



**Are you passionate about music? Are you keen to inspire and make a difference? We want to hear from you!**

The BSO Young Associates programme is a nine-month music leader training scheme for 18-26 year olds underrepresented in the arts<sup>1</sup>. If you're creative, passionate about music of all kinds and love working with people, then the BSO Young Associate scheme will give you hands-on experience, training and mentoring to inspire others as a community music leader. No music leading experience required – we're looking for potential!

## **About the BSO** **Championing culture in people's lives**

**One of the UK's best-loved orchestras, Bournemouth Symphony Orchestra is a professional ensemble known for championing the role of culture in people's lives.** With residencies in Bournemouth, Bristol, Exeter, Portsmouth and Poole, it is the largest cultural provider in the South West of England, serving one of the biggest regions. Challenging barriers to high-quality music for all, the BSO is committed to improving equality, diversity and inclusion in classical music, in our workforce and leadership.

## **About this programme**

The BSO Young Associates programme provides a career springboard for two talented young people to develop skills in **music leading** through practical experience, training and mentoring.

Running from April 2022 the programme combines:

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<sup>1</sup> While the arts should reflect the UK's richly diverse society some communities are not equally represented. "Only 16 percent of the creative workforce are from working class social origins, compared to just under one-third across the whole UK economy" (Carey et al, 2020, 2021b) **Taken from Creative Majority Report, APPG (September 2021):** <https://www.kcl.ac.uk/cultural/resources/reports/creative-majority-report-v2.pdf>

- Practical experience on a wide range of BSO learning & community music projects
- A training & development plan tailored to each Young Associate
- One-to-one mentoring from an experienced music leader

Successful applicants will receive a **£10,000 bursary** paid in regular monthly payments of £1,000 at the beginning of each month from April to December 2022 (with additional payments of £500 in March 2022 and January 2023) and will need to commit 2.5 days per week (on average) to the programme. The programme will be scheduled around Young Associates' other work and music commitments.

### What is a music leader?

A music leader is someone who leads creative music projects with people of all ages, from all walks of life, often for social or health goals or to enrich creativity and learning. They could work in different community and school settings, facilitating creative music-making with people with a wide range of musical experience and confidence. **You don't need to have music leading experience to apply, we're looking for people with potential.**

## Who we are looking for

We're looking for people with the **potential** to be a **great communicator, connect with people** from all walks of life, and take their musical and creative **skills to the next level**. No music leading experience necessary but **to apply to be a BSO Young Associate you must:**

- Be a musician, vocalist, music producer, composer, sound artist, MC or songwriter of **any genre**
- Play music to a sufficiently high standard
- Embrace different styles of music and be keen to **learn new skills**
- Be **passionate** about music making with people of all ages, abilities and needs

Created to support those who are underrepresented in the arts, the programme is particularly targeted at musicians aged **18 – 26** (although applicants aged up to 30 can be considered) who are:

- from lower income backgrounds<sup>2</sup>
- of Black, Asian and Ethnically Diverse heritage
- identify as disabled, D/deaf or Neurodivergent
- lacking in artistic and career opportunity due to rural isolation

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<sup>2</sup> In line with guidance by the Social Mobility Commission ([Socio-economic Diversity and Inclusion. Toolkit: Creative industries \(publishing.service.gov.uk\)](https://www.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/614441/Socio-economic-Diversity-and-Inclusion-Toolkit-Creative-industries.pdf)) based on:

- the occupation of the main household earner when you were aged about 14
- the type of school attended for the most time between 11 and 16
- eligibility for free school meals at any point during school

We recognise that applicants may have experienced other barriers not specified here, and that socio-economic background intersects with factors of race, sex, disability and sexuality to multiply barriers to inclusion. There is space in the application form to detail this if you wish.

## How does it work?

The nine-month learning & development programme will be tailored to the Young Associates' needs and interests, consisting of:

- Hands-on experience on BSO music projects, which could include presenting, music workshop leading and co-creative music making
- Regular mentoring by a [BSO Associate musician](#)
- 16 days tailored training from BSO Associate musicians and other music specialists (on average 2 days a month)
- Behind the scenes experience across the BSO
- External learning and development opportunities
- Laptop provided for the duration of the programme
- Reimbursement of travel expenses on top of the bursary. Young Associates will need to travel to projects and events across the South and South West (any barriers can be discussed at application phase)
- Young Associates plan and lead a creative project at the end of the programme (with appropriate budget), coached and supported by a BSO Associate

The schedule will work around Young Associates' other work commitments, and there are likely to be busier and quieter periods depending on the schedule of projects.

## How to apply

1. **Complete the application form downloadable from the webpage** [www.bsolive.com/jobs/YoungAssociates](http://www.bsolive.com/jobs/YoungAssociates).
2. Email completed applications (including video/audio clips if applicable) to [EChristian@bsorchestra.co.uk](mailto:EChristian@bsorchestra.co.uk) by **Thursday 3 March 2022, 5pm**.

The application will ask about you as a musician and why you want to do the programme, covering the points below:

1. Tell us about you as a musician (max 500 words or video/audio clip)
  - a) Your musical experience, skills, interests and training
  - b) Any professional work you've done
  - c) Your passion for communicating and working with people
  - d) Workshop or music leading experience (not essential!)
  - e) Links to your music and music projects online
2. Tell us why you want to do the programme (max 500 words or video/audio clip)

- a) Why is community music making important to you?
- b) What are you hoping to get out of the programme?
- c) Is there any specific mentoring/training you're hoping for?
- d) What are your long-term goals in your career?

*As this is a targeted programme it also includes questions based on guidance from the Social Mobility Commission, and around Protected Characteristics as outlined in the Equality Act 2010. Please share whatever information you feel comfortable with and you can select "prefer not to say" if you would rather not answer any question.*

*Please note: Your answers will be held as strictly confidential and used for internal purposes only.*

Shortlisted applicants will be invited to an interview/audition on **Tuesday 22 March** or **Wednesday 23 March** in Poole. This will involve:

- An informal interview
- A whole-group music workshop
- A chance to meet other young musicians

Your travel expenses will be reimbursed for attending this interview day.

If you have any questions about the programme or would like to find out more please can along to our **Zoom Q&A** on **Tuesday 15 February 4:30 – 5pm**. Email [EChristian@bsorchestra.co.uk](mailto:EChristian@bsorchestra.co.uk) if you would like to attend.

If you would like more information or a friendly confidential chat about any aspect of the programme before applying, please contact Jess Craig [jcraig@bsorchestra.co.uk](mailto:jcraig@bsorchestra.co.uk) to arrange a phone call. **We welcome your application.**

## Example BSO Participate projects

There are a wide range of projects you could be involved with, for example:

### **Recovery Orchestra** *(Health & wellbeing)*

A recovery orchestra for people living with addiction in partnership with Bristol Drugs Project. The Recovery Orchestra provides a space for people to experience and connect through music in a safe and supportive environment with people who have similar shared experiences.

### **GCSE Set Works LIVE!** *(School project)*

A project supporting GCSE Music students through practical musical analysis. Opportunity to work on producing digital content to support these concerts with BSO digital team.

### **BSO Voices Community Choir** *(Community & families)*

BSO Voices is a vibrant community choir, celebrating music through the joy of singing. Opportunity to lead on vocal exercises, and to be mentored by the conductor of the choir.