



APPLICATION PACK

ORGAN SCHOLAR, PETERBOROUGH CATHEDRAL



APPOINTMENT OF ORGAN SCHOLAR

The Chapter of Peterborough Cathedral is seeking to appoint an Organ Scholar from September 2020. This will be a full-time organ scholarship, tenable for one year but with the possibility to apply for a second year. The Organ Scholarship is open to suitably qualified and experienced candidates of any age.

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 inspiring music-making within worship. It recognises that projects such as concerts, tours, broadcasts and recordings are important opportunities to develop the professional standing of the Cathedral Choir and to make the wider public aware of the Cathedral's worship, ministry and mission.

The Organ Scholarship provides an opportunity for a talented musician to build on his/her skills in a supportive environment, while contributing significantly to the musical life of Peterborough Cathedral as an integral part of the music team. The purpose of the scholarship is to equip such a musician with skills in cathedral music, which we hope will be useful in their future career.

I. 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 Chapter of Peterborough Cathedral

Peterborough Cathedral is run by a Chapter of five clergy and up to five lay canons. The clergy team includes the Dean, Chris Dalliston (2018), Vice Dean Tim Alban Jones (2015), Canon Missioner, Sarah Brown (2018), Canon Precentor, Rowan Williams (2018) and a part-time member, Ian Black (2012) who is also Vicar of St John's Church in Peterborough City Centre. Lay members of Chapter represent specialisms from business, finance and property to HR, and also represent different aspects of the Cathedral community and Diocese.

The Cathedral Staff

Chapter has been working over several years to establish a strong staff team within the Cathedral capable of delivering a high level of service in different areas. Staffing works in a collaborative way, with some projects shared between departments. Harmony and respect are important to this way of working. Specialist help, whether through resident staff or contracted-out arrangements, exists in areas such as publicity, media, education and visitors, personnel, Health and Safety, IT, management, property and finance.

Music staff build successful relationships with other staff to enable them to fulfill areas of their work in which the skills of these staff are important. Key relationships will be with the music staff, and verging, marketing, HR, and education teams. It is expected that the Organ Scholar will take a full part in music department events, and want to actively involve him/herself within projects that benefit the music department and promote the Cathedral's vision and values.

Peterborough as a place to live and work

Peterborough is a city of nearly 200,000 inhabitants, with good local facilities and excellent transport links. London is only 45 minutes away by the faster trains, and Cambridge is 45 minutes away by car. A number of other centres in Eastern England, such as Leicester and Northampton, are within an hour's drive of Peterborough, and almost anywhere in the Midlands can be reached easily by train; the East Coast line connects Peterborough with York, Durham and Edinburgh. Oakham, Oundle, Stamford, Uppingham and a number of other well-known public schools are within the immediate area. The city centre of Peterborough has benefitted from recent regeneration projects, and boasts a wide variety of cafés, restaurants and pubs/bars, in addition to excellent shopping in the Queensgate Centre and elsewhere. Peterborough is best described as a cross between a traditional Cathedral City and a New Town, enjoying the best features of both.

2. THE MUSIC DEPARTMENT – FURTHER INFORMATION

The Director of Music (Tansy Castledine, September 2018) is responsible for overseeing and directing all aspects of the Music Department. From September 2020, the music department staffing will also include the roles of Organist (full time), and Head of Choral Development (part time), appointments that will be made during 2020 in readiness for the new academic year. There is also an Organ Scholar (full time) appointed annually, a department Administrator, Choir Matron, and two singing teachers. A number of parent volunteers also assist with chaperoning the choristers.

The Cathedral Choir comprises forty-nine 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 enabled the introduction of Choral Scholars from September 2014, and there is also a Youth Choir (ages 13-18) and Festival Chorus (adult volunteers).

The King's School and Cathedral Choristers

All choristers are educated at The King's School, Peterborough founded by Henry VIII in 1541, and currently a successful Church of England Academy (day school). King's is one of the highest performing state comprehensive schools of its type nationally, having received an Outstanding

rating in the most recent Ofsted and denominational inspections, and places are in high demand locally. It selects some pupils based on academic and musical aptitude, as well as appointing choristers, and awarding Church of England and sibling places. The Director of Music is a member of the Governing Body as a Foundation Governor.

The School's admissions policy allows for nine chorister places (split between boys and girls) in each year group from Year 3 to Year 8. As of January 2020 there are 18 Boy and 22 Girl choristers in total. Five boys and four girls are currently probationer choristers in Year 3. Choristers in Year 4 sing some services and are omitted from others to be given additional training. Since April 2013 the Cathedral Youth Choir has enabled both Boy and Girl former choristers to remain in contact with the Cathedral, and to develop their choral singing skills, in some cases toward university choral scholarships. The Youth Choir rehearses once a week, and currently sings approximately one weekday service per month in the Cathedral, including on occasional Sundays. It also joins with the Cathedral Choir for concerts and it is anticipated that the Youth Choir's role and schedule will develop further over the coming years.

Lay Clerks and Choral Scholars

The back row of the Cathedral Choir comprises six Lay Clerks and since 2014, three Choral Scholars, who normally sing seven choral services per week. In addition to the Lay Clerks and Choral Scholars there are three extra singers for Sunday services and some special services (Assistant Lay Clerks), making a total team of nine Lay Clerks and three Choral Scholars.

Pattern of choral services

The default weekly pattern is currently as follows:

Monday 1730 Evensong

Boys or Girls (Years 4-8) sing Evensong with Lay Clerks and Choral Scholars; trebles not singing Evensong rehearse

Tuesday 1730 Evensong

Boys (Years 4-8), Lay Clerks, Choral Scholars

Wednesday 1730 Evensong

'Upper Voices' (Boys and Girls Years 6-8)

Thursday 1730 Evensong

Girls (Years 4-8), Lay Clerks, Choral Scholars

Friday 1730 Evensong

Girls or Boys (Years 5-8), Lay Clerks, Choral Scholars; trebles not singing Evensong rehearse

Saturday - No regular duties

Sunday

Matins 0915

Eucharist 1030

Evensong 1530

(all with Lay Clerks and Choral Scholars; Boys and Girls alternate morning services and Evensong on a week-by-week basis)

The Boy and Girl choristers thus share duties on an equal basis. Special services and other events are shared as equitably as possible between the two groups, who also combine from time to time for major services and concerts. Each chorister group rehearses before school on four weekday mornings and there are special separate sessions in the mornings and on some afternoons for the probationers, to enable them to develop and learn the necessary skills prior to becoming more involved with the full choir in year 4.

A choral Eucharist replaces weekday Evensong at 17:30 on some major feasts. On Sundays Matins is sung at 09:15, Eucharist at 10:30 and Evensong at 15:30. A full rehearsal of around 25 minutes is held (usually in the Cathedral) before each service. The six full-time Lay Clerks and three Choral Scholars rehearse with the choristers from 16:30 on a Friday.

There is no weekly Cathedral Choir duty on a Saturday, though there are several Saturdays throughout the year with duties for the Cathedral musicians (e.g. Ordinations, Old Choristers' services, occasional Evensongs, concerts and other events).

Concerts and other musical events

The Cathedral Choir undertakes concerts, tours, broadcasts, recordings and other work from time to time. Some of this work attracts additional fees for those involved. Recent CD recordings include a disc of Christmas music produced in 2015, Cheryl Frances-Hoad's *Even You Song*, released in 2017, involving several schools within the Peterborough area, and receiving 4 star reviews in BBC Music Magazine, and Choir and Organ, and in 2019, *Jubilate Deo*. The Choir regularly gives broadcasts on the BBC Choral Evensong programme and aims to tour annually. Most recently the choirs have visited Belgium, Holland, and Spain, and in February 2020 will visit the West Coast of America. The choir undertakes a programme of regular concerts, both in the Cathedral and in the Diocese, and has developed and maintained a broad, high quality repertoire from plainsong to contemporary music.

Peterborough Cathedral Music Association (PCMA)

Peterborough Cathedral Music Association, founded in 2009, seeks to bring orchestras, soloists and other professional music-makers to the Cathedral, to enable local amateur singers (such as the Cathedral's Festival Chorus) and musicians to access professional leadership, and to provide opportunities for the choristers to be involved in performances of major works with orchestra such. To date these have included Bach's *John* and *Matthew Passions*, Haydn's *Creation* and Mozart's *Requiem* and *Vespers*, Handel's *Dixit Dominus*, *Messiah*, and *Coronation Anthems* with groups such as Eboracum, His Majestys Sagbutts and Cornetts, the Saraband Consort and Charivari Agréable.

Repertoire

The Cathedral Choir has a broad, high quality repertoire from plainsong to contemporary music; the music lists are published on the Cathedral website and associated social media platforms. It is hoped that the Organ Scholar will help to shape the repertoire further, holding in balance the needs of the liturgy, the diversity of the sacred choral music repertoire from many countries and denominational traditions, the specific heritage of the Anglican choral tradition, and the developing resources available at Peterborough. The Music Department has access to Sibelius music processing software and good photocopying facilities for any music that can legally be copied.

The Organs

The Cathedral organ is one of the finest in the country. The organ, in its current location in the north nave triforium, was designed by William Hill & Sons in 1894, incorporating pipework from a previous Hill screen organ dating from 1868. It was rebuilt in 1930 by Hill, Norman and Beard, and then in 1981 by Harrison & Harrison. Following the fire of 2001 the organ was fully restored in 2005 with modern playing aids and a stepper. With around 80 speaking stops spread over four manuals and pedals, it is a sizeable instrument equally at home accompanying a choir or in solo repertoire.

In 2016 the work was completed to bring the instrument down to concert pitch from Old Philharmonic pitch. At the same time several small changes, such as new Swell box mechanisms and Tremulants and the provision of three new ranks of pipes, including a very dramatic *tuba mirabilis*, have been made.

There is also a five-stop chamber organ (at A=440) by Kenneth Tickell, whose workshop is in Northampton in the Diocese of Peterborough. This has recently been cleaned, renovated, and the pipes fitted with tuning slides to enable tuning in a variety of temperaments.

Additionally, the Song School (within the Precincts) houses a two manual electronic practice instrument running Hauptwerk, and the body of a four manual electronic, currently ear-marked for re-development to run the Peterborough Hauptwerk sample by the end of 2020. It is hoped that the Organist will wish to be involved in this and also take advantage of the opportunity to explore the purchase of a tracker-action practice organ for the Cathedral, which some funds have been ring-fenced for.

Person specification

Chapter is looking for the following qualities in an Organ Scholar:

- a talented musician who is supportive of the worship, ministry and ethos of Peterborough Cathedral
- an organist capable of accompanying the full Cathedral Choir in a wide range of repertoire on several occasions each week
- a musician with a broad interest in music who will thrive from performing a wide choral and organ repertoire
- a musician who is dedicated to achieving high standards and who is keen to learn and improve
- a hard-working person capable of setting and achieving goals in their own musical development
- a team player who will be a reliable member of the department and on whom his/her colleagues can depend
- a person who can develop both in co-operation with colleagues and when working alone
- a person who can accept critical comment and learn from colleagues
- a person with good communication skills, who can empathise with others and can exercise pastoral responsibility with the choristers, which may occasionally include chorister supervision work
- a person with the confidence to act authoritatively with children and adults

The Organ Scholar must be a good ambassador for the Cathedral. He/She is not required to be a practising Christian, but are expected to work and behave in sympathy with the worship, ministry and mission of the Cathedral. He/she must uphold excellent standards of personal presentation and behaviour.

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. The Organ Scholar appointment is subject to the usual safeguarding checks, which will be carried out after interview for the successful candidate. 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. These documents should be brought with you to your interview, if called.

Duties of the Scholarship

The duties allotted to the Organ Scholar will depend on his/her particular skills, aspirations, and areas for development. It is anticipated that they will undertake the following tasks, which include but are not limited to:

Organ playing and accompaniment

- to play for Cathedral services in liaison with the Director of Music, Organist, and Head of Choral Development. Across the year there will be a broad range of opportunities provided at the appropriate level for the successful candidate, encompassing opportunities to play for the full Cathedral Choir, Lay Clerk, Youth Choir, and Upper Voice services
- to play organ music before special services and Sunday services, as required
- to accompany rehearsals for Diocesan events, such as the Diocesan Choral Festival
- to play for occasional congregational services
- for the right candidate, to occasionally play for special services or event, for which extra fees may be payable

Choir training and directing

- to assist in the training of the probationer choristers under the direction of the Director of Music and Head of Choral Development. This may include practical and theory based sessions
- to assist in training the full choristers. This may include work such as helping prepare solos and rehearsing with groups of the boy or girl choristers
- occasionally to direct rehearsals and choral services
- occasionally to attend and observe chorister singing lessons with the Cathedral's singing teacher

An Organ Scholar who is able to fulfil these opportunities with distinction may be offered further work with the Cathedral Choir and/or with other local choirs.

Other

- to be responsible for the Library in conjunction with the Choral Scholars and under the direction of the Director of Music.
- to assist the Director of Music in the general running and administration of the Music Department

The training and experience of Cathedral music that the successful candidate receives will embrace all aspects of a successful department, both practical, administrative, and project based. Training will be provided where required, relating to all the various duties asked of the Organ Scholar, and he/she will be given assistance where necessary in any aspects of his/her work. Fostering positive relations with music department colleagues and those across the Cathedral in the Operations, Verging, and Education teams in particular will be key to success, and it is expected that the Organ Scholar will take a full part in all aspects underpinning the successful running of the Music Department.

Terms and conditions

The Organ Scholarship is offered for one year and is available to any suitable organist over the age of 18 on 1 September 2020.

Appropriate accommodation will be provided; this will be shared accommodation and Chapter will pay rent, council tax, water rates and utilities bills.

The value of the Organ Scholarship is £5,000, payable in monthly instalments. Regular assistance and guidance will be provided by the Director of Music, Organist, and Head of Choral Development, to enable the Organ Scholar to develop in accompanying, performing, improvising, conducting and other relevant skills. By working alongside these colleagues and the Cathedral's singing teachers, the Organ Scholar will also acquire training in, and experience of, vocal tuition (particularly relating to choristers) and individual singing lessons can also be arranged, if sought. A further budget is also available during the year for training purposes agreed in advance with the Director of Music (e.g. organ and/or conducting lessons, conferences and other educational events).

The Organ Scholar may use the Cathedral organ for practice, and a computer and office desk space will be provided for the role (at number 28 Minster Precincts – the Song School). A staff discount is available in the Cathedral shop and tea room (Sundays).

This is a full-time scholarship, and the successful applicant will be expected to take part in departmental activities and their own development during six days of each week. He/she will have a day off every week and will additionally be entitled to 48 days (equivalent of 8 weeks) of annual leave, which will generally be required to be taken outside Choir terms. Leave will be co-ordinated between the music staff to ensure that the musical requirements at the Cathedral are covered where necessary, and the Organ Scholar will be expected to cover a specified part of the periods of non-choir term, agreed in advance.

Chapter will encourage the Organ Scholar to undertake musical work beyond his/her Cathedral duties in tandem with the scholarship. All absence for such work must be requested of the Director of Music in advance, and will be dependent on the availability of colleagues to cover the appropriate day or period. Decisions made on granting leave of absence will include a consideration of whether the work proposed will advance aspects of the Organ Scholar's skills and experience.

How to apply

Making an application

If you have further questions about this post prior to application, please contact Tansy Castledine, Director of Music, directly on 01733 355316 (Office) or via e-mail at: tansy.castledine@peterborough-cathedral.org.uk

Applications should be made in writing and sent by e-mail to: music@peterborough-cathedral.org.uk

All applications will be acknowledged upon receipt. The closing date for applications is Friday 24th January at noon.

Please be sure to supply the following in your application:

- The standard completed application form
- A full CV detailing courses studied and qualifications gained, details of study past and present, details of any church music experience relevant to your application
- A covering letter stating how you meet the requirements for this post and what you hope to achieve during the year
- The names and contact details (including both telephone numbers and e-mail addresses) of **three** referees (see below)

Referees

One of your referees should be your current or most recent employer, one should be a professional working in the field of church music, and one should be a member of the clergy with whom you are working or have recently worked. In some cases two of these three may overlap, but three referees are still required in total. In each case please state the referee's relationship to you.

Interviews and auditions

Interviews and auditions will be held on Monday 10th February and applicants will be required to attend for the full day. Candidates will be required to undertake an organ audition, attend an interview, and work with a small group of choristers. Further specific information concerning requirements will be sent to short-listed candidates.