



## **COMPETITION GUIDE FOR THE POSITION OF PIPE MAJOR**

References: memo Pipe Major, LCol McKay 01 Oct 2012

### **BACKGROUND**

1. At ref A. the Commanding Officer of the day composed a guide to be used while competing for the position of Pipe Major. While not binding the command prerogative of the current or future Commanding Officers, that same guidance is summarized here, and should be the basis of any future competitions.

### **RATIONALE**

2. The post of Pipe Major is similar to a command team position in its complexity and demands. Like a command team position, it is important to maintain the flexibility associated with having choices. As a result, we will hold a competition for the post of Pipe Major.

### **COMPETITION CRITERIA**

3. The competition will be carried out by a committee of three individuals. They shall be the HCol (or his representative who shall be a member of the Senate), the DCO, and a member of the Band. The committee, after reviewing the applications, will rank each applicant according to criteria within three categories:

- a. Musical Ability. (Personal piping ability, general musical ability, pipe music instructional skills, experience with Pipe Bands, understanding band ethos, connections with the local piping community.)
- b. Leadership, Management and Command Skills. (Competence with drill/dress/deportment, ability to attract new members, communication skills, team building/recruitment, community insight and connections, ideas/concepts for band development, ability to supervise the control of stores, ability to conduct revenue generation projects.)
- c. Knowledge and sensitivity to Military Ethos. (Knowledge of traditions of the Service, knowledge of the history and organisation and governance of the PWOR, understanding of the role of the highland bagpipe within military organisations, ability to lead band in military parades and events)The mission of the Pipes and Drums is to support the PWOR with dignitary and honour by providing quality music for the Regimental events, and for appropriate organisations within the military and civilian communities in the Kingston region.

### **SCORE AND RESULTS**

4. Each category will be worth 10 points for a maximum of 30 points. The committee will provide an explanation of each score with their recommendation to the CO. The latter will make the final decision as to the appointment.