
Role Description

September 2025

Director of Bands

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The Director of Bands will support the Head of Music in developing and delivering a best-practice band program that spans both the K–12 classroom curriculum and the School's cocurricular music offerings. This role is responsible for fostering an engaging, productive, and disciplined learning environment in which every student is encouraged and equipped to participate actively in music-making.

The successful candidate will be a reflective practitioner who continually evaluates and adapts their teaching practice and actively engages in ongoing professional learning. All teachers at Queenwood are also expected to contribute to the School's pastoral care programs and participate fully in the wider life of the School.

Experience with Orff and Kodály pedagogies is desirable and the ability to teach the NESA Music curriculum will be an advantage.

Reporting Relationships

The Director of Bands will report ultimately to the Principal and directly to the Head of Music.

Employment Basis

This is a 0.8FTE, permanent part-time appointment, commencing in Term 1, 2026.

Role Responsibilities

- Assist the Head of Music in the development, implementation and delivery of a sequential K–12 cocurricular band program.
- Assist the Head of Music in linking the learning experiences of the various band, orchestra and chamber groups to the appropriate stage and year of the academic curriculum, scope and sequence and music program.
- Develop schemes of work and lesson plans.
- Identify and select different instructional resources and methods to meet students' varying needs.
- Lead a team of music ensemble directors/conductors, music teachers and music tutors in the implementation and delivery of the K-12 band program.
- Direct and coordinate ensembles, orchestras and chamber groups as required
- Assist in the coordination of music ensemble performances, including annual Music Showcase Concerts, Carol Service, Speech Night, Studio Concerts and other school-wide events (such as, Foundation Day, Senior Service and School's Birthday)
- Manage instrumental resources, including the purchasing, maintenance and inventory of band instruments and print/digital music
- Deliver private instrumental tuition to individual students.

- Instruct and develop correct technique, posture, musical knowledge and skills in students.
- Maintain discipline in accordance with the rules and disciplinary systems of the school.
- Participate in department meetings, school meetings and parent meetings.
- Communicate necessary information regularly to students, colleagues and parents regarding student progress and student needs.
- Keep up to date with developments in subject area, teaching resources and methods and make relevant changes to instructional plans and activities.
- Attend meetings, training, school functions as required and perform regular duties such as playground duty, invigilation etc. Some of these may require attendance out of school hours.
- May be required to participate in the School's outdoor education program during Camp Week.
- Engage in an annual review and development process in alignment with the Australian Professional Teaching Standards in the spirit of ongoing professional learning.
- Contribute to departmental and school programs and activities beyond the curriculum.
- Perform such other duties as the Principal may from time to time direct.

Key Competencies

- A deep love of music and the ability to foster in young people a love of music.
- Excellent written and verbal communication skills.
- Appropriate qualifications and eligibility to teach under the requirements of NSW law and School policy.
- Thorough knowledge of effective and relevant teaching strategies based on student characteristics.
- Strong understanding of curriculum requirements and the ability to plan and deliver robust and stimulating teaching activities within well-structured programs.
- Ability and willingness to evaluate and critically reflect upon own professional practice.
- Proficiency in a range of technologies to support teaching and professional duties.
- Ability to create a positive, supportive and engaging classroom climate that meets the academic, social and emotional needs of all students.
- Commitment to educational excellence and an empathy with the ethos and ideals of Queenwood.

Personal Attributes

- An understanding of the crucial role that music plays in the development of children.
- A desire to promote a band program as part of an effective and engaging music education.
- Deep commitment to the welfare of young people and the ability to relate warmly and confidently with students.
- Collegial and flexible approach with a 'can do' attitude.
- High level organisational and planning skills.
- Strong work ethic.

Concluding Remarks

This position description gives an indication of the scope and nature of work that an employee at this level may be expected to perform. However, the statement does not restrict the employer's right to require the employee to perform any task that is within the employee's competency and skill that is reasonable incidental to or associated with the position held.

Work, Health & Safety

The School is committed to providing a healthy and safe workplace for everyone. All staff have a responsibility to take reasonable care for their own safety and that of everyone else at school or involved in school activities. As such, you must comply with reasonable Workplace Health and Safety instructions, policies and procedures, including the provision of care to students within the scope of your role. You will also participate in school safety, such as by completing risk assessments, addressing hazards and reporting safety incidents.

Statement of Commitment to Child Safety and Wellbeing

Queenwood is dedicated to creating a safe and child-friendly environment for all children and young people in our care. We emphasise a zero-tolerance policy for child abuse and harm, prioritising the best interests of students and their safety. The School is fully committed to complying with child protection laws and regulations, and we aim to foster a child-safe culture. Every member of the school community is responsible for ensuring the wellbeing and safety of all students, with a focus on keeping students' safety paramount in all their actions and decisions.

Applications

Please email applications and/or send enquiries to: employment@queenwood.nsw.edu.au

Applications should include:

- Working with Children Number
- NESA number (if applicable)
- Resume & cover letter addressing the criteria / position requirements
- Queenwood Teaching Staff Application Form
- Your email address
- Names and phone numbers of three confidential referees

The successful applicant must be legally permitted to work in Australia and hold a valid working with children clearance.

Applications will be reviewed as they are received, and interviews may be scheduled at any time during the recruitment process. Queenwood reserves the right to close applications and/or withdraw the advertisement at any stage should a suitable candidate be identified.

Please note that as part of our recruitment process, all prospective candidates are subject to rigorous background, qualification and employment checks, including the verification of references.