



## **Director of Music and Organist: Role Description**

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**Accountable to:** The vicar and PCC

**Location:** St Andrew's Church, Catford

**Hours:** 7 hours per week (with seasonal variation) inclusive of Sundays, regular rehearsal of the choir and high holidays of the church such as Midnight Mass, Christmas Day, Holy Week and Easter Day. Preparation and selection of music for services in partnership with the vicar.

**Salary:** £9,000 pa

### **Additional Requirements:**

**Christian Faith** – It is expected that the post-holder is in sympathy with the Christian tradition and faith.

**Disclosure and Barring Service** – the post is subject to an enhanced DBS check

**Right to work** – the postholder must have the right to reside and work in the UK.

**Employer:** The employer will be the Parochial Church Council of St Andrew's Church, Catford.

**Context:** We are a medium sized congregation in the Anglo-Catholic tradition. We have cherished over a century of sung eucharists accompanied by our SATB choir and Hunter organ. We want to develop and grow our musical worship especially with a view to including child choristers.

### **Vision for our musical worship:**

- That the congregation would be drawn closer to God through the beauty and connection brought about by our musical worship and excellence.
- A parish choir that draws on regular members of our worshipping community, that can continue to sing in 4-part harmony.
- That the choir would attract, recruit and retain members of a variety of ages; including children and young people who are nurtured through belonging in the choir.
- The musical repertoire of our worship both cherishes our Anglo-Catholic inheritance, and is careful to ensure that hymnody is inclusive of our diverse congregation.

**Introduction & Role Purpose:** Co-ordinate and develop musical worship within the parish. Nurturing the musical expression and talent of all people especially those serving in the choir and on the organ.

**Main Responsibilities:**

- With the vicar, taking an active role in planning the musical expression of liturgy in church, setting and maintaining as high a standard as sustainably possible.
- Providing musical accompaniment for Sunday services, key festivals, weddings and funerals as they arise.
- Developing the choir and musicians who contribute to our sung worship and, as far as possible, encourage musical literacy in the congregation.
- Using music as an outreach tool to develop more connections in the local community to support the growth of the congregation.
- Working with the vicar to develop apt and sustainable musical liturgical traditions, holding together different styles of liturgical music in a coherent way.

**Person Specification**

| <b>Personal Skills and Experience</b>  | Essential | Desirable |
|--|-----------|-----------|
| Confident and competent singer   |           | ✓         |
| Ability to play the organ/piano  | ✓         |           |
| Experience of teaching / training / mentoring other musicians / singers.   | ✓         |           |
| Experience of mentoring people in their faith and or secular life  |           | ✓         |
| Knowledge and understanding of the Church of England, its values, its structures, and processes specifically parish churches and their dynamics. | ✓         |           |
| Ability to plan and manage time effectively  | ✓         |           |
| Highly skilled communicator who has the ability to engage with people of all ages  | ✓         |           |
| An ability to value church traditions whilst not being bound by them.  |           | ✓         |
| To be able to be part of a team as well as lead a team   | ✓         |           |
| <b>Personal Qualities</b>  |           |           |
| Self-motivated who can demonstrate initiative and drive in themself and others to serve God.   | ✓         |           |
| Approachable and friendly in their manner with an ability to develop relationships with people of all ages and backgrounds                       | ✓         |           |
| Ability to work within a broad and inclusive theological ethos   | ✓         |           |
| Flexible in their approach to work   |           | ✓         |
| Ability to adapt to change and bring others with them on the change journey  | ✓         |           |
| <b>Qualifications</b>  |           |           |
| A recognised qualification in music  | ✓         |           |