



*Musical Director Recruitment
Candidate Information
September 2025*

Introduction

Thank you for your interest in applying for the role of Musical Director for the Enderby Windband. Post celebrating our 20th anniversary we are looking to the future and keen to find the right candidate to take the windband forward musically.

This document contains the following:

1. Background information about the Windband
2. Proposed concert and rehearsal programme for 2026
3. Musical director job description
4. Person specifications
5. Contractual information and expectations
6. Recruitment process details

We hope you find the information useful and look forward to hearing from you.

The Enderby Windband

The Enderby Windband is a mixed ensemble containing woodwind, brass and percussion instruments. Founded 20 years ago during the Wessex Summer School (an event we maintain ties with to this day), we have gone from a small musical group to the ensemble we are today.

We welcome players of at least grade 3 and above (preference though is at least grade 5) to play a range of music in a friendly and sociable atmosphere.

Part of the Enderby Bands Organisation, the Enderby Windband represents a contrasting element to the rest of the organisation which is formed of a range of brass bands (junior/training through to Championship level). Recently some of our members took part in a memorial concert alongside the Enderby Concert Band (brass band), Enderby Junior Band and The Enderby Band.

Our current MD, who has led the band for the last decade, will be departing from the Windband in December 2025, so we are aspirationally looking for someone to take over from January 2026 to take the band forward into our next decade.

Rehearsals

EWB rehearses every Wednesday between 7.30pm and 9.30pm at the Enderby Village Institute (Cross Street, Enderby, LE19 4NJ). In previous years rehearsals have continued throughout the holidays, however for 2026 we are looking to adjust this model to rehearsals through the school terms (including half term) with short breaks between them.

Proposed schedule for 2026

Spring Term:	7 th January 2026 to 26 th March 2026
Proposed Spring Concert	28 th March 2026
Proposed Library week (no rehearsal)	2 nd April 2026

Summer Term:	8 th April 2026 to 15 th July 2026
Proposed Summer Concert:	19 th July 2026
Proposed Library Week (no rehearsal)	22 nd July 2026

No Rehearsals 29th July 2026 to 3rd September 2026*

Autumn/Winter Term:	9 th September 2026 to 16 th December 2026
Proposed Winter Concert:	12 th December 2026
Proposed Library Week (no rehearsal)	16 th December 2026

*Provisional dates, dependent on a potential summer programme of park concerts.

Generally the band does not have a full rehearsal on the day of a concert, however exceptions can be made and a short practice can usually be accommodated if needed.

Concerts, Venues and Events

EWB does not have a 'home' concert venue and has in the past played at the following locations:

- St Crispins Church, Braunston, Leicester
- St Mary's Church, Broughton Astley
- Enderby Methodist Church, Enderby
- Thomas Estley Community College, Broughton Astley
- Countesthorpe Academy, Countesthorpe

Our 20th anniversary concert will be held on 7th December 2025 at Thomas Estley Community College.

EWB also hold an annual 'play day' which is open to all musicians both within and outside of the Windband, in the last few years this has been held over a weekend in either February or March.

The Play weekend for 2026 will be held between the 28th February to 1st March at Broughton Astley Village Hall.

Windband Management

EWB is managed by a committee of volunteers who are elected each year by the windband members. Overall, we are governed by the Enderby Bands Organisation and their constitution.

The MD is a non-elected member of the committee and their contribution to the management of the windband is welcomed.

The Chair and Treasurer of the windband committee also serve on the overall EBO management committee.

A yearly feedback survey and Band General Meeting is held in April/May with the overall EBO AGM held in May. As part of those events the MD will need to prepare a report of the previous 12-months progress and nominate players for various awards.

It is anticipated for the 2026 BGM/AGM that the committee would support those reports with the MD being solely responsible for them in 2027.

Repertoire

The EWB has an extensive library of music ranging from windband standards to more modern and contemporary pieces. As an example our last concert programme included some of the following:

- Prismatic Light
- Greensleeves
- Here, there and everywhere
- Nessun Dorma
- Hunting Polka
- My Fair Lady
- I've got Rhythm
- Les Misérables
- Epic Gaming Themes

Our members enjoy playing a range of styles of music, and we would look forward to any new ideas and suggestions brought forward by a new MD.

Job Description

The below sets out the duties and responsibilities of the Musical Director for the EWB for the duration of their time with the ensemble. This description may be changed from time to time to accommodate the needs of the EWB. Any changes needed would be made with the consultation of the incumbent MD prior to formal adoption.

Role Requirements:

Weekly attendance at rehearsals - the location, times and dates are presented in previous sections of this document.

Concert programmes are primarily the responsibility of the MD with input from the Windband Committee and the membership where appropriate. The programme for the following term (with the exception of Spring 2026, which will initially be determined by the incumbent deputy EWB conductor and Windband committee) should be made available to the windband committee prior to the concert of the preceding term in order for the music to be prepared for the start of the following term.

Repertoire should be consistent with the skills and interests of the players within the EWB as well as considering the available instrumentation.

Information regarding the successful applicant will also be used within material used to market the EWB, this would include but not be limited to: concert programs and EWB website page (within the EBO site – www.enderbybands.com).

Specifically, the successful applicant will be expected to undertake the following:

- Lead the weekly rehearsals and various concerts throughout the year
Notice of at least 4 weeks should be given to the EWB committee should the successful applicant not be available (for reasons other than sickness), if this is not possible then it is the role of the applicant to source cover for that evening if the EWB deputy conductor is unavailable.
On occasion the committee may wish to bring in an alternative conductor for an event (such as the play day or a specific concert). On the occasions that this happens, the committee would welcome input from the applicant where it is appropriate.
- Attend committee meetings when requested by the EWB committee.
- Work with other musical groups or musicians as part of joint concerts or other events.
- Suitably prepare the band for the various concerts throughout the year and communicate any issues regarding players and/or music with the EWB committee in a timely manner.
Including working with specific sections that may need more support.
- Support the musical development of members by creating a safe and enjoyable space for members to develop their skills.
- Provide an annual report to be used as part of the EWB annual meeting and the EBO AGM. Attendance at the EWB meeting is required, attendance at the EBO AGM is requested.

- Provide nominations for awards to be given at the organisational awards night
 - Section of the Year
 - Player of the Year
- Support the committee in finding other opportunities for the EWB to take part in other musical experiences.
- Help to develop a long-term plan for the development of the EWB to advance it beyond its current capabilities.

Specific Personal Requirements:

Please ensure that you have all the essential requirements before applying for the role

Essential	Desirable
• Proven track record of recent conducting experience – preferably of Windband(s) and/or a Concert Band(s) playing a variety of musical styles. • Experience of working as a Musical Director. • Ability to inspire, enthuse and equally support players of all abilities across all the sections. • Ability to make rehearsals ‘fun’ yet productive. • Excellent communication and interpersonal skills. • Effective organisational and time-management skills. • Willingness to work with the EWB Committee. • Reliable and committed.	• Ability to engage with audiences and the general public. • Working knowledge of the Concert Band/Windband musical repertoire. • Have an understanding of the capabilities of the instruments within the windband, playing one or more of the instruments would be preferable. • DBS Certificate.

Contractual Requirements

You will not be an employee of the EWB or the EBO, you will be engaged on a self-employed basis and therefore expected to account for your own income tax, VAT and National Insurance contributions.

The role will commence in January 2026.

There will be a probationary period of one year, with termly discussions with the committee regarding the progress of the band and the general atmosphere of rehearsals and concerts. At the end of that year, should all parties be happy to continue, the role can be considered as permanent.

A notice period of three months or one term (whichever is the shorter) will be given to terminate the role should it be needed by either party – post discussions to try and resolve any issues.

Remuneration

Remuneration consists of an hourly fee for both rehearsals and concerts

- Rehearsals are considered to be of a 2-hour duration.
- Concerts are considered to be of 3-hour duration without a rehearsal and 4-hours with a rehearsal.

Invoices to be submitted monthly by the MD and will be paid in arrears.

The EWB does not pay expenses (such as mileage) for routine rehearsals and concerts, hourly rates can be reviewed on an annual basis – commencing on the date of first rehearsal.

An expectation of the applicant's hourly rate should be provided within the application.

Making an Application

The anticipated timeline for the application process is as below:

Applications open:	25 th September 2025
Application deadline:	24 th October 2025

Shortlisting of applicants will be undertaken as they are received, with the process ending on the 31st October 2025.

If you are shortlisted then you will be invited for a short trial session to be undertaken during one of our weekly rehearsals on either the 29th October or the 5th November. Post the trial session you will be invited for an interview.

All applicants reaching the interview stage will be contacted by early December.

Submitting an Application

Please apply by email to enderbywindband@hotmail.co.uk by midnight on the 24th October 2025.

Your email should include your CV and an application letter detailing:

- Your qualifications and experience in conducting and directing groups such as EWB.
- An outline plan as to how you would develop the band plus meet the various requirements indicated in the job description.
- Your fee requirements.

If you would like an informal chat prior to applying for the role, please contact us by email and we will organise a chat to be had with our current Committee Chair, Helen Makewell.

We aim to acknowledge all applications, if you have not received this within 2 weeks of applying please contact us by email.

We thank you for your interest in the MD position and the Enderby Windband, if you have any further questions not answered within this document please contact us by email.