



Director of Music Application Pack



Welcome from the Dean of Canterbury

Music of all kinds plays a huge and vital part in the daily life and ministry of Canterbury Cathedral, and in appointing a new Director of Music for all aspects of our musical life as a community we are in no doubt about how important a role this is. The Cathedral fulfils a multitude of different roles but the heartbeat of its life is the offering day by day of regular worship which is usually sung each evening and during the morning too on Sundays and festival days.

Apart from being a large church which attracts worshippers and pilgrims from many different traditions, it also serves the Archbishop of Canterbury as the cathedral church of his Diocese, as his seat as Primate of All England and as his seat as leader of the Anglican Communion. It is seen as the Mother Church of the worldwide Communion and the music sung and played needs to reflect the diversity of these different roles, and engage effectively with the huge international community who feel a connection with this place. The Canterbury Cathedral Choirs are at the centre of the offering of music of the highest standard suited not only to the rhythms of its worshipping life, but also of the needs and style of the particular act of worship or performance of which it is a part.

At various times throughout the year, other musicians local, national, and international come to work with the Cathedral Choir to enrich our musical offering, or serve as visiting choirs, maintaining the constant daily ministry of music. The rich musical life of this holy place will be both led and encouraged by the new Director of Music, both in the regular cathedral services and also in a broader musical programme, which will inspire and invite many others to enjoy and participate in the musical life of this place.



Robert Willis

Vision for the future of music at Canterbury Cathedral

Canterbury Cathedral stands at a pivotal moment in its musical history. The COVID-19 pandemic, despite bringing many challenges, has led to deep reflection on the shape and purpose of our musical life, and has opened up a wide range of new ways to minister to the world. While the pandemic has caused our building to be closed for public worship for much of the year, our online presence has consolidated the Cathedral's role as the seat of the Archbishop of Canterbury, and so as Mother Church of the Church of England and the Anglican Communion. Our live-streamed choral worship and our broader online ministry (which also often involves music) now attracts a very large and international following every day.

In this moment our Cathedral music needs to draw on the best of our musical past, and also to welcome pro-actively the many new demands and creative opportunities for worship and performance that the future will bring. At the heart of this vision stands the continued growth in professional excellence of our Cathedral Choir (boys, girls, and adult singers), and the Chapter is committed to providing the financial support necessary to enable this. In future, we see this development in excellence contributing to and benefiting from a much greater engagement between the Cathedral's music and the broader professional musical world, the online context of contemporary society, and our local community and Diocese.

The new job title "Director of Music" (previously "Organist & Master of the Choristers") is indicative of the much broader role we see for music in the life of our institution and in the relationship between the Cathedral and the wider world. While the heartbeat of our musical life is daily sung worship, we wish to develop around this a broader artistic vision to make the Cathedral, and Canterbury more generally, a centre of musical creativity, performance, and education. This is all the more important given the urban transformation that has taken place here over the last 20 years. Canterbury is now a busy metropolitan centre, with a fast train to London, two large universities, a successful theatre and major arts festival, and a rapidly growing cultural life. The Director of Music will wish to make the Cathedral fully integrated into these exciting developments and to position the Cathedral as a leading civic cultural institution, with an international reputation for musical creativity and excellence.





Two recent projects give a flavour for this more connected vision of Canterbury's music. In February we launched a well-funded Choral Scholar scheme as a professional development opportunity for early-career singers. This drew over 40 highly-qualified applicants. As well as bringing these talented individuals to Canterbury and enabling them to flourish, the scheme has also created much stronger links with conservatoires and other significant musical institutions nationally. Similarly, through a partnership with Arts Council England, the Palimpsest Project has commissioned 16 new pieces for Choir and saxophone to be premiered and recorded by the Cathedral Choir (with Signum Records). Four of these pieces are open to a composition competition which drew 100 entries, and one will be composed by the local community. Again, this not only brings a range of new music into our repertoire, but also supports up-and-coming composers, and increases Canterbury's musical profile locally, nationally, and internationally. These projects, we hope, are just the beginning of the enormous creative possibilities that are made available by Canterbury Cathedral's international status, and we are excited to work with a new Director of Music to develop this approach further.

The Choir consists of an all-boarding boys choir (living in the Precincts but educated at the independent St Edmund's School), a girls choir (12-18yrs, directed by Dr David Newsholme) who attend a range of local schools, and a team of professional Lay Clerks and Choral Scholars. Choral Evensong is sung every evening of the week. The Cathedral continues to strive towards greater equality of opportunity between girls and boys at the Cathedral, and to greater social equality around access to the boys' choir, related to concerns about the ability to pay school fees during and beyond the time of the Choristership. These are issues that we wish to address with urgency. The Cathedral's Organ has recently been restored and greatly expanded by Harrison & Harrison, giving Canterbury one of the leading accompaniment and solo instruments in the country.

Person Specification

Our ambitious plans for the future of music at Canterbury require the professional leadership of an exceptional individual, able to combine excellence in choir training and chorister development with the imagination, energy, musical creativity, and entrepreneurship necessary to deliver a new and broader vision of Cathedral music fit for the Mother Church of the Anglican Communion in the 21st Century.

The successful candidate will have an outstanding level of personal musicianship, and be committed to their own continued professional development at Canterbury. They will have the personal, educational, directing, and managerial skills necessary to inspire and insist on the highest standard of performance in all the Cathedral's musical activity at all times, and the musicality and vision to craft a high quality, and perhaps distinctive, choral sound at Canterbury. They will be able to work effectively with children of a range of ages and backgrounds, as well as professional adult musicians, and be committed to both the Choristers' musical education and their personal, social, and emotional well-being. They will be a wise, creative, knowledgeable, and innovative selector of musical repertoire with a deep understanding of the relationship between music choices and their performance contexts.

They will enjoy working collaboratively with colleagues at the Cathedral. In particular, they will collaborate effectively with the Cathedral's professional musicians, discerning where each individual's strengths lie, and being open to learning from others' expertise as well as offering direction. The capacity to work effectively with the Cathedral clergy, especially in the critical creative partnership with the Cathedral's Precentor, is crucial to the role, as is a willingness to adapt musically to the varied demands of Cathedral liturgy and life, and an openness to exploring and occasionally experimenting aesthetically and liturgically (e.g. through broadening the repertoire or through exploring a variety of historical and contemporary performance practices).

We seek a Director of Music who is genuinely enthusiastic about the development of a broader role for Cathedral Music beyond sung worship, and who enjoys the learning, challenge, and connections brought about by creative partnerships with external musicians and institutions. Such a person will be energised by the educational, civic, and engagement opportunities that music brings. They will be an inspirational communicator, who works naturally with secular musicians, arts institutions, educational authorities, local university and school staff, and Diocesan colleagues. They should be able to conceive, articulate, and deliver a vision for how the substantial musical resources of the Cathedral can best serve and draw on our local community and Diocese, the musical world, and the Cathedral's international ministry and profile. They will have both the intellectual and imaginative capacities to identify new initiatives, and the commitment and organisational skill to work with others to bring them to fruition.

For the sake of clarity, the Cathedral is open to appointing a Director of Music from any musical background who can fulfil the criteria described above (both those who play the Organ and those who do not are welcome to apply). We expect that the ambitious vision for music that we have articulated will only be achievable through teamwork with other Cathedral Musicians whose range of skills and talents complement one another.



Further Details

Pay

The salary for this post will be circa £65,000, the exact amount will be based on skills, experience, and musical standing. Extra fees are payable for weddings, funerals and other externally-funded or commercial services or events which take place outside of contracted hours.

Accommodation is not provided, however a property in the Cathedral Precincts is available to be rented by the Director of Music if they wish.

Pension

If eligible, the Cathedral will enrol the post-holder into the Workplace Pension Plan. Standard contribution rates for this plan are 2.8% from the employee (increased to 3.5% with tax relief) and 7.5% from the Cathedral. Staff have the right to opt out of the scheme if they do not wish to be a member.

Hours

The role is based on annualised hours of 37.5 hours per week with an expectation to attend each sung service in the Cathedral when on duty.

Leave

The post-holder is entitled to 6.6 weeks paid leave, inclusive of public holidays. As this is an annualised hours contract it is common to balance longer working weeks with shorter weeks during leave periods for our Choir. Leave is taken during the following planned periods when the Choir is on holiday:

- At least 30 days in Summer or early Autumn (excluding a period of up to 2 weeks working in the Cathedral) between approximately mid July and the end of August
- From Boxing Day to January 5th
- Usually twelve days following Easter, (unless the date of Easter necessitates a split holiday.)
- Seven days at each half term break, to include a weekend.

Right to work

Applicants must have the right to work in the UK.

Application Process

To apply, please submit a Covering Letter and upload a full CV to our online application system at:

www.canterbury-cathedral.org/vacancies

You should also submit a recording (preferably video) of something you have done which you feel best represents your musicianship and creativity. Please do not create a new recording for the application but send us something from your previous work. You may also submit a short paragraph to explain the context and significance of what you submit. Please email the video/a link to the video and the supporting paragraph to recruitment@canterbury-cathedral.org

You should also supply the details of three referees through the online application form.

Your application should reach us by 5pm on **Thursday 17 June 2021**

If you would appreciate an informal conversation about the role please contact the Precentor, The Reverend Max Kramer (max.kramer@canterbury-cathedral.org).

The post will begin on 1 January 2022, or as soon as possible thereafter based on the availability of the successful candidate.

Interview date: **28-29 June 2021**





Job Profile

Purpose

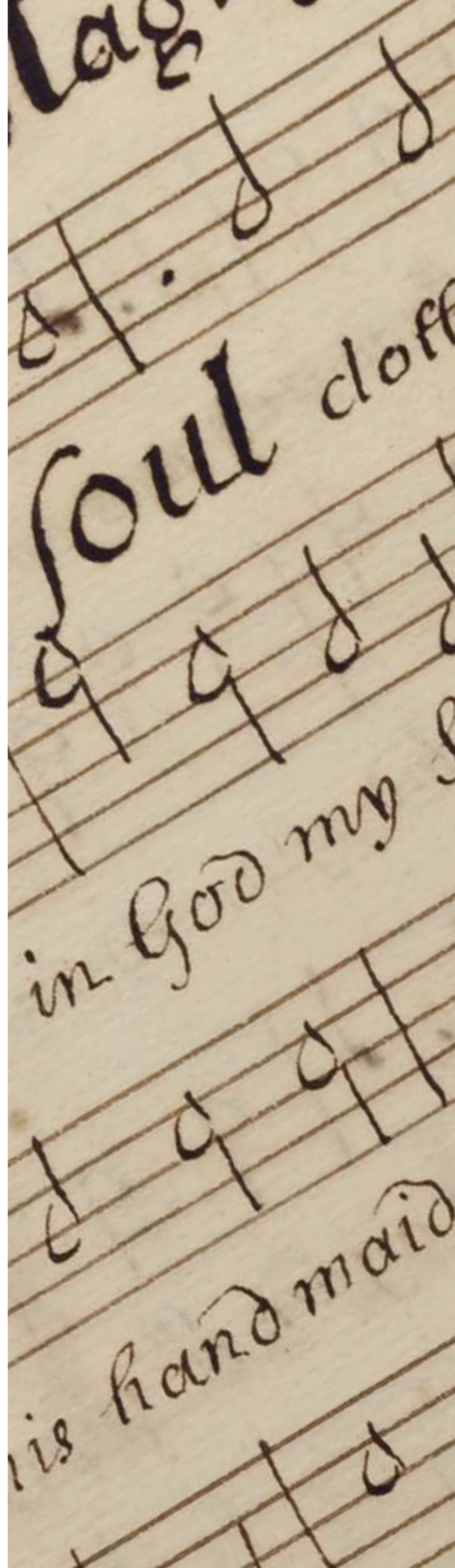
The Director of Music is responsible for all aspects of the Cathedral's musical life, including the musical direction of the Choir, oversight of all Cathedral musicians, management of our musical engagement activities, and collaborating with the Dean & Chapter and Precentor in developing the Cathedral's broader musical strategy, programme, and liturgical life.

The post will report to the Head of Worship & Events, which is held by the Dean of Canterbury.

Principal Responsibilities

- Maintain and develop standards of musical excellence in all the Cathedral's musical activity.
- Oversee and manage all aspects of the musical life of the Cathedral, including line management of all professional musical staff, and lead the programming of the Cathedral's musical life.
- Responsible for the rehearsal, management, and choral direction/conducting of the Cathedral Choir, leading personally and delegating to colleagues as appropriate.
- Work with the Dean & Chapter and Precentor on strategic planning to develop the musical life of the Cathedral, and lead the implementation of agreed strategy and forging new musical relationships.
- Responsible for the Cathedral's organs.
- Responsible, in collaboration with the Dean & Chapter and Precentor, for developing the Cathedral's musical engagement with the local community, the Diocese, and the national and international artistic world.
- Responsible for good communication with the Cathedral staff, chorister parents, St Edmund's School, and other local schools.
- Share pastoral responsibility for the Choristers with the Precentor and Director of the Girls' Choir (and, for the boy Choristers, with Choir House staff and the Head of the Junior School at St Edmund's), and endeavour to promote the wellbeing of all Choristers and Cathedral musicians at all times.
- Responsible for the maintenance of a safe and healthy environment for all musicians in line with Cathedral Safeguarding policies and practices, and to be a role-model of best practice in Safeguarding.
- Attend and participate in meetings of the Worship & Events department, and any other relevant meetings with Cathedral colleagues.

- Responsible with the Precentor for compiling and overseeing the Liturgy & Music budget and for the financial management of the Department.
- Responsible for agreeing and managing any relationships with external musicians performing with the Cathedral Choir at events and services, in liaison with the HR department.
- Responsible for the artistic and commercial co-ordination of any outside recordings, concerts, and events involving the Cathedral Choir.
- Responsible for the effective maintenance of musical relationships between the Cathedral and relevant local and national institutions and individuals.
- Responsible with the Precentor for the appointment of Assistant Organists, Choristers, Choral Scholars, Lay Clerks and Deputy Lay Clerks in consultation with the Assistant Organists. Responsible for the effective promotion of and recruitment to these positions.
- Responsible for ensuring one of the Cathedral musicians is available "on call" throughout holiday periods, when Choral Services are sung by Visiting Choirs. The responsibility for organising these choirs is held by the Precentor, but the Director of Music may wish to be involved in the strategic aspects of our Visiting Choir programme.
- Responsible for Health & Safety for all music department activities and working areas.
- Line management of professional musicians, minibuss drivers and administration support, including annual objectives and appraisals and CPD / Training requirements.
- To carry out other tasks as directed by the Dean and Chapter.





Person Specification

The personal specification below indicates the qualifications, experience, knowledge and skills required to undertake the role effectively.

Essential

- An understanding of and sympathy with the ethos of Canterbury Cathedral.
- Outstanding level of personal musicianship, with a commitment to ongoing musical learning and development.
- Excellence in Choir directing and training, with high musical standards.
- Excellent at relating effectively to child and adult musicians.
- An effective administrator and line-manager of musicians.
- Excellent knowledge and understanding of sacred music.
- A genuine interest in developing the artistic, educational, and civic role of Cathedral Music beyond sung worship.
- A resourceful, entrepreneurial, and creative strategic leader, with the commitment and energy to implement our musical ambitions.
- Effective at building and sustaining collaborative relationships with external musical partners at all levels.
- A flexible musical approach that is open to exploration of a range of musical styles, repertoire, and approaches, with an understanding of the need for the Cathedral's music to serve its performance context (whether liturgical or otherwise).
- Ability to work collaboratively and creatively with the Precentor and other Cathedral Clergy in developing the liturgical and musical life of the Cathedral.
- A flexible approach to hours worked.

Desirable

- Musical interests, experience, and reputation beyond the world of Church Music.
- Experience of developing the engagement of a musical institution with the broader community.
- Experience of substantially developing the musical reputation and public profile of a choir or other musical ensemble.

Location

Canterbury Cathedral Precincts.

DBS

An enhanced DBS is required.

Equality Statement

The Dean and Chapter recognises that discrimination and victimisation is unacceptable and that it is in the interests of the organisation and its employees to utilise the skills of the total workforce. It is the aim of the organisation is to ensure that no employee or job applicant receives less favourable facilities or treatment (either directly or indirectly) in recruitment or employment on grounds of age, disability, gender / gender reassignment, marriage / civil partnership, pregnancy / maternity, race, religion or belief, sex, or sexual orientation.

This job description is provided to assist the post holder to know their principal duties. It may be amended from time to time in consultation with the post holder, by, or on behalf of, the Head of the Department, without change to the level of responsibility appropriate to the grading of the post.

