

insync

Quench Arts is recruiting for several positions as part of our new InSync programme, kindly supported by Youth Music and our project partners. Please note that applicants are welcome to apply for both roles (young performer and young music leader) but can only hold one of these positions across the year. If an applicant is successful in being offered both opportunities at interview then they'll need to decide which to accept. This is because we are seeking to boost the number of emerging musicians we support and also because some of the sessions will be the same, and it won't be possible to undertake both roles at once!

Please note: if you've held a young music leader role with Quench Arts before then sadly you can't apply for this opportunity again but you are welcome to apply for the performer role, as long you are willing to attend the training and you can clearly demonstrate how this will benefit you. If you have any questions about this then please do get in touch!

2 x Freelance Young Music Leader Roles*

**Applicants must be between the ages of 18-25 for the duration of the role.*

Quench Arts is seeking to appoint 2 freelance Young Music Leaders for our InSync programme, funded by Youth Music and running in Birmingham. InSync is the title of our Youth Music grant which covers several programmes of activity, including our Plugin project and OverDub Club project.

Plugin is a creative music making programme based in Ardenleigh Forensic CAMHS, benefitting young people with mental health conditions aged 11-18.

OverDub Club is a new programme which will be based in the community benefitting neurodivergent children aged 11-13.

Both Plugin and OverDub Club projects focus on creative music making with young people, using accessible music technology and songwriting to achieve positive outcomes.

One Young Music Leader role will be supporting our Plugin project and one will be supporting our OverDub Club project. Each Young Music Leader will work alongside one of Quench Arts' experienced Music Leaders, gradually taking on more responsibility for leading one-to-one and group sessions, with support and guidance.

Our InSync programme has a particular focus on engaging neurodivergent young people. Around 75% of the children and young people that we work with through our Plugin inpatient mental health project are also neurodivergent and we feel that there is a huge need for programmes that support early intervention focused on emotional wellbeing for neurodivergent children, hence creating the new OverDub project in 2025. OverDub Club aims to build peer connections and group skills in a supportive and sensory-inclusive environment, using music to support with emotional regulation and resilience.

Through these 2 paid Young Music Leader opportunities we aim to support the emerging music leader workforce to develop the skills, confidence and knowledge to provide appropriate, neuro-

inclusive opportunities to better support young people's engagement and progression. We also want to build awareness and evidence regarding how creative music-making can support the social and emotional development of neurodivergent young people.

There will be training and inductions in June, with weekly project sessions running from June 2026 – February 2027.

These Young Music Leader roles are for 1 project year only, as we are keen to support a range of emerging practitioners with development opportunities. We will thus recruit new Young Music Leaders in 2027.

Please note that there may be a 3rd Young Music Leader opportunity arise during the year, as we normally also run our Plugin project at the Parkview Clinic, which is currently part of Birmingham Children's Hospital. Because this clinic is currently in the process of being taken over by Coventry & Warwickshire Partnership NHS Trust, we are unable to confirm delivery here until the transfer is completed. Our intention, if/when we are able to go ahead, is to appoint the 3rd Young Music Leader from the candidates applying for the currently advertised positions.

Requirements:

Quench Arts is seeking skilled and confident musicians as emerging music leaders. The organisation is passionate about Equity, Diversity and Inclusion and has given its pledge in principle to the '[More Than A Moment](#)' initiative. We are keen for our emerging workforce to be reflective of the communities we engage and particularly encourage applications from Black and Asian emerging music leaders and/ or those with lived experience of mental health and/or neurodiversity, and also emerging music leaders with strengths in rap/beatboxing or grime/hip-hop musical styles. We are, however, keen for the project workforce to have musical strengths and interests that are representative of the wide range of music that our participants listen to and want to create.

We are looking for:

1. Applicants who are between the ages of 18-25 for the duration of the project year. Please state your date of birth in your application.
2. Team players with excellent communication skills, the ability to be reflective and to take on board suggestions.
3. Applicants that live local to Birmingham (or who are within easy commuting distance and are seeking to build freelance work in the area) because these opportunities have been created to develop our local workforce. Please provide your address in your application.

Successful applicants will have:

4. A high standard of musical proficiency on an appropriate musical specialism.
5. Some skill and confidence in using music technology/software to support participants' musical development.
6. A willingness to use vocals (singing and/or rap and/or beatboxing) in your practice.
7. Some skill and confidence in songwriting/lyric development (this can include production using Digital Audio Workstations).
8. Shown a commitment to music facilitation, even if on a voluntary basis.

Applicants must:

9. Show a desire to build their skills, confidence and knowledge to work within the mental health sector and with neurodivergent children and young people. Please note that we recognise the full range of neurodiversity in our work. Our OverDub Club programme will be open to children and young people with a formal diagnosis as well those where some form of neurodivergence is suspected and/or the child/young person is undergoing assessment.
10. Be reliable & committed for the duration of the role in order to build trust & rapport with participants.

11. Be willing to undertake a DBS check and to complete a project induction, safeguarding training and other project training as required. This will include attending a 2 day Youth Mental Health First Aid Course and Autism Awareness training.
12. Be able to work with participants in-person at project settings but also be able to work remotely where required. When making your application, please let us know if you have any preference of setting, should you be offered a role.
13. If you are comfortable to do so, please let us know if you meet our current Equity, Diversity and Inclusion priorities (Black and Asian emerging music leaders and/ or those with lived experience of mental health and/or neurodiversity, and/or emerging music leaders with strengths in rap/beatboxing or grime/hip-hop). Our shortlisting panel will take this into account when scheduling interviews in order to support positive action for those that meet this criteria. This does not mean that you'll be given preference for one of the roles but that our panel will aim to interview you should your application be fully completed to an acceptable standard.

The Young Music Leaders appointed will take part in regular paid reflection sessions with the project team.

The Role

Young Music Leaders (YMLs) will support our Plugin or Overdub Club Lead Music Leaders within project sessions. Each YML will set their own aims for the role using Youth Music's 'Do, Review, Improve' framework and also complete a self-assessed baseline, reflecting on their skills and confidence in music leadership. The aims and baseline will be reviewed at mid-point and year-end to measure progress. YMLs will be informally mentored by the Lead Music Leaders to help achieve their goals for the project.

Each YML will:

- Attend a planning session on Monday 1st June 10am-1pm.
- Support activities in 1 setting. Sessions have traditionally taken place on Thursday late afternoon/evenings (OverDub Club) and Friday afternoons (Ardenleigh FCAMHS). Parkview Clinic sessions (if/when these go ahead) have previously taken place on Monday late afternoons/evenings. Schedules will be confirmed upon appointment.
- Receive informal mentoring and guidance from Lead Music Leaders and regular feedback from Quench Arts Directors through sessional reflection.
- Complete an evaluation on their role and progression at year-end.

YMLs will also complete weekly sessional monitoring forms. They will be expected to take an active part in sessions: supporting and, where relevant, leading activities in liaison with the Lead Music Facilitators; encouraging and supporting young people's involvement and participation; helping build participants' skills and confidence.

Sessions will take place every week, (26 weeks per year, plus training, planning & evaluation) from June 2026 through to February 2027). Sessions continue to run throughout the school holidays but we do appreciate that staff may want to schedule in some holiday weeks across the year. We ask for plenty of notice here and, where possible, the project team normally support each other with cover during these weeks. Sessions are 3 hours duration and normally in most settings initially involve working with young people on an individual basis (for 45mins each), with an ambition for participants to progress to pairs work and small group sessions. Each Plugin & OverDub setting will also host 8 visiting young performers (aged 18-25) at points throughout the

project within the sessions, which will help inspire project participants, give them access to live concerts and also enable participants to connect with young people outside of their settings.

YMLs will be paid £61.80 per session for a max of 26 sessions across June 2026 – February 2027 (to include supporting 2 end of term sharings), plus £92.70 planning, 2 reflection meetings and an evaluation at £61.80 each. They will also be paid for their time in attending relevant training such as safeguarding training (NSPCC online £61.80), 2 days youth mental health first aid (£206) and autism awareness (£41.20). YMLs will also be required to complete a short blog/vlog/podcast about their experience for a fee of £30.90.

Total Fee: £2224.80 max

How To Apply:

- Please answer how you meet points 1-12 detailed in the 'requirements' section above (point 13 is not scored).
- You can either do this with a written application (2 pages max) or through an audio or video recording (10 minutes max).
- In your application, please do give examples for each point if you can.
- Provide details for 2 people we can contact for references.
- Please email your application to info@quench-arts.co.uk. If you are applying using an audio/video recording then you will need to use WeTransfer.com to send your application if it is over 10MB. Please do drop us a separate email if you are sending an attachment via WeTransfer, so that we can make sure to look out for this.

The application deadline is 5pm, Sunday 10th May.

We will assess and score all applications against the listed criteria and will invite shortlisted applicants for an informal interview/audition on **Friday 15th May**. Unfortunately, no other interview dates can be offered. If you'd like an informal chat before applying, please give us a ring or drop us an email!

Quench Arts is an Equal Opportunities employer. All applicants offered a role will be required to undertake a DBS check and to provide details of 2 references. They will also be required to attend a project induction and safeguarding training.



www.quench-arts.co.uk
www.facebook.com/QuenchArts
Other socials [@Quench Arts](#)