



Singing Partnerships Lead Application Pack

Welcome

Canterbury Cathedral seeks to appoint a qualified, experienced, and energetic musician and educator as Singing Partnerships Lead. This is a new position which marks the start of an exciting new direction for the Cathedral's Music Department. The successful candidate will be responsible, in consultation with the Director of Music, for developing and implementing the Cathedral's strategy for community engagement through music.

The Singing Partnerships Lead will play a leading role in developing partnerships with local schools, and with other local and national musically focussed institutions. In collaboration with these schools and other institutions, the Singing Partnerships Lead will design and deliver opportunities for high-quality musical engagement with a wide range of people, particularly children, from all backgrounds.

The post-holder will also develop a series of activities to take place at the Cathedral, or in the Cathedral's Precincts, which further the Cathedral's aim to bring musical opportunity to as many people as possible from all walks of life. These might, for example, include an early-years choir, a choir for those suffering from neurodegenerative conditions, and singing workshops for young adults.

The Cathedral recently announced that, from September 2023, membership of its choirs will be open to children attending any school, (boys aged 8-13, and girls aged 12-18). The Singing Partnerships Lead will be expected to take a significant role in facilitating pathways to choristerships at the Cathedral for children with excellent musical ability.

Canterbury Cathedral is the seat of the Archbishop of Canterbury, and the Mother Church of the Church of England and the worldwide Anglican Communion. Founded by St Augustine, following his mission to England in 597 AD, and the scene of the martyrdom of St Thomas Becket in 1170, the Cathedral draws a large regular local congregation, together with thousands of pilgrims and many high-profile visitors every year.

Canterbury has excellent transport links, including a fast train service to London (55mins into London St Pancras), making it an ideal place to develop a musical career at the highest level.



Music at Canterbury Cathedral

The Cathedral is blessed with a large and flourishing Music Department under the leadership of Dr David Newsholme, Director of Music. Choral Evensong is sung every day of the week, and a Choral Eucharist is celebrated on Sundays. The Cathedral has a popular online presence: professional-standard webcasting technology is in place, allowing our music to reach a very large audience around the world.

A broad range of musical activities takes place both at the Cathedral and further afield. In recent years, the Choir has recorded for Decca Records, Signum Classics and BBC Music Magazine; it has recently been engaged in a project entitled Palimpsest which, in partnership with Arts Council England, commissioned 16 new pieces for choir and saxophone to be premiered and recorded by the Cathedral Choir. Four of these pieces were chosen by competition, which drew 100 entries.

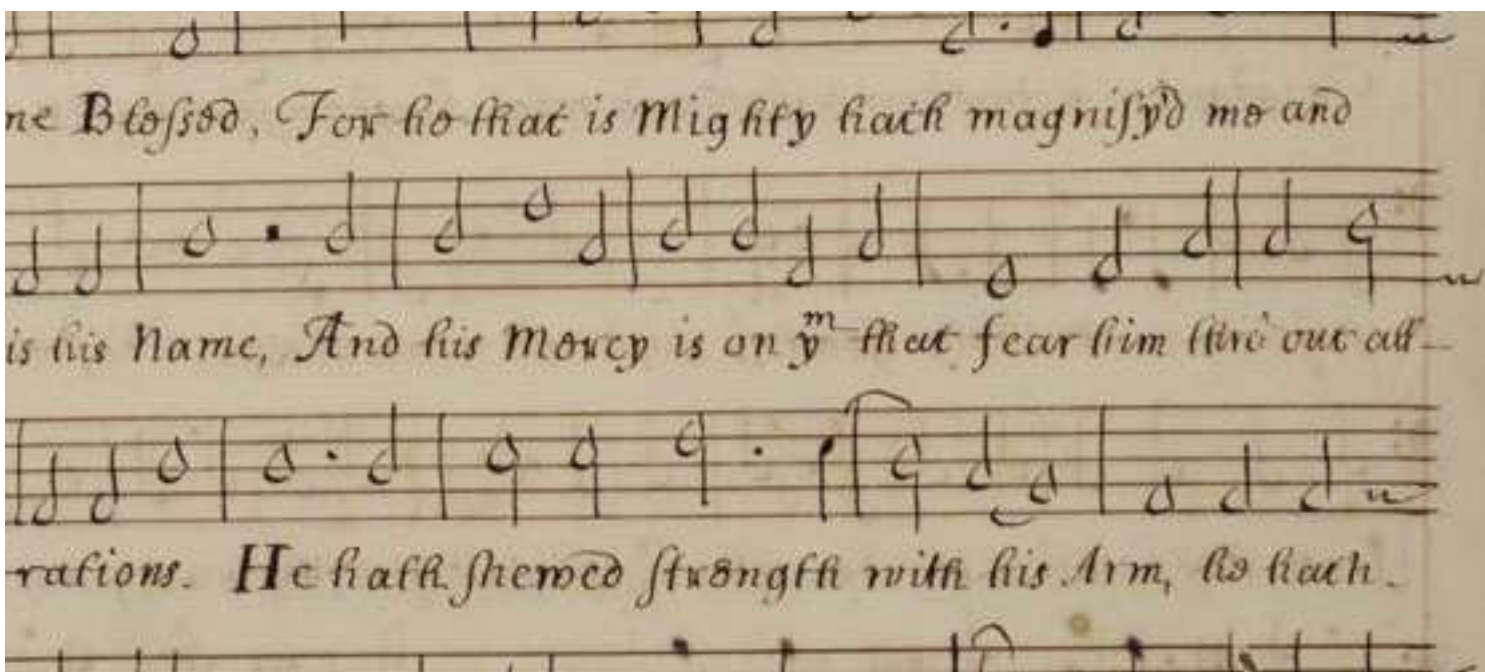
The Choir has performed with world-class ensembles including His Majestys Sagbutts and Cornetts, Fretwork, and The English Concert, and enjoys an ongoing relationship with period instrument orchestra The Harmonious Society of Tickle-Fiddle Gentlemen.

The Cathedral has also partnered with Glyndebourne Opera and The Marlowe Theatre, and Gabrieli Roar, working to deliver high-quality engagement projects involving local schools.

The Choir is currently made up of a maximum of 25 boys (8-13 years old) who board in the Precincts, and around 20 girls (12-18 years old) who attend a range of local schools. The Cathedral recently announced that, from September 2023, membership of its choirs will be open to children attending any school, (boys aged 8-13, and girls aged 12-18). Both of these groups sing alongside 12 professional adult singers, a mixture of Lay Clerks and Choral Scholars, who provide the lower voices in the Cathedral Choir.

Canterbury Cathedral's Choral Scholar scheme launched in February 2021 as a professional development opportunity for early-career singers. Now in its second year, the scheme has succeeded in bringing talented individuals to Canterbury and affording them the opportunity to flourish here; it has also helped the Cathedral foster stronger links with conservatoires and other significant musical institutions nationally. From September 2023, the Choral Scholars will be joined by an Organ Scholar.

Harrison & Harrison have recently completed an extensive rebuild of the Cathedral's Great Organ, giving Canterbury one of the leading accompaniment and solo instruments in the country. Additionally, the Cathedral is home to a one-manual instrument by JW Walker (currently in the Nave), a two manual extension organ by FH Browne & Sons (currently in the Western Crypt), The Galpin Organ, a chamber instrument thought to be the work of Father Smith, last restored by JW Walker in 1990 (currently in the Trinity Chapel), portable chamber organs by Kenneth Tickell & co. and Peter Collins, and two grand pianos (currently in the Choir Practice Room and in the Eastern Crypt).





This role description is intended as a working document giving a guideline to the major tasks to be performed.

It is to be understood that the post is likely to develop and change in order to meet the demands and expectations of this new position.

Key responsibilities of the post

- To develop meaningful and lasting partnerships with local schools, at both primary and secondary levels;
- To develop, in collaboration with staff at these schools, enriching and educational musical opportunities for children. These might include, though are not restricted to, setting up and maintaining vocal ensembles; offering group music lessons which support the curriculum; offering music-related CPD education for school staff, and addressing staff about music education at Inset days;
- To liaise with national and local music organisations such as the Royal School of Church Music, the Cathedral Music Trust, Kent Music, and local music festivals (the Cathedral already enjoys close relations with JAM on the Marsh, for instance), to explore how high-quality musical experience can be brought to those who would not otherwise be able to access it;
- To develop musical partnerships with churches throughout the diocese, providing encouragement and practical support;
- To develop a series of activities which can take place at the Cathedral, or in the Cathedral's Precincts, which offer opportunities for members of the local community to engage musically with the Cathedral. These might, for example, include an early-years choir, a choir for those suffering from neurodegenerative conditions and singing workshops for young adults;
- To involve the Cathedral's Organ and Choral Scholars in supporting community engagement projects;
- To develop online resources for musical community engagement;
- To play a leading role in facilitating pathways to choristerships at the Cathedral for children with excellent musical ability, utilising the connections referred to above.

Person Specification

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

Essential Skills and Experience

- Experience of leading group singing activities;
- High level of singing experience (diploma or equivalent);
- Experience of working with schools at either primary or secondary level;
- Degree or equivalent level of musical qualification / experience;
- An understanding of, and sympathy with, the aims and purposes of the Cathedral, its worship, mission and ministry.

Desirable Skills and Experience

- Good keyboard skills;
- Teaching qualification;
- Experience as a professional singer at a high level;
- Experience of managing a budget;
- Experience of managing others;
- Knowledge and experience of Cathedral music making;
- Driving licence: this role will require travel between the Cathedral, where the post-holder will be based, and local schools, churches, and other partner organisations.

Personal Attributes

- Excellent communication skills;
- An enthusiasm for singing and music-making in general, and for sharing this widely;
- The ability to think strategically;
- Highly organised, reliable and a good timekeeper;
- Motivated, self-disciplined and energetic;
- Flexible approach to hours worked.



Terms and Conditions

- Job Title:** Singing Partnerships Lead
- Reporting to:** Director of Music
- Location:** Canterbury Cathedral Precincts (CTI)
- Right to work:** Applicants must have the right to work in the UK
- Salary:** £ 21,630 gross per annum (£43,260 Full time equivalent)
- Probation period:** During the probationary period of 6 months, either party may terminate this agreement by giving one weeks' notice in writing
- Working hours:** Normally 18.75 hours per week

In addition to the core hours, the Singing Participation Lead may be required to work such reasonable additional hours as may be necessary to enable the effective discharge of their professional duties.

Annual leave: 7.6 weeks / 142.50 hours per annum inclusive of 8 public holidays

Safeguarding: A satisfactory enhanced DBS disclosure is required for this post.

Pension: The Dean and Chapter of Canterbury offer a Stakeholder pension to all employees via Aviva. Your age and salary will determine if you are to be automatically enrolled in the pension scheme. An employer's contribution will be made by the Dean and Chapter after 3 months continuous service. Staff have the right to opt out of the scheme if they do not wish to be a member.





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 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.

Other Terms and Conditions

The details above are only a summary of the terms and conditions offered and do not replace the wording of the Terms and Conditions which will form the contract between the post holder and the Dean and Chapter of Canterbury.

Application Process

A full CV and covering letter should be submitted online via the Canterbury Cathedral website.

Application details can be found at:

<https://www.canterbury-cathedral.org/get-involved/work-with-us>

If you wish to have an informal conversation about the role of Singing Partnerships Lead to ask questions in advance of application, please contact the Director of Music, David News-holme, by email: music@canterbury-cathedral.org

The closing date for receipt of completed applications:

Wednesday 5th July 2023

Interviews are expected to take place:

Wednesday 12th July 2023

The post is expected to commence on:

1st September 2023, or as soon as possible thereafter.

We look forward to receiving your application and we thank you for your interest in Canterbury Cathedral.

We welcome applications from underrepresented groups.

Canterbury Cathedral is committed, within our Cathedral community to the safeguarding and protection of vulnerable people. This encompasses those who live, work, worship and visit here.

As part of our commitment to both child and adult protection, we carefully select and train paid and voluntary staff who might come into contact with these groups, using the Disclosure and Barring Service (DBS) if appropriate amongst other tools, to check their suitability.