



# **Staff Recruitment Packet**

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# Welcome!

**T**hanks for taking interest to the open position! You are one step closer to being part of us.

But first, let us kick start with what we are about so you could begin to think how you can align your skill and experience in our company.

Yamaha Sonata Music is known to conduct group / individual teaching comprising students of different ages. When conducting classes using instruments which are specially designed by Yamaha, it is crucial that a music instructor can offer children a fun-learning experience by implementing unique teaching techniques with much patience.

In Yamaha music, public presentations is often set as one of the important learning goal as it shows vividly the growth and improvement of students. Such identification system is perfect in determining students' ability, hence help students of every grade to gain more confidence to master the future learning direction.

In order to perform professionally, trainings and talks will be conducted consistently to enrich musical pedagogy of instructors.

In conducting a class efficiently from young children , teenager to adult portraying various characteristics, it is paramount that a Yamaha Sonata music instructor possesses the qualities of a preschool educator besides having certain level of musical abilities.

## **Musical abilities**

Apart from playing instruments and equipped with theory knowledge, Yamaha Sonata Music instructor is also expected to be able to play various patterns of accompaniments for melodies, changing pitch, and unique musical techniques. These skills don't only aim to achieve a perfect performance but they are also in line with our teaching vision—nurturing the ability to expressing feeling through music.

An instructor with multiple musical abilities can offer children a more enriching and entertaining performance.

## **Guiding ability**

Every child has their distinctive characteristic such as quick, diligent or lazy. Hence it is up to the creativity and capability of the instructor to cater to each one of their needs as the lesson is proceeding to achieve the planned learning outcomes.

## **Personality traits**

To be an instructor who wins not only the children's heart but also parents' trust, having positive personality traits is essential. As parents may be too concern over their child's progress and performance, being empathetic and understanding is especially crucial when parents request for immediate feedback from instructor which at times can be quite challenging.

# APPLY

## Requirements

University degree/diploma and above , music department family background OR Yamaha music certification (performing and musicianship) Grade 5 and above OR equivalent musical ability

Upon completion of the interview session, a contract is to be signed to successfully be a Yamaha Sonata music instructor.

- Conduct group / individual classes.
- Use only musical instruments and teaching methods that are specially designed by Yamaha Music or approved by Yamaha Sonata
- Participate in scheduled trainings, talks, and other activities (invigilation commission excluded)
- Mastering the future direction of learning

## Interview

- Applicants who is successful will receive an interview, a theory examination and a performing examination in a day.

## Opened Teaching position

- Keyboard instrument : Piano, Keyboard, Electone
- String instrument : Violin, Classical Guitar, Acoustic Guitar (Specialises at Finger style), Electric Guitar
- Percussion instrument : Drum
- Vocal: Classical & Pop Vocal

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## Application documents to bring along

- We only accept online application
- Application forms are available via email
- A passport size photo
- A photocopy copy of IC
- Original copies of relevant certificates
- A photocopy of graduation certificate
- A photocopy of Yamaha music grading certificate if available

\*please fill in the forms carefully as accurate information will help us processing your document effectively

\*interview notification and further information will be email by us 10-14days before the examination

## Service hotline

For further information, please call: 017 - 318 6188 Brittany

## Yamaha Sonata teaching training course

- Results will be out in the mid of Aug 2017, applicants who passed the test will begin their tenure effective 1st Oct 2017
- No fees will be incurred for the training, living cost and transportation fees however, are not included
- **Individual course training:** 20 - 30 Aug 2017 (timetable to be confirmed)
- **J-course training:** 1 month training offered by Yamaha (timetable to be confirmed)
- information:

-trainings (curriculum briefing, lesson planning, child psychology, classroom management, lesson conducting etc)

-teaching tour

## **Employment after training course**

- Attendance and learning attitude will be observed and evaluated from time to time.
- A minimum of 24 hours are required for the teaching position (at least 3 days per week, 2 weekends are compulsory).
- Conduct group / individual classes.
- Full time (40 hours per week) Music instructor is entitled to EPF and SOCSO.

*\*please take note, candidate who prefers part time position or could not fulfill any of the requirement(s) are not advised to apply*

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# INTERVIEW STAGES

You will usually meet with 2-3 Sonatians—some potential teammates and some cross-functional—for about 30 to 45 minutes each.

All candidates will have the chance to highlight strengths in 4 different areas:

- **General cognitive ability**: We ask open-ended questions to learn how you approach and solve problems. And there's no one right answer—your ability to explain your thought process and how you use data to inform decisions is what's most important.
- **Leadership**: Be prepared to discuss how you have used your communication and decision-making skills to mobilize others. This might be by stepping up to a leadership role at work or with an organization, or by helping a team succeed even when you weren't officially the leader.
- **Role-related knowledge**: We're interested in how your individual strengths combine with your experience to drive impact. We don't just look for how you can contribute today, but how you can grow into different roles—including ones that haven't even been invented yet.
- **Sonatian spirit**: Share how you work individually and on a team, how you help others, how you navigate ambiguity, and how you push yourself to grow outside of your comfort zone.

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In Yamaha Sonata, the commitment to serve is highly important. Therefore, it's important that you have what it takes to be a part of something great. And we do it together, as a team. Please note that the 3 stages will happen in a day. Please allow approximately 1 hour 30 minutes for the interview.

### **Stage 1 : Performing (Duration : 20min)**

a) Two Repertoires of contrasting style (with level Grade 8 & above)  
Please choose a suitable instrument to which can perform the song well.

\*if accompaniment is required, please be prepared to attend the examination together

\*Playing from memory is encouraged. Page turner is not provided at the exam hall.

\*For Electone participants, ELS-01C series is provided.

b) sight playing

c) Keyboard Harmony

d) Melody and Harmony

### **Stage 2 : Theory (Duration : 30min)**

The scope is ABRSM theory Grade 8 including musical instruments and basic theory.

### **Stage 3 : Interview (Duration : 30-45min)**

-conducted after examination

\*participants who has Yamaha performing grade 5 (piano or electone) or Yamaha conducting grade 5 can skip theory and some parts of practical examinations.

\*procedure as below:

1. Yamaha piano grade 5 + conducting grade 5 and above or Yamaha electone grade 5 + conducting grade 5 and above (please photocopy certification or results)

## **Common Q & A (For Yamaha J-course applicants)**

**Q1: Is the examination eligible only for candidates possessing Yamaha music grade 5 and above?**

Ans: We hope that the instructor has Yamaha performing and conducting grade 5 and above (piano and electone) since examination questions are in accordance to these levels. However, it is not specifically for grade 5 and above. Besides, those who are grade 5 or above in performing and conducting can skip theory and some parts of practical examinations.

**Q2: What is Yamaha Grade Examination System?**

Ans: The Yamaha Grade Examinations help teachers and music learners to confirm their musical abilities and encourage them to acquire all-rounder musical abilities so that they can enjoy creating and performing music. Giving everyone a standard in learning music and motivation to achieve goals. The Yamaha Grade Examination System was started in 1967 for the purpose of enabling everyone who is learning music to improve their musical skills in a well-planned manner while verifying their overall ability. Yamaha Grade Examinations help teachers and music learners to determine their musical abilities and encourage them to acquire all-around musical

abilities so that they can enjoy creating and performing music. Teacher is graded to certify the performance ability as well as having an overall musical knowledge to provide music instruction.

Grade 5 examination as below:

-teachers grade: vocal (sing and play, melody singing), keyboard skills (pitch changing, chordal accompaniment), theory, chord progression, listening.

-students grade: sight playing, pieces playing, freestyle playing.

\*any further information please look into Yamaha website.

**Q3: Are candidates possessing university degree in music instead of piano performing certificate encouraged to apply?**

Ans: although keyboard is main instrument for teaching students in Yamaha, we also encourage students to learn singing, listening, playing, and performing as class. Class performance includes singing, conducting, playing musical instruments, and having a good rhythm. So, besides piano, other musical skills are just as important. Hence, candidates who took up courses related to music or have the experience in teaching preschool children are welcome to apply.

**Q4: I'm currently in a research center; can I take part in Yamaha music instructor examination?**

Ans: The application is open for anyone with a degree qualification or a postgraduate qualification. However, the qualified candidates is required to join a 1 month intensive course during weekdays, from morning until afternoon. The candidates are expected to start teaching after October. We can't reschedule the intensive course based on personal request. Please make sure you are free to attend the course.

**Q5. Can I apply without any teaching experience?**

Ans: If you passed the examination, we will arrange a series of courses and provide training on the areas needed to be qualified as a teacher. We will arrange seminars as well to enhance your teaching skill.

## Q6. What is an Electone? Can I apply if I don't have experience in playing the Electone?

Ans: Yamaha Music Course utilizes both Piano and Electone as teaching instrument. The Electone's wide music varieties and melody excites Children's interest in music and ease the teaching experience. It plays a vital role in Yamaha courses. The keyboard is designed to be more sensitive to touch, making it for the Children to play the instrument. We will arrange the Electone course for all teachers.

## To help you get prepared

Here's our advice to help you be ready for your interview.

- **Predict the future**: You can anticipate 90% of the interview questions you're going to get. "Why do you want this job?" "What's a tough problem you've solved?" Write down the top 20 questions you think you'll get.
- **Plan**: For every question on your list, write down your answer. That will help them stick in your brain, which is important because you want your answers to be automatic.
- **Have a backup plan**: Actually, for every question, write down THREE answers. Why three? You need to have a different, equally good answer for every question because the first interviewer might not like your story. You want the next interviewer to hear a different story and become your advocate.
- **Explain**: We want to understand how you think, so explain your thought process and decision making throughout the interview. Remember we're not only evaluating your technical ability, but also how you approach problems and try to solve them.

- **Be case-driven**: Every question should be answered with a story that demonstrates you can do what you're being asked about. "How do you lead?" should be answered with "I'm a collaborative/decisive/whatever leader. Let me tell you about the time that I ... "
- **Clarify**: Many of the questions will be deliberately open-ended to provide insight into what categories and information you value within the education world. We're looking to see how you engage with the problem and your primary method for solving it. Be sure to talk through your thought process and feel free to ask specific questions if you need clarification.
- **Improve**: Think about ways to improve the solution you present. It's worthwhile to think out loud about your initial thoughts to a question. In many cases, your first answer may need some refining and further explanation. If necessary, start with the brute force solution and improve on it – just let the interviewer know that's what you're doing and why.
- **Practice**: Everyone gets better with practice. Practice your interview answers—out loud—until you can tell each story clearly and concisely.

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