

Job description

Job title:	Organist
Department:	Music
Line manager:	Director of Music
Salary:	c. £46,000 per annum, with additional fees paid for performance work and special events

The job description is an operational document that does not form part of the contract of employment.

It may be that from time to time an individual is expected to perform tasks that may not be expressly in the job description but are nonetheless necessary in the day to day performance of their duties.

St Paul's Cathedral reserves the right to amend the job description as may from time to time be necessary to meet the changing needs of the organisation.

Purpose of the job

Worship, liturgy and music are central to the life of St Paul's Cathedral, whose core purpose is to advance the Christian religion in accordance with the faith and practice of the Church of England, in particular by furthering the mission of the Church of England (Constitution and Statutes 2023). To that end, St Paul's seeks to appoint a first-class musician to join their internationally renowned Music Programme.

The Cathedral Choir currently consists of a top line of Choristers (mainly boys with a number of girls working with them) and a team of 12 Vicars Choral. Through the ambitious Girls Voices Programme, which was launched in September 2023, we are aiming to create the world's largest and busiest choral programme, with two top lines, one of girls and one of boys, working separately but coming together for various important or historic services and events. Planning permission and funding are in place to build a new boarding facility so that girls and boys will be offered equality of opportunity by September 2025.

The successful candidate will be the principal accompanist of the Cathedral Choir, share the training of the Choristers and direct them regularly and be involved with the administration associated with these areas. From September 2025, the number of sung services will increase from 8 to 14 a week (including a Sung Eucharist at 8am on most weekdays), and this increase will require a change to the number of staff in the Department and their workload, including the appointment of an Assistant Director of Music

The Organist will have responsibility not only for the care, maintenance and development of the Cathedral organs but also for championing the instruments and their profiles both within the Cathedral community and in the wider world. The Celebrity Organ Recital Series and the Sunday Organ Recitals are important parts of our musical life at the Cathedral.

Within the Department there are currently two other organists – the Sub-Organist and the Organ Scholar. The Music Department Administrator provides support for the work of the Department. There is a singing teacher who spends time with the Choristers each week, and a flourishing Music Partnerships Scheme with three members of staff. We will also be making an appointment to a new post of Assistant Director of Music who will focus on choral direction.

Music is one of four departments (alongside Liturgy, Virgers and Special Events) which fall under the Precentor's Directorate. A new Precentor will come into post in October 2024 as a member of the Executive Leadership Team and the Chapter member with responsibility for this area of work. The Director of Music is the Line Manager for the Organist.

Main duties

- Act as the principal accompanist for the Cathedral Choir;
- Play for special services, weddings, baptisms, concerts, recordings and broadcasts when necessary;
- Be responsible for the regular maintenance of the five Cathedral organs, overseeing their long-term health and welfare, the arrangements for tuning, and liaising with Harrison and Harrison;
- Act as a champion for the instruments and their profiles both within the Cathedral community and in the wider world;
- Coordinate access to the organ for interested parties;
- Play a number of recitals in the Cathedral during the course of a year (the number is flexible);
- Be responsible for planning and co-ordinating the annual Celebrity Organ Recital Series and to have oversight of the Sunday Organ Recitals;

- Alongside the Director of Music, develop and maintain a vision and house-style for performances of music in the Cathedral;
- Share in the annual appraisals of the Vicars Choral;
- Arrange for staff organists to cover services, special events and duties during the holiday periods and to take an equal share in these responsibilities;
- Coordinate the annual recruitment of an organ scholar and monitor their development;
- Deputise for the Director of Music as conductor when necessary;
- Assist the Director of Music in the training of the Choristers;
- Assist the Artistic Director of Choral Partnerships with Chorister recruitment;
- Assist the Director of Music in the auditions of the Choristers and the Artistic Director of Choral Partnerships with the delivery of the Probationer Programme;
- Assist and help develop the work of the Organ Partnerships Programme;
- Assist in the planning of special services, recitals, tours, recordings and other projects at the request of the Director of Music;
- Line manager the Sub-Organist and the Organ Scholar;
- Attend meetings as requested by, and in the absence of, the Director of Music e.g. Heads of Department monthly meeting;
- Attend a weekly Music Department meeting;
- Take a part in the routine administrative tasks of the Music Department, such as proofreading and contributing to Service Schedules and special Orders of Service as necessary;
- Work with and contribute fully as a member of the Music Department team; and
- Work in close collaboration with all staff to ensure the welfare and safety of the children in the Cathedral Choir.

Person specification

- Be a first-class organ recitalist and accompanist with a broad repertoire;
- Be expert in liturgical improvisation, sight-reading and transposition;
- Have proven ability as a choir trainer, including knowledge of vocal technique;
- Have a clear and effective conducting technique;
- Significant experience as a musician in a Cathedral, or a similar environment;
- Hold a graduate degree or have equivalent high-level professional musical experience;
- Have a good working knowledge of the liturgies of the Church of England;
- Display a consistently professional attitude to work and to the ethos of the Cathedral's aims and mission, where necessary moderating contributions to social and other media;
- Take a proactive attitude towards professional musical development through lessons, practice, observation, teaching, performances within the Cathedral and elsewhere, and through being liturgically aware and/or inquisitive;
- Be able to work well with children;
- Be expected to share in St Paul's Cathedral's commitment to safeguarding and promote the welfare of children, young people and vulnerable adults;

- Adhere to Cathedral Safeguarding Policies and be willing to attend Safeguarding training and report any Safeguarding concerns through appropriate channels;
- Have experience and knowledge of safeguarding requirements and procedures;
- Have line management experience;
- Be supportive of all colleagues and be able to work collaboratively as part of a team;
- Be able to work calmly, particularly when performing at high profile, pressured occasions;
- Have proven organisation, prioritisation and time management skills;
- Have excellent attention to detail;
- Have confident, clear and effective communication skills;
- Have wide-ranging and informed musical interests and experience.

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The individual will be in sympathy with, and in their work support, the Christian aims and mission of St Paul's Cathedral.

Liturgy, Worship & Events

