

Sonic Bothy Open Call

Paid Trainee Musician 2026–27

Sonic Bothy is seeking a Trainee Musician who would like to develop their skills and experience in inclusive music facilitation. The Trainee Musician will work alongside experienced Sonic Bothy musicians to deliver experimental music projects for Disabled children and young people at Hollybrook Academy and Middlefield School in Glasgow. This is an entry-level, supported development opportunity. It is funded by the Youth Music Initiative Access to Music Making fund.

You do not need formal music qualifications or previous professional facilitation experience. We are interested in your musical interests, your willingness to learn and your commitment to inclusive practice. We particularly welcome applications from Disabled musicians who meet the essential criteria.

Key information

Role: Trainee Musician

Engagement: Freelance Contract

Period: Project Induction - w/c 31st August. Project Period - September to December 2026.

Working pattern: 2 half-days each week during school delivery, plus paid training, planning and reflection

Location: Hollybrook Academy and Middlefield School, Glasgow, with some meetings taking place online or at Collabor8te, Glasgow

Total payment: £2,867. Further dates in 2027 TBC.

Expenses: Reasonable travel expenses and agreed work-related access costs will be reimbursed

Responsible to: Project Manager

Application deadline: Wednesday 29th July

Interviews: Early August (dates TBC)

Funding: This opportunity is supported by the Creative Scotland Youth Music Initiative Access to Music Making Fund.

All required training, planning, preparation, delivery, meetings, administration and reflection will be paid. Payment will be made monthly upon receipt of an invoice.

About the Youth Sessions

The project provides regular experimental music sessions for children and young people at Hollybrook Academy and Middlefield School. Sonic Bothy musicians will support the pupils to explore:

- Regular experimental music sessions at Hollybrook Academy and Middlefield School.
- Participant-led, responsive approach.
- Exploration of sound, instruments and technology.
- Development of original musical ideas.
- Accessibility, autonomy and meaningful participation.
- Building confidence and creative skills.

Sessions are participant-led and responsive to pupils' different communication styles, interests and access requirements.

What the Trainee Musician will do

The Trainee Musician will:

- attend an induction and training provided by Sonic Bothy;
- contribute ideas to project planning with support from the delivery team;
- observe and assist experienced Staff Musicians during sessions;
- support pupils to explore instruments, sounds and musical ideas;
- help create an inclusive, respectful and encouraging environment;
- contribute to practical session preparation and set-up;
- communicate appropriately with Sonic Bothy staff and school staff;
- take part in regular mentoring, check-ins and reflective meetings;
- contribute to project monitoring and evaluation; and
- follow Sonic Bothy's safeguarding, health and safety, equality and data protection procedures.

We are committed to providing access support and reasonable adjustments wherever possible. The Trainee Musician will work alongside experienced facilitators and will not have sole responsibility for a school group.

Training and support

The successful applicant will receive:

- a structured induction;
- safeguarding and child-protection training;
- experience delivering experimental, participant-led music facilitation;
- supported observation and practical experience;
- mentoring, reflective meetings and check-ins;
- constructive feedback and opportunities to identify development goals.

Who we are looking for

Essential criteria

You should be able to demonstrate:

- an active interest in music, sound or experimental creative practice;
- an interest in developing inclusive music-facilitation skills;
- a willingness to learn, reflect and respond to feedback;
- a respectful and non-judgemental approach to children and young people;
- an ability to communicate and work collaboratively with others;
- an understanding that people communicate and participate in different ways; and
- a commitment to safeguarding, equality and inclusion.

Your musical practice may use instruments, voice, technology, found objects, improvisation, composition or other approaches. Formal qualifications and music-reading skills are not required.

Desirable, but not essential

It may be helpful to have:

- experience of collaborative music-making;
- experience of working or volunteering with children and young people;
- experience of inclusive, community or education settings;
- knowledge gained through lived experience of disability, neurodivergence or barriers to participation; or
- an interest in experimental, improvised or new music.

You do not need to disclose personal medical information, a diagnosis or details of a disability to demonstrate these criteria.

How to apply

Please complete the [Trainee Musician Application Form](#) answering up to 300 words per question.

OR

Submit an audio or video application of up to 2 minutes per question sent by email to [this email address](#) answering the following questions:

- Why are you interested in becoming Sonic Bothy's Trainee Musician?
- What would you like to learn or develop through the traineeship?

- Tell us about an experience that demonstrates how you work with or support other people. This can come from employment, education, volunteering, music-making, caring responsibilities or another part of your life.
- What do inclusion and respectful participation mean to you?
- Tell us about any other experience relevant to the trainee role.
- Please confirm whether you can attend the Project Induction w/c 31st August and the Project Period from September to December 2026.

A CV is not required and will not be used instead of answering the application questions. We will acknowledge receipt of your application. Contact us before the deadline if you need support to submit it.

Selection process

Applications will be assessed by at least two people against the published essential criteria. Personal access information will not be used to score applications. Shortlisted applicants will be invited to a structured interview in Early August (dates TBC). All applicants will receive the same core questions and information in advance. There will be no unpaid trial work. Interview travel expenses and reasonable access costs will be reimbursed. Feedback will be offered to everyone who attends an interview.

The Recruitment Process

You may request reasonable adjustments at any stage of the recruitment process. You do not need a formal diagnosis. Examples could include receiving interview questions in advance, communication support, an online interview, rest breaks or another adjustment appropriate to your needs. Please tell us what would remove the barrier for you; you do not need to provide detailed medical information.

Sonic Bothy wants the recruitment process and traineeship to be accessible. You may apply using:

- the written application form;
- an audio or video recording answering the same questions

Applications submitted in different formats will be assessed against the same criteria. Information can be provided in alternative formats if required. To request a format or discuss access, contact:

Christine Cooper (General Manager)

[Click here to email](#)

Telephone/text: 07356114780

Further Information

Safeguarding and appointment checks

This position involves a regulated role with children. The preferred applicant will receive a conditional offer, subject to:

- successfully obtaining PVG Scheme membership before starting;
- two satisfactory references;
- confirmation of the relevant right to work in the UK; and
- completion of any other proportionate checks required for the role.

PVG Scheme membership has been a legal requirement for people carrying out regulated roles with children in Scotland since 1 April 2025. ([Disclosure Scotland](#)).

Sonic Bothy will arrange and reimburse you for the required PVG process.

Referees will not be contacted before a conditional offer has been accepted. Any information will be considered confidentially, fairly and proportionately in relation to the responsibilities and safeguarding requirements of the role. Sonic Bothy will ask only for information it is legally entitled to consider.

Equality and inclusion

Sonic Bothy is committed to fair and equitable recruitment and to removing barriers within music and employment. We will not discriminate because of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation. Selection will be based on the published requirements of the role, with reasonable adjustments made where required.

Data protection

Application information will be used only for recruitment and safer-recruitment purposes. It will be available only to people who need it to administer or assess the recruitment process. Information will be stored securely and retained for the period stated in Sonic Bothy's recruitment privacy notice, then securely deleted. Health, equalities and criminal-record information will be handled separately and with additional safeguards where required.

Funders

Sonic Bothy's 2026/27 activities are kindly supported by Creative Scotland Multi-Year Fund and Youth Music Initiative, Glasgow City Council Communities Fund, The Glasgow Wellbeing Fund, Garfield Weston Foundation, The Hugh Fraser Foundation, The William Syson Foundation, The Radcliffe Trust, Hinrichsen Foundation, the Cruden Foundation, and our partners Glasgow Music at Glasgow Life, sound Festival, AC Projects, CoMA – Contemporary Music for All, and Tŷ Cerdd – Music Centre Wales.



THE HUGH FRASER
FOUNDATION

THE
WILLIAM SYSON
FOUNDATION



ACPROJECTS

