

**Information Pack  
Sub-Organist**

The Dean and Chapter of Gloucester Cathedral seek to appoint a Sub-Organist for a fixed term of two academic years. He or she will play a key role in the Cathedral Music Department, working closely with Adrian Partington (Director of Music), Jonathan Hope (Assistant Director of Music), Nia Llewelyn Jones (Singing Development Leader) and Helen Sims (Music Department Manager). The post is open to postgraduate organists of exceptional ability.

**Duties**

The Sub-Organist will play for Evensong every Tuesday, Thursday, and some Saturdays; and in addition, he or she will play the organ or direct the choir as necessary, when the Director of Music or the Assistant Director of Music is away. He or she will also play for many of the special services which take place in the Cathedral, for which additional fees are paid (see remuneration details below).

The Sub-Organist will be fully involved with the training of both Boy and Girl Choristers, Youth Choir and Junior Choir. The Sub-Organist will be Director of the Cathedral Middle Choir (ages 11-14).

He or she will also be expected to help with the general administration of the music department, to attend a weekly meeting, and to assist other members of the department with chorister chaperoning.

**Gloucester Cathedral Choir**

Today's choir is the successor to the choir of boys and monks of the Benedictine Abbey of St Peter, who sang for daily worship nine centuries ago. The choir of today stems from that established by Henry VIII in 1539, consisting of 16 boy choristers, 16 girl choristers, and 9 lay clerks.

The choir plays a major part in the internationally renowned Three Choirs Festival, the world's oldest Music Festival, which dates back to 1715. This is held annually in Gloucester, Worcester and Hereford in rotation. The Festival in 2021 will be held in Worcester. See [www.3choirs.org](http://www.3choirs.org) for more details.

In addition to the main work of the daily Cathedral services, the choir receives many invitations for outside engagements.

**Gloucester Cathedral Boy and Girl Choristers (age 7-13 years)**

The boy and girl choristers attend the King's School and sing the majority of the services alongside the adult members of the choir. See weekly schedule of rehearsals and services.

**Gloucester Cathedral Middle Choir (11-14 years)**

The Cathedral Middle Choir was founded in September 2019. The CMC sings at selected events throughout the church year and is effectively a training choir for the Cathedral Youth Choir (see below). The Sub-Organist will be Director of the Cathedral Middle Choir.

**Gloucester Cathedral Youth Choir (15-18 years)**

Gloucester Cathedral Youth choir was founded in 1999 and consists of girls and boys from across Gloucestershire. Directed by the Assistant Director of Music, the choir rehearses on Monday evenings and sings Evensong every Thursday. The Youth Choir also join with the Cathedral Choir for services on the major festivals of the church year. The Sub-Organist is accompanist to CYC.

**Gloucester Cathedral Junior Choir (6-10 years)**

The Sub-Organist is accompanist to the Cathedral's Junior Choir, which is conducted by the Singing Development Leader. The Junior Choir rehearses on Saturday mornings (term-time only).

**Junior Voices Project (JVP)/Teenage Voices (TVP)**

The cathedral's Junior and Teenage Voices Projects will involve the Sub-Organist in visiting three local schools per term, to encourage the children to sing. The Singing Development Leader (JVP) or Assistant Director of Music (TVP) arrange and lead these initiatives, and the Sub-Organist is the accompanist for these visits. Four visits are paid per term to each school and culminate in a concert in the cathedral.

**Choir Librarian**

The Sub-Organist will take on the role of Choir Librarian to the Cathedral Choir, Cathedral Youth Choir and Cathedral Middle Choir.

***Owing to the work stated above, safeguarding training (provided by the Diocese of Gloucester) will need to be undertaken and successfully completed, to gain an advanced understanding of working with young people and vulnerable adults.***

**Accommodation and remuneration**

The Sub-Organist receives a salary of **£16,661**. This is payable in arrears in monthly instalments. Full details on request.

Rented accommodation may be available.

There is also the opportunity to earn a considerable amount from fees for the many special services that take place in the Cathedral (currently £115 per service), and there is ample opportunity to build up a considerable amount of freelance work in the area, playing for concerts and services at other churches and accompanying local choirs and choral societies.

An additional £300 per annum is available to be spent on organ/conducting lessons or other forms of professional development.

The Sub-Organist will have one day off each week. It is recognised that the successful candidate will wish to pursue freelance engagements outside his/her work at the Cathedral, but Cathedral engagements and rehearsals must take precedence.

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## APPLICATIONS FOR SEPTEMBER 2021 ENTRY

Applicants should complete the application form and submit it to arrive by noon on **Friday 15<sup>th</sup> January 2021**. Rehearsal time will be allocated for all shortlisted candidates on the evening of **Monday 1<sup>st</sup> February 2021**. Auditions and interviews for shortlisted candidates will be on **Tuesday 2<sup>nd</sup> February 2021**.

Invited candidates will be auditioned as follows.

**1) Playing:**

- two contrasting pieces (one of which should be a Fugue or Trio Sonata movement by J S Bach)
- the Magnificat from Francis Jackson's *Evening Service in G*
- transposition and improvisation tests will also be required

**2) Conducting:**

- a 15-minute rehearsal with the junior boy and girl choristers, on a piece of music selected by the Music Department, not previously seen by the candidate

**3) Interview**

- a 45-minute interview with the Director of Music, Assistant Director of Music, Singing Development Leader and Canon Precentor.

Reasonable travel and one-night hotel accommodation expenses will be considered for attendance at audition.

Please do not hesitate to email Alice Clark, HR Adviser, for further information.

Email: [aclark@glosdioc.org.uk](mailto:aclark@glosdioc.org.uk)

# GLOUCESTER CATHEDRAL

Attributes	Essential	Desirable
General	The successful candidate will: <ul style="list-style-type: none"> <li>- have knowledge of the Church of England's teachings, musical traditions and practices</li> <li>- be sympathetic to the ethos of the Cathedral's mission within the City and Diocese of Gloucester</li> </ul>	
Qualifications and Training	The successful candidate will: <ul style="list-style-type: none"> <li>- have completed an undergraduate music degree e.g. BMus, BA</li> <li>- have completed at least one previous cathedral/university organ scholarship completed</li> <li>- have completed ARCO or an equivalent qualification</li> </ul>	
Experience	The successful candidate will: <ul style="list-style-type: none"> <li>- have experience of playing the organ for choral services, often for large and discerning congregations</li> <li>- have experience of working with and training young singers</li> <li>- have experience of being a rehearsal pianist</li> <li>- have a broad knowledge of the breadth of repertoire in the Anglican choral tradition</li> </ul>	<ul style="list-style-type: none"> <li>- have experience of working with amateur singers</li> </ul>
Knowledge, skills and abilities	The successful candidate will: <ul style="list-style-type: none"> <li>- be a team player</li> <li>- have an ability to enthuse young children</li> <li>- be able to prioritise workload effectively</li> <li>- be an efficient user of Microsoft Office and Sibelius software</li> </ul>	
Personal Qualities	The successful candidate will: <ul style="list-style-type: none"> <li>- demonstrate a respect for the different music genres and breadth of churchmanship required in the Cathedral Music Department</li> <li>- have a willingness to actively contribute to a forward-thinking music department</li> <li>- show calmness under pressure, and be able to problem-solve</li> <li>- be willing to take instructions and advice</li> <li>- show commitment to personal and professional development</li> </ul>	

*The appointment of the successful candidate is subject to an enhanced DBS check*