



APPOINTMENT OF BASS LAY CLERK

INTRODUCTION

The Chapter of Peterborough Cathedral is seeking to appoint a Bass Lay Clerk to the Cathedral Choir from September 2019.

Chapter regards worship, ministry and mission as the key priorities of the Cathedral, and is therefore highly supportive of the Cathedral Choir, and of music within the Cathedral, which it sees as integral to its aims. It is committed to fostering a high standard of music-making within worship and ensuring that the choral music inspires worshippers. It recognises that projects such as concerts, tours, broadcasts and recordings are important opportunities to develop the professional standing and standards of the Cathedral Choir and to make a wider public aware of the Cathedral's worship, ministry and mission.

This document is in five sections, including this introduction:

2. Background information
3. Person specification
4. Details of the post
5. How to apply

2. BACKGROUND INFORMATION

Peterborough is one of the new foundation cathedrals (together with Gloucester, Oxford, Chester and Bristol) created by Henry VIII as the monasteries were dissolved. There has been an Abbey on this site for over 1200 years, but the current building was begun in 1118. Three principal glories of the Cathedral building are its iconic West Front, the painted wooden Medieval Nave ceiling and the splendid fan-vaulted New Building, possibly created by the architect of King's College Chapel in nearby Cambridge. The spacious Precincts still contain a number of monastic buildings and ruins. Inside, the Cathedral has been completely cleaned and restored since 2001, and is probably more complete and in better condition than at any time in its history.

There is a lively Cathedral community including all age groups, and as well as regular worship led by the Choir it supports children's and young people's groups, education programmes, a theological society and a weekly lunchtime address. It contributes time and resources to a local project for the homeless, educational and other outreach initiatives, and provides hospitality to a variety of groups and gatherings. The Cathedral is principally the seat of the Bishop of Peterborough, and hosts many of the larger Diocesan services and events. There is considerable support here for music in worship. Resources for music and the Choir have grown considerably in recent years, since the restoration of the inside of the building was completed.

The Music Department and Cathedral Choir

The Director of Music (Tansy Castledine, September 2018) is responsible for overseeing and directing all aspects of the Music Department. Supporting staff include an Assistant Director of Music (David Humphreys, 2011), Organ Scholar, Administrator (Penny Wood, 2012), Choir Matron (Julie Aloe, 2011), and a singing teachers (Sarah Burston, 2018 and Joe Bolger, 2018).

At present, the Cathedral Choir comprises forty five boy and girl choristers who take an equal share in singing the daily services. There are six Lay Clerks, who normally sing seven choral services per week. In addition to the Lay Clerks there are Assistant Lay Clerks who sing on Sunday, and at other major events. A gift from a charitable trust has enabled the introduction of Choral Scholars from September 2014. There is also a Youth Choir and Festival Chorus.

The Cathedral Choir undertakes concerts, tours, broadcasts and recordings from time to time. Some of this work falls within salaried duties, and some attracts additional fees; the contract and past practice makes these arrangements clear. There are separate rates for certain Diocesan or Cathedral extra services and for services such as weddings and funerals.

Recent CD recordings include a disc of Christmas music produced in 2015, and Cheryl Frances-Hoad's *Even You Song*, released in 2017; this project involved several schools within the Peterborough area, and received 4 star reviews in BBC Music Magazine, and Choir and Organ. A new CD charting the church year at Peterborough has been recorded in June 2019, and is due to be released later this year. The Cathedral Choir tours annually, and in recent years the girl choristers and lay clerks toured to Madrid in 2017, the boy choristers and lay clerks toured to Holland in 2018, and the girl choristers and lay clerks toured to Belgium in 2019. In February 2020 the combined choirs will tour to the West Coast of America.

Through its daily support of the liturgy and varied supporting activities, the Cathedral Choir has developed and maintained a broad, high quality repertoire from plainsong to contemporary music.

Peterborough as a place to live and work

Peterborough is a City of nearly 200,000 inhabitants, with good places to eat and shop, and excellent transport links. It is adjacent to the A1 road, with easy access to the City Centre, and is served by the East Coast mainline railway to London, York, Newcastle and Edinburgh, First Capital Connect commuter services to London (soon to be extended via St Pancras to the South of England) and lines to the west and east. London is only 45 minutes away on the faster trains, and Cambridge is 50 minutes by car. Almost anywhere in the Midlands can easily be reached by train and road. The City Centre has been extensively redeveloped and remodelled, and the railway station expanded.

Oakham, Oundle, Uppingham and a number of other well-known public schools fall within the immediate area, and there are a good number of schools within Peterborough for those interested in augmenting income through teaching. Several choral societies and other musical groups in the region periodically seek conductors and soloists. Peterborough is a good place to accrue private singing, piano and other instrumental teaching. A Lay Clerkship here would provide an excellent base for a singer seeking to establish a freelance singing career: subject to a few restrictions, absences for outside engagements can usually be arranged if reasonable notice is given.

Peterborough, one of the least expensive places to buy property in the south-east of England, is a good location for first-time buyers looking to live within comfortable reach of London; it is easy to rent property locally. Chapter is committed to helping find housing in the Precincts for staff who want them when properties become available, and indeed several lay clerks currently rent property in the Precincts.

3. PERSON SPECIFICATION

Lay clerks should have the following qualities:

- An excellent vocal technique, and a commitment to its maintenance and development
- An intelligent approach to music making in a choral context
- Fluent music reading
- Willingness to prepare music in advance as necessary
- Ability to sing solos with conviction
- A commitment to daily worship led by the Cathedral Choir
- Able to foster collegial working relationships
- Be a good ambassador for the Cathedral
- Be supportive of the Cathedral's aims

Applicants are not required to be practising Christians, but are expected to work and behave in sympathy with the worship, ministry and mission of the Cathedral.

Safeguarding Policy

The Cathedral is committed to safeguarding and promoting the welfare of children and young persons, and all employees, students and volunteers must ensure that the highest priority is given to following guidance and regulations to safeguard children and young people. Choral Scholar appointments are subject to the usual safeguarding checks, which will be carried out after interview for the successful candidates. If you are shortlisted, as part of our safer recruitment, we need to see documents and photo ID such as a passport, driving licence and a utility bill such as a Council tax statement. These can be used for the DBS should the applicant be successful; please bring these documents with you if called to interview.

4. DETAILS OF THE POST

Members of Cathedral Staff must be aware of and comply with the Cathedral's Safeguarding and Health and Safety policies.

Duties

The current weekly schedule of choral services sung by the lay clerks is:

Monday, Tuesday, Thursday	1655 rehearsal for 1730 Evensong
Friday	1630 rehearsal for 1730 Evensong
Sunday	0850 for 0915 Matins
	1005 for 1030 Eucharist
	1445 for 1530 Evensong

On major festivals weekday Evensong is replaced by a Eucharist.

Lay Clerks are occasionally required to sing at additional times, including Wednesdays and Saturdays, and there are a number of extra services during the Christmas and Easter periods. An appendix to the Lay Clerk contract, reviewed annually, gives details of which services and other events are included within the salaried employment and which accrue additional fees.

A certain amount of extra rehearsal time is built into the contract. Additional rehearsals are held before the larger services and events.

The Cathedral Choir undertakes concerts, tours, broadcasts and recordings from time to time. Additional fees are payable for some of this work, as detailed in the contract.

Lay Clerks may engage deputies to sing, given reasonable notice and a good reason for absence, by arrangement with the Director of Music. They may normally be absent on up to 12 occasions per term in order to fulfil other work commitments or freelance musical activities, and on up to 2 occasions per term for personal reasons. Chapter acknowledges that Lay Clerks will need to seek additional work to supplement their Cathedral income, and is also keen to facilitate those who seek to develop their singing careers outside the Cathedral. A good number of deputies are available locally.

Salary and benefits

The Lay Clerks' salary is £10,500 per annum as at April 2019. Additional fees for certain services and other events are paid at levels reviewed annually by Chapter. Lay Clerks have 12 weeks of holiday each year.

Housing is not provided as part of the post, though Chapter is committed to helping to find accommodation to rent for staff if desired as it becomes available within the Precincts. We are also keen to help successful candidates find suitable accommodation within Peterborough generally, and wherever possible we will help them in finding additional employment locally. A pension scheme is available to Lay Clerks once they have successfully completed the probationary period of six months. Parking is normally available to Lay Clerks within the Precincts for Cathedral duties. A budget is also available to Lay Clerks for singing lessons which may be taken with an experienced teacher here or elsewhere.

Date of commencement

September 2019 or as soon as possible thereafter by agreement.

5. HOW TO APPLY

Making an application

Please send your CV, covering letter, and completed application form, ensuring that the following is included in your application:

- your full contact details (telephone including mobile, email and postal address)
- any courses studied and qualifications gained
- details of singing study past and present
- details of church music experience
- full contact details (including both telephone numbers and email address) of three referees whom we may approach immediately. One of these should be your current main employer (or tutor if you are in further education), and one the director of a choir in which you are currently singing. If this is not possible, please include someone for whom you have worked in the field of choral music and who can comment on the quality of your recent work. If you are unable to provide such references, please talk with the Director of Music so that you can agree alternative referees. In each case please state the referee's relationship to you. Referees may not be related to the candidate

Applications should be sent to: music@peterborough-cathedral.org.uk

The deadline for applications is July 26th at 0900 and interviews will be arranged at a mutually convenient time after this date.