



WORK WITH US

SENIOR PROGRAMME MANAGER (SCHOOLS
& YOUNG PEOPLE) – LSO DISCOVERY
12 MONTH MATERNITY COVER

Recruitment Pack

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About the London Symphony Orchestra



The LSO with Sir Antonio Pappano on the Barbican stage

The London Symphony Orchestra was established in 1904, as one of the first orchestras shaped by its musicians. Since then, generations of remarkable talents have built the LSO's reputation for uncompromising quality, and inspirational repertoires.

Today, the LSO is ranked among the world's top orchestras, with a family of artists that includes Chief Conductor Sir Antonio Pappano, Conductor Emeritus Sir Simon Rattle, Principal Guest Conductors Gianandrea Noseda and François-Xavier Roth, Conductor Laureate Michael Tilson Thomas and Associate Artists Barbara Hannigan and André J Thomas.

The LSO is Resident Orchestra at the Barbican in the City of London. The Orchestra reaches international audiences through touring and artistic residencies – in cities including Paris, Dortmund and Tokyo, at the Aix-en-Provence Festival, across Australasia and Latin America – and through digital partnerships and an extensive programme of live streamed and on-demand online broadcasts.

Through a world-leading learning and community programme, LSO Discovery, the LSO connects people from all walks of life to the power of great music. Based at LSO St Luke's, the Orchestra's community and music education centre and a leading performance venue on Old Street, LSO Discovery's reach extends across East London, the UK and the world through both in-person and digital activity.

LSO musicians are at the heart of this unique programme, leading workshops, mentoring bright young talent,

performing at free concerts for the local community and using music to support adults with learning disabilities. LSO musicians also visit children's hospitals, and lead training programmes for music teachers.

The ambition behind this work is simple: to share the transformative power of classical music with people who would not normally experience it. The impact is unrivalled, and every year, LSO Discovery reaches thousands of people of all ages.

In 1999, the LSO formed its own recording label, LSO Live, and revolutionised how live orchestral music is recorded, with over 150 recordings released so far. Overall, the LSO has made more recordings than any other orchestra.

As a leading orchestra for film, the LSO has entertained millions with classic scores for Star Wars, Indiana Jones, The Shape of Water, and many more. The LSO also uses streaming services to reach a worldwide audience totalling millions of music-lovers who listen online every month.

Through inspiring music, educational programmes and technological innovations, the LSO's reach extends far beyond the concert hall. Thanks to the generous support of The Corporation of the City of London, Arts Council England, corporate supporters and individual donors, the LSO is able to continue sharing extraordinary music with as many people as possible, across London, and the world.

Working at the London Symphony Orchestra



Young musicians performing on-stage at BMW Classics in Trafalgar Square

About the Role

This senior leadership role within LSO Discovery's Schools & Young People programme reports directly to the Head of LSO Discovery and holds overall responsibility for leading the Schools & Young People team. The post-holder will provide strategic oversight of major projects and events within this programme strand, acting as a key figure within the wider LSO Discovery team.

Working closely with LSO musicians, amateurs, colleagues at LSO St Luke's, and departments such as Marketing, Development and Concerts, the role ensures cohesive collaboration and the successful delivery of all programme elements.

This position requires a strategic thinker with a strong track record in programme leadership, relationship management, and high-level project delivery. Building and sustaining relationships with external stakeholders, including Music Hubs, schools, and youth-focused organisations in the UK and internationally, is central to achieving the programme's long-term impact and sustainability.

About LSO Discovery

As a world-leading orchestral education programme embracing a range of areas and ideas, LSO Discovery seeks to apply innovation, imagination, and creativity to its work with people across communities and at all levels of engagement in London and across the globe. Each year

60,000 people participate in LSO Discovery projects with many more taking part through distance learning.

Location

Based at the LSO's offices at the Barbican Centre.

Hours.

Up to 24 hours per week. Hours and days to be agreed, Monday to Friday. Some additional evening and weekend work will be required.

Salary

£42,000 - £48,000 per annum pro rated

Benefits

25 days annual leave, plus bank holidays pro rated

Interest-free loan for a season travel ticket.

Subsidised catering facilities provided by the Barbican Centre.

Membership of company pension scheme with enhanced contributions in line with scheme rules.

Cycle-to-Work scheme.

Employee Assistance programme.

Free tickets to LSO concerts at the Barbican and Lunchtime Concerts at LSO St Luke's (subject to availability).

About the Role



Ayanna Witter-Johnson performing at the Barbican



A Lunchtime Concert at LSO St Luke's

Key Responsibilities

Programme Leadership

Lead the planning, development, and implementation of a wide-ranging and innovative Schools & Young People programme in alignment with strategic priorities, including:

- LSO Discovery East London (Activate, East London Academy, Next Generation)
- LSO Discovery for Schools – (Music in the Classroom, CPD for Teachers, Special Schools, Schools Concerts' INSET days, Bespoke projects, Teacher Advisory Groups)
- LSO Discovery for Young People (Youth Voice Strategy and Ambassador Programme, Bespoke Youth projects)

Partnerships & Representation

- Develop and sustain strategic partnerships locally, nationally, and internationally.
- Represent LSO Discovery in education forums, conferences, and sector-wide meetings.
- Share best practices and contribute to collective learning across the arts and education sectors.

Line Management & Collaboration

- Line-manage two Programme Managers and one Coordinator.
- Recruit, train, and support team members as needed, following LSO HR procedures.

- Appraise team members' performance and support their professional development.
- Collaborate with LSO musicians, animateurs, and partners to deliver high-quality projects.

Key Duties

- In collaboration with the Head of LSO Discovery and the Artistic Advisor for Schools & Young People, oversee the delivery of all Schools & Young People programme elements in line with strategic objectives.
- Build and deepen relationships with Music Hubs, schools, and other educational partners.
- Identify and engage artists and collaborators who enhance programme delivery.
- Produce clear written proposals, budgets, and delivery plans.
- Liaise with LSO Discovery's digital team to incorporate digital tools and innovations that extend the reach and impact of the programme.
- Plan and execute events aligned with strategic priorities, coordinating with LSO musicians and partners.
- Oversee logistics, including scheduling, artist booking, and venue arrangements.
- Ensure all activities are accessible, inclusive, and tailored to participant needs.
- Set and manage project budgets, tracking income and expenditure for financial accountability.
- Implement effective monitoring and evaluation processes to assess impact and report to funders.
- Ensure all funding requirements are met and maintain regular communication with the LSO Development team.
- Record and maintain accurate project data using the LSO Arts Vision database.

Development and Fundraising

- Work closely with the Development team to shape activity that supports and enhances fundraising goals.
- Help articulate a compelling case for support by identifying needs and aligning programme goals with LSO's broader strategic objectives.
- Contribute to high-quality funding applications and compelling written reports for funders.

Networking and External Engagement

- Build and sustain strong relationships with LSO musicians, animateurs, and administrative colleagues.
- Keep internal stakeholders informed and engaged with programme progress.
- Establish productive relationships with external partners, sector leaders, and education stakeholders.

Additional Responsibilities

- Attend and manage evening/weekend events as required.
- Support other LSO Discovery projects as needed.
- Carry out other duties reasonably assigned by the Head of Discovery.

About You



LSO Brass at St Paul's Cathedral



LSO East London Academy young musicians

We are looking for someone with:

- Extensive experience ideally in an arts or music education context.
- A degree in music, education, or a related field - or equivalent experience.
- In-depth knowledge of orchestras and Western classical music, and their potential for educational and community impact.
- Strong commitment to music education and knowledge of the education landscape for emerging performers.
- Experience working with professional musicians and artist educators.
- Proven success in delivering large-scale, strategic projects.
- Strong collaborative mindset and experience of effective partnership working.
- Sound understanding of the challenges involved in working with teachers, students, and young people.
- Excellent communication skills and ability to work diplomatically with a wide range of stakeholders.
- Outstanding organisational and time-management skills; ability to handle a varied workload.
- Proven line management experience, with the ability to support and motivate a team.
- Proficiency in Microsoft Office and strong general computer literacy.
- Interest in digital engagement and knowledge of how digital tools can enhance education and community outcomes.
- Awareness of national initiatives in the arts, music education, and higher education sectors.
- A postgraduate qualification in education or a related field.

How to Apply



A workshop at an LSO Discovery Family Concert

The closing date for applications is 12.00 pm on Friday 12th December 2025.

If you would like to apply for this role, please visit lso.co.uk/jobs, where you will be asked to complete our application form and equal opportunities form. If you are unable to complete the application form, please contact oli.mcginnes@lso.co.uk for assistance.

If you have any questions about this role, please contact: Stephanie Hutchinson, Head of LSO Discovery
stephanie.hutchinson@lso.co.uk

As an equal opportunities employer, the LSO is committed to the equal treatment of all current and prospective employees and does not condone discrimination on the basis of age, disability, gender, sexual orientation, pregnancy and maternity, race or ethnicity, religion or belief, gender identity, or marriage and civil partnership.

We aspire to have a diverse and inclusive workplace and strongly encourage suitably qualified applicants from a wide range of backgrounds to apply and join the LSO.