g., ABRSM, Trinity) and associated standards.
- Experience working in a multicultural environment is highly desirable.

Personal Qualities

- Exceptional musical expertise, including proficiency in one or more instruments and conducting skills.
- Strong knowledge of Cambridge International Curriculum music education, including IGCSE and A-Level requirements.
- A commitment to fostering creativity, inclusion, and innovation in music education.

The Package

We believe that outstanding educators deserve outstanding support. Our compensation and benefits package reflect our deep commitment to attracting and retaining exceptional colleagues who share our ambition and values. Subject to individual status, our package includes:

Salary We offer a generous salary aligned to our internal salary scale, which is based on qualifications and experience. This scale is reviewed annually by the Governing Body to ensure it remains competitive with leading international schools. The salary reflects our expectation that staff contribute fully to the co-curricular, pastoral, and house life of the school. A strong commitment to holistic education is at the heart of our professional culture.

Accommodation A housing allowance is provided for international hires to support a high standard of living.

Relocation Support For international hires, flights are covered for the employee and eligible dependents. A relocation/shipping allowance is included to ease the transition.

Annual Airfare Annual return airfare is provided for international employees and eligible dependents.

Medical Insurance Comprehensive medical insurance is provided for the employee and dependents (where applicable).

School Fee Remission Subsidised education for up to two children attending Queen Elizabeth's School, Gurugram.

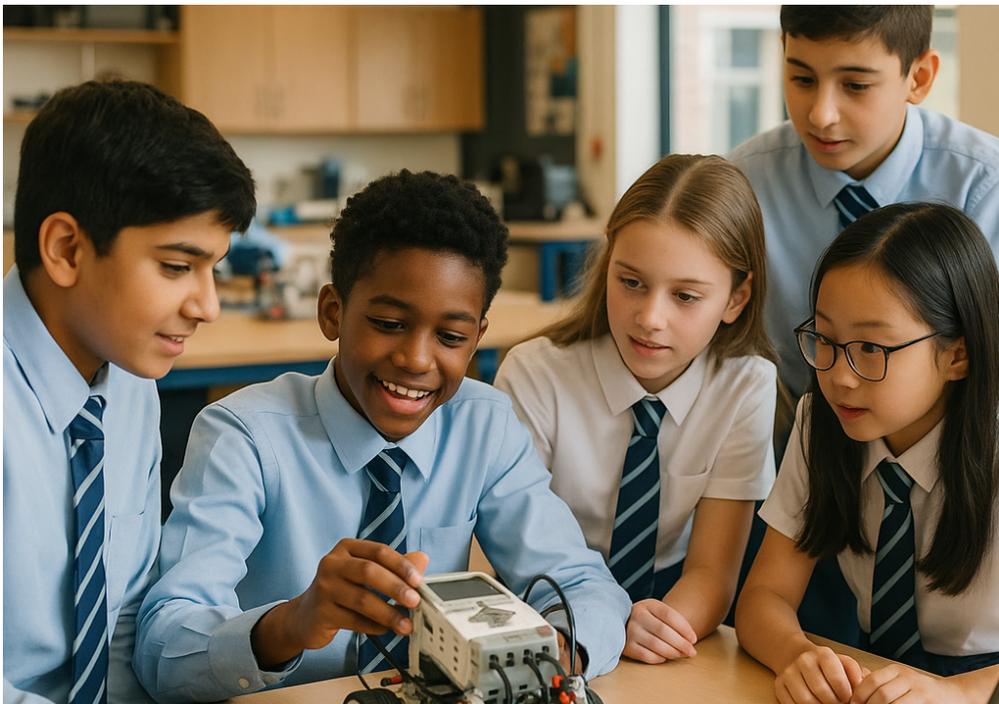
Gratuity End-of-service gratuity provided in accordance with local Labour Law.

Professional Development A dedicated Professional Development Fund is available to support continuous growth through courses, certifications, or attendance at leading educational conferences.

Discretionary End-of-Contract Bonus A discretionary bonus may be awarded upon completion of the contract, in recognition of performance and contribution to school life.

Wellbeing & Staff Culture A calendar of staff wellbeing and enrichment activities, focused on balance and connection. A supportive, inclusive environment where all colleagues are valued, inspired, and empowered.





The Process

Applications should be submitted electronically via the TES platform. Please ensure that all required documents are uploaded as part of your application.

Shortlisted candidates will be invited to a two-stage interview process:

First stage: Panel interview with school leadership team.

Second stage: As part of the final stage, candidates will be asked to present their vision for delivering an outstanding Whole School Music education to nurture confident, able, and responsible young people, in alignment with the mission of Queen Elizabeth's Global Schools.

Queen Elizabeth's Global Schools are an equal opportunities employer and is deeply committed to safeguarding our students, ensuring their safety and wellbeing. We expect all staff and members of our community to share this commitment and to promptly report any concerns about a student's or community member's safety or wellbeing. Applicants must be willing to undergo rigorous child protection screening, including checks with past employers and providing Police Clearance Certificates from all countries that the applicant has resided in.



Queen
Elizabeth's
School

GURUGRAM, INDIA

*Some images within this document have been generated using Artificial Intelligence (AI).

*Opening and operations are subject to building completion and final approval from the Government of Haryana Education Department and Cambridge International Education.