



LONDON  
YOUTH  
CHOIRS

**LYC West Conductor  
Application Pack  
Spring/Summer 2025**



# Join London Youth Choirs

## About LYC

London Youth Choirs (LYC) transforms young lives through singing.

LYC's aim is to combine musical excellence and social mobility: through our ten choirs and free programmes in schools, we help thousands of young Londoners each year access the joys and benefits of singing. We particularly work to improve pathways for disadvantaged young people, supporting them to find their unique voice and to thrive through music.

Across all ten choirs, LYC works with more than 500 members aged 7-23 from all over London each week. Our 'LYC Experience' programme partners with schools and Music Hubs to deliver free singing sessions for those missing out on music.

LYC performs regularly in venues across London. Recent performance highlights include J.S. Bach's St Matthew Passion with The Bach Choir; the BBC's Holocaust Memorial Day broadcast; Handel's Messiah in our BBC Proms debut; and performing a new Andrew Lloyd-Webber commission at the D-Day 80 Commemorations (at the British Normandy memorial), broadcast by the BBC to a world-wide audience of millions.

At the core of our organisation, however, are our ten weekly rehearsals, each run by teams made up of a Conductor, Pianist, and up to three Assistant Leaders.

### Our Ethos

LYC aims to be a warm, welcoming, professional and ambitious organisation. You will thrive with us if you:

- Have a genuine passion for singing and an active interest in the work of the organisation;
- Possess a proactive, positive, 'can-do' attitude;
- Enjoy clear and transparent communication;
- Treat everyone with courtesy and respect;
- Value the diversity of London and wish to actively promote equity and inclusion.

# About our choirs

## Choir structure

LYC runs ten choirs: six in central London, and one each in Streatham, Ealing, Bermondsey and Tottenham. You can see more information about the choirs in the diagram of our current structure below:

### JUNIOR CHOIRS Years 3-6



**City of London**  
Mondays  
4.45-5.55pm



**City of London**  
Mondays  
4.45-5.55pm



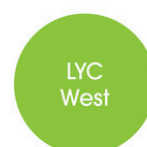
**Streatham**  
Wednesdays  
4.30-5.30pm



**Tottenham**  
Thursdays  
4.30-5.30pm



**Bermondsey**  
Thursdays  
4.30-5.30pm



**Ealing**  
Thursdays  
4.30-5.30pm

### CAMBIATA CHOIRS Years 7-11



**City of London**  
Mondays  
6.15-7.25pm



**City of London**  
Mondays  
6.15-7.25pm

### LONDON YOUTH CHOIR Year 11 to age 23



**City of London**  
Mondays  
7.30-8.45pm

### LYC CHAMBER CHOIR Year 12 to age 23



**City of London**  
Mondays  
6.00-7.15pm

From September 2025, rehearsals for LYC South West, LYC North East, LYC South East and LYC West will last 1 hour and 10 minutes, from 4.30-**5.40**pm.

LYC West rehearses weekly during term time on Thursdays at St Barnabas Church, Ealing, W5 1QG. The Conductor will be required to be at the venue from 4.00-6.00pm each week.

### The LYC Freelance Team

Each choir is led by a Conductor and supported by a Pianist and up to three Assistant Leaders.





LONDON  
YOUTH  
CHRS

LONDON YOUTH CHRS





# LYC West Conductor

## Person Specification

LYC is looking for a skilled and experienced choir leader who is passionate about bringing high quality singing to children of all backgrounds in West London. As well as termly performances alongside other LYC choirs, LYC West also performs more locally in the Ealing area, often with other musical partners. For the successful candidate, there may also be opportunities to work in schools and communities as part of our London-wide LYC Experience programme, and in a more commercial setting through external events, recording, and filming projects.

### Knowledge, Skills and Experience

#### Essential

- Experience of choir training and choral conducting at a high level, with an understanding of best practice in working with children's voices
- The knowledge and experience to make informed repertoire choices for the choir, in collaboration with the Artistic Director
- The ability to connect with and inspire young people to achieve quality performances
- An excellent role model who is willing to be a positive and vocal advocate for the work of London Youth Choirs and the wider benefits of singing for young people
- Experience of working with young people from all backgrounds, and a passion for inclusive practice
- An excellent team player who is helpful and collaborative
- Sensitive, aware, and compassionate towards any challenges our young people may be facing
- An understanding of the importance of safeguarding and protection of children and young people

#### Desirable

- Experience of working with young people with additional needs
- First aid trained

## Duties and Responsibilities

- Plan repertoire in collaboration with the Artistic Director in good time and with due consideration for operational deadlines
- Seek out new and innovative music which our young people will enjoy and thrive on learning
- Arrive well prepared for all LYC rehearsals, concerts and events, starting them punctually and ready to lead
- Prepare and deliver interesting rehearsals which incorporate musicianship, manage behaviour well, and lead to satisfying learning outcomes for LYC members
- Support with the set up and pack down of the rehearsals, if required
- Be friendly and approachable to our young people and keen to share their love of music making
- Commit to attending the choir's weekly rehearsals, and all concerts and events for the duration of the academic year
- In case of unavailability or illness, arrange a deputy from within the LYC pool of approved Conductors
- Undertake any other duties as reasonably required

## What LYC can offer you

- Provision of safeguarding training, both in person and online, as well as access to an extensive library of online training resources provided by Tes
- The opportunity to take part in peer-on-peer observation during LYC rehearsals
- Access to a network of around 40 exceptional freelance musicians with a range of interests and expertise across London and the UK
- The opportunity to join various LYC committees which play roles in the running of LYC - including our EDI committee and Music committee (paid opportunities)
- Complimentary tickets to LYC concerts, subject to availability
- A supportive and open working environment, where your growth and development as a freelance musician is actively encouraged
- Flexible access to the LYC office in Shoreditch as a working space
- The opportunity to work with schools and communities as part of our London-wide [LYC Experience programme](#)

## Additional Information

### Current fee structure

£117 per 2 hour rehearsal call and £210 for concerts and events. You are expected to be registered as self-employed and therefore responsible for your own Tax and National Insurance. All LYC freelance fees will increase in the 25/26 academic year, and are typically subject to an annual review.

All successful candidates will also be required to attend a small number of paid face-to-face training sessions throughout the year as well as completing compulsory online safeguarding training.

### Safeguarding

London Youth Choirs is committed to safeguarding and protecting the children and young people that we work with. We ensure that our organisation has a range of policies and procedures in place so that we can do everything possible to safeguard our choir members, our staff, and the organisation as a whole. Our key policies can be read [on the LYC website](#).

Applicants not registered on the DBS Update Service will be required to undergo a new check with LYC before commencing work with us. We will also ask you to provide details of two referees. A full explanation of our safeguarding recruitment measures can be found in our [Safer Recruitment Policy](#).

### Equality and Diversity

At London Youth Choirs, it is our core belief that opportunities to work and develop should be open to all. We have processes in place to ensure that all job applications are assessed fairly, regardless of age, disability, gender identity or gender expression, race, ethnicity, religion or belief, sex, sexual orientation or any other protected characteristics.

We want a more equal, inclusive and representative choral and cultural sector. We particularly encourage applications from disabled people and people from Black, Asian and minority ethnic backgrounds, as these groups are currently underrepresented in our workforce.

# How to apply

1. Please complete the [Application Form](#)
2. Please complete the [Equal Opportunities Monitoring Form](#)

You can also find both forms [on our website](#).

## **Deadline for applications: midday, Wednesday 30 April**

We need to receive both your Application Form and Equal Opportunities Monitoring Form by midday on Wednesday 30 April.

Shortlisting announcements will be made on Friday 2 May.

## **Auditions**

Practical auditions will take place on the following dates:

- **Saturday 10 May** 10am-5pm at the Bishopsgate Institute, EC2M 4QH
- **Thursday 15 May** 4.00-5.30pm at St Barnabas Church, W5 1QG

You can indicate your availability for these sessions within the online application.

## **What to expect at your audition**

- You will have an informal chat with a member of the LYC office team by way of introduction to LYC as an organisation, and to the choir you will be working with
- You will lead a 30 minute rehearsal on music the choir is currently working on. The rehearsal session should also include an appropriate warm up and some musicianship activities.
- Further information will be provided to applicants invited to audition.

We may ask successful candidates to attend a second trial session at a date/time to be mutually agreed.



## Interviews

Job offers will only be made once candidates have passed a formal, in person interview with LYC's Head of Safeguarding & Pastoral Care, at which you will be required to submit a self-disclosure form, proof of identity, and evidence of a current enhanced DBS check (if held). These will take place on dates mutually agreed once auditions are complete.

## Start date

All roles commence on **Monday 8<sup>th</sup> September** with a full freelance team training evening. Regular rehearsals begin in the week of **15<sup>th</sup> September**.

## We're here to help

We hope you find this job pack helpful and clear. If you have any questions about the role which aren't answered here, please email Planning & Operations Director Tom Hansell before submitting your application.

[tom.hansell@londonyouthchoirs.com](mailto:tom.hansell@londonyouthchoirs.com)



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London Youth Choirs is a  
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“My time in LYC has been so special - from high profile concerts at the Royal Albert Hall to weekly rehearsals in central London, each event, rehearsal or concert has brought with it its own unique and cherished memories. And, it goes without saying, that the sources of those special memories are our wonderful and talented choir members. Chatting to them and their families, getting to hear their stories and seeing them enjoy the service we provide is an unending source of joy for me and, I'm sure, for all the LYC staff team. I can hardly imagine a job where I would be better placed to get to know and support such a wide range of special young people from all over London. I didn't grow up in the choral world, but I believe in the power of music and the incredibly beneficial effect it can have on young people - it is a pleasure and a privilege to see those benefits every day when I come into work.”

**Freddie Aitken, Membership & EDI Manager**