



WORK WITH THE CBSO

Wellbeing Lead

CBSO is seeking a part-time Wellbeing Lead to support the delivery and planning of our work with children, young people, and adult participants. This role will work side-by-side with the Learning & Engagement team to deliver its wellbeing priorities and be the first port of call for other colleagues to discuss wellbeing, duty of care, and supporting our participants.

As a champion of wellbeing and inclusion, you will ensure there is equity in our offer and that adjustments are being made to accommodate individual personal, social or cognitive challenges the people we work with might be facing.

SALARY: £35,000 per annum pro rata

HOURS: 1.5 days (10.5 hours) per week

LOCATION: Birmingham

REPORTING TO: Director of Learning and Engagement



ABOUT THE CBSO

The City of Birmingham Symphony Orchestra (CBSO) is an internationally celebrated symphony orchestra, at home in Birmingham. A family of 90 incredible musicians, led by Music Director Kazuki Yamada, proud to make exciting musical experiences that matter to the people of Birmingham, the West Midlands and beyond.

Resident at Symphony Hall, the orchestra's musicians perform over 150 concerts each year in Birmingham, the UK and around the world, with music that ranges from classics to contemporary, soundtracks to symphonies, and everything in between. With a far-reaching community and education programme, a ground-breaking partnership with Shireland Collegiate Academy Trust, and a family of choruses and youth ensembles, it is involved in every aspect of music-making in the Midlands – and has been for more than 100 years.

This longstanding tradition started with the orchestra's very first symphonic concert in 1920 – conducted by Sir Edward Elgar. Ever since then, through war, recessions, social change and civic renewal, the CBSO has been proudly 'Birmingham's orchestra'. Under principal conductors including Adrian Boult, George Weldon, Andrzej Panufnik and Louis Frémaux, the CBSO won an artistic reputation that spread far beyond the Midlands. But it was when it discovered the young British conductor Simon Rattle in 1980 that the CBSO became internationally famous – and showed how the arts can help give a new sense of direction to a whole city. Rattle's successors, Sakari Oramo, Andris Nelsons and Mirga Gražinytė-Tyla, helped cement that global reputation and continued to build on the CBSO's tradition of flying the flag for Birmingham.

In April 2023, Emma Stenning was appointed Chief Executive and Kazuki Yamada took up the post of Chief Conductor and Artistic Advisor, and in May 2024 became Music Director. Under their dynamic leadership, the orchestra continues to celebrate the joy of music, and the brilliance of its home city of Birmingham, through creating unmissable and unforgettable musical experiences for all.

OUR COMMITMENT TO EQUALITY AND DIVERSITY:

The CBSO is an equal opportunity organisation: we value diversity in our organisation and welcome applications from everyone. We consistently monitor our recruitment process to ensure that individuals are selected based on their relevant merits and abilities and receive equal treatment.

You will be welcomed at the CBSO and will find an inclusive environment where different views and experiences are valued, and everyone is able to be themselves. We recognise and understand the importance of diversity and inclusion and want our organisation to be representative of the audiences, people and communities we serve.



KEY RESPONSIBILITIES

Under the guidance of the department Director and relevant programme managers, you will play a vital role in the delivery and monitoring of wellbeing in our organisation.

- Working closely with the relevant managers across the department, embed wellbeing and inclusion into the planning and delivery of all programmes for young and amateur musicians across the CBSO: this will include our instrumental and choral ensembles, our work in schools, and work with communities.
- Alongside the Designated Safeguarding Lead, take a leading role in safeguarding and child protection at the CBSO, and being on-the-ground during delivery of activities should issues arise, but also to monitor the wellbeing of participants.
- Consult with our participants, communities, and families to create pen profiles for each participant that works regularly with the CBSO, and staff to help all those working at the CBSO understand how we work best and how best we can support others.
- Engage in training to develop the knowledge and skills required to lead wellbeing at the CBSO, and support in the upskilling of team members to fully understand the importance of this area and ensure that all staff are prepared and equipped with relevant skills.
- Support our participants to contribute to impact evaluation during our programmes.
- Create and manage safe spaces within our programmes for participants to step away from activity, talk to members of staff, and prioritise their wellbeing.
- Work closely with the HR Manager on the CBSO & Benevolent Fund 'Fitness to Work' scheme and support on other wellbeing initiatives.
- Following programme reviews, work collaboratively within the organisation to make changes to our programmes to centre inclusivity and wellbeing.
- Support CBSO to promote a culture of wellbeing at every level of the organisation: Board, Community Board, Senior Leadership Team, staff, musicians, freelance staff, and participants.
- Attend team away days and strategy sessions.
- Champion and help to facilitate youth leadership opportunities across the CBSO's work
- Support delivery of activities across the Learning & Engagement Department and CBSO more widely as and when required
- Undertake additional duties and represent the department as and when necessary

PERSON SPECIFICATION

ESSENTIAL SKILLS:

- We are looking for someone who is, first and foremost, excited and inspired by CBSO's work and has the potential to lead its wellbeing priorities, while also creating a safe and inclusive environment at the CBSO's programmes and events.
- Experience of working closely with children and young people and supporting their wellbeing, leading on and delivering pastoral support for children and young people.
- Open to talk and consult with a variety of people, and feel confident to report challenges to the Senior Leadership Team, being willing to have courageous conversations on a regular basis.
- An inclusive, person-centred approach to empower and support individuals.
- Impactful communication skills, both written and verbal.
- A team player, confident in building positive relationships and able to delegate and get the best out of people from all walks of life.
- A willingness to learn, receive feedback and acknowledge gaps in their own knowledge.
- Creative and flexible, with a positive, problem-solving attitude.
- A firm believer in the value of participation in music-making and passionate about music education and young people.
- Experience working with vulnerable young people and vulnerable adults facing significant daily barriers or disadvantages.

DESIRABLE SKILLS:

- Deputy or Designated Safeguarding Lead qualification.
- Emotional Literacy Support Assistant (ELSA) qualification.
- Mental Health First Aid certificate.
- Experience of delivering counselling or mentoring support programmes.
- Experience of leading a wellbeing, pastoral or inclusion team.
- Experience of working with young people in a residential course setting.
- Experience of working with young people facing specific barriers including learning difficulties, neurodivergences and mental and physical health challenges.



HOW TO APPLY

To apply for the role of Wellbeing Lead please send a CV and a supporting statement of no more than two pages of A4 to Hollie Dunster, HR Manager at hdunster@cbsocso.co.uk

We ask that you complete the equal opportunities information online when you submit your application. The information collected will be treated as confidential and used for to help the CBSO improve its approach to becoming a more diverse and inclusive organisation. It will not be treated as part of your application.

Finally, please ensure that you have included your contact number and email address, as well as any dates when you will not be available or might have difficulty with the indicative interview timetable.

RECRUITMENT TIMETABLE:

Application deadline: Wed 14 August 2024, 10:00

First round interviews: Tue 20 & Wed 21 August 2024

Second round interviews: Mon 26 & Tue 27 August 2024



TERMS & CONDITIONS

- Member of CBSO staff, primarily based at CBSO's purpose-built rehearsal and administrative home, CBSO Centre, in central Birmingham with provision for hybrid working.
- This is a permanent employed position
- This is a part-time role based on 10.5 hours per week. FTE 35 hours per week
- CBSO staff are entitled to 25 days annual leave (pro rata from date of starting) plus Public Holidays
- There will be requirement for attendance at evening events (e.g. concerts) and for work at weekends. There is some provision for flexible working.
- This post is subject to a 6 month probationary period
- Membership of the CBSO's Group Stakeholder Pension Plan