



Are you our new Aberdeenshire Freelance Associate Musician?

Associate Musician Recruitment Aberdeenshire 2025

Closing Date – 28th November 2025 at 5pm

Interviews Week Beginning 8th December 2025

Role begins – February 2026

About the role

Drake Music Scotland are looking to expand our Freelance Musician team in Aberdeenshire. Each year through the Youth Music Initiative from Creative Scotland, Aberdeenshire Council ask Drake Music Scotland to deliver a large programme of delivery across Additional Support Needs schools and Units across Aberdeenshire.

We are looking to specifically recruit one musician to deliver work in the 2025-26 academic year in the Aboyne and Alford areas, however this may expand to other areas within Aberdeenshire in future years.

We are looking for musicians who have already had experience in a variety of music education settings, and ideally working with disabled young people or with additional support needs and can point us to your relevant professional or voluntary experience in music education.

You will be required to deliver face to face workshop sessions and in some cases 1:1 sessions as part of the two projects.

Our new musician will receive an intensive 2 day training with the Drake Music Scotland team in Edinburgh prior to working in Aberdeenshire. They will also be asked to complete an online Child Protection course, and are required to have a PVG covering both children and adults before the projects begin.

Rate of Pay

This role is freelance and contracted on a project basis. Each project session is paid at £133/half day (up to 3 hours delivery) plus travel expenses.

Training is paid at £120/full day or £60/half day plus travel expenses and accommodation if required.

Timeline of project delivery

Closing Date – Friday 28th November 2025 at 5pm

Online Interviews – week beginning 8th December 2025

Onboarding (including training and PVG process) – January 2026

Project begins approximately February – June 2026. Each project is 13 x half days this year and will ideally be delivered on the same day morning and afternoon, though this is negotiable depending on location. There is a 13 week project in Alford and a 13 week project in Aboyne.

Essential

- Good musical skills and experience of leading music workshops
- Confidence, enthusiasm and readiness to undertake professional development
- Ability to deliver music projects with people in variety of settings
- Excellent communication and presentation skills
- Commitment to engage with music technology
- Excellent organisation and planning skills
- Awareness of the support needs of people with a wide range of disabilities and additional support needs
- Adaptable and willing to travel and work in different locations
- Driving license and access to a vehicle for travelling to a variety of locations
- PVG Membership – will be required to join or update existing membership prior to beginning work if successful.

Desirable

- Good knowledge of music technology (e.g. iPad, MIDI controllers etc.)
- Good knowledge of music software (e.g. Logic, Ableton, Studio 1 etc)
- Knowledge of Figurenotes notation

- Experience of monitoring/evaluation and report writing
- Willingness to work collaboratively

Qualifications

Relevant music qualification at Degree level, or equivalent practical and professional experience

Background

Drake Music Scotland (DMS) was established in 1997 with the principle aim of creating opportunities for people with disabilities and additional support needs of all ages to have access to music making.

Drake Music Scotland puts disabled musicians, creative artists, ensembles and learners at the heart of our work, creating opportunities for them to have their voices heard and to achieve their musical ambitions. Our work is informed by the social model of disability and we aim to continue to apply this principle and develop all areas of our working practice in order to diversify our creative workforce

Our Artistic Programme is comprised of two strands; LEARN and CREATE.

Our music education programme LEARN continues to build on our excellent track record of leadership in our sector in a refreshed national drive towards making Scotland a world centre for excellence and inclusion in music education with partners from across the formal and informal sectors. We support the transitions of young disabled people to strengthen musical pathways through and beyond school, offering work experience, mentoring and training with a focus on disabled people moving into the workforce.

CREATE is disabled artist-led with projects to support disabled and neurodiverse artists, music creators and performers curate, co-create, develop and produce high quality artistic work. We work collaboratively with our musicians and partners on a programme of career and opportunity development, and realise a range of exciting events including performances by our Digital Orchestra and other ensembles in a range of settings and on digital platforms. We endeavour to remove disabling barriers to full participation in the music sector in Scotland and beyond, ensuring mainstream opportunities for artistic career development are maximised at every stage.

Our specialised body of expertise based on research & development of innovative music technologies and inclusive practice is the bedrock of our artistic work and our leading CPD and training programme for practitioners in Scotland, the UK and internationally. We will continue to develop our leadership role and training offer including Figurenotes.

Drake Music Scotland believes that everyone is able to participate actively in music and should have access to appropriate resources to enable them to do so. Working throughout Scotland, we aim to develop high quality provision through specialised expertise, training and the use of a range of music technologies and

methodologies. We work with the wider music education sector to address lack of inclusion & increase the visibility and active involvement of young disabled musicians

LEARN

Young people tell us that playing music gives them confidence and self-esteem, communication and social skills, fun and friendship

We offer:

- A creative music learning programme that provides progressive learning and performance opportunities
- Pathways for the transitional age group (18-25) to further learning
- These pathways connect to DMS Create with ongoing opportunities for those identifying as creative artists

CREATE

Disabled artists tell us that multiple barriers and a lack of opportunities prevent them from being involved in the mainstream music world.

We offer:

- A disabled artist-led creative programme which is ambitious and challenging
- Professional opportunities – commissions, development, mentoring, placements
- Career development support for disabled practitioners at all stages including help with applying for opportunities elsewhere

We work with the wider music sector to address lack of diversity & increase the visibility and active involvement of disabled composers and artists

Equal Opportunities

Drake Music Scotland is an Equal Opportunities employer. We are committed to equality and inclusivity across our work and organisation.

We welcome disabled applicants and those with long-term or chronic health conditions and will make any reasonable adjustments required for any part of the recruitment process, and to support you in your role.

All disabled candidates who meet the essential criteria will be invited to interview. In addition, we are especially welcoming of other under-represented groups in the organisation including Global Majority and LGBTQIA+ people.

To apply, please send an up to date CV and covering letter (of no more than 2 sides of A4, either word document or PDF) for the attention of Emma Lines, Head of Learning to recruitment@drakemusicscotland.org