



NORWICH CATHEDRAL

Canon Pastor
(Residentiary Canon)

June 2025

Letter from the Bishop and Dean

Thank you for your interest in the role of Canon Pastor at Norwich Cathedral. This is a role rich in possibilities and will be central to deepening and developing the life of the whole Cathedral community as it seeks to share ever more fully in the mission and ministry of God.

We are seeking an experienced, wise, compassionate and collaborative priest and pastor who will:

- take the lead in the pastoral care of the Cathedral congregation and community
- enable the Cathedral congregation to grow in faith, living out their shared vocation to be a people being transformed by Christ - prayerful, pastoral and prophetic
- creatively resource the Cathedral's hospitality and welcome to its many pilgrims and visitors, enabling them to encounter the faith to which the Cathedral bears witness

In return, the Cathedral offers a creative and supportive context for ministry. The Canon Pastor will be working collaboratively with congregations, staff and volunteers, ministering within a clergy team that includes the Dean, Canon Precentor and Canon Librarian. They will be a member of the Senior Management Team, playing a key part in the delivery of Chapter's vision and the smooth running of the Cathedral's operations.

As a member of the Cathedral Foundation, the Canon Pastor shares fully in the duties of being a residentiary canon and member (trustee) of the Cathedral's governing body, the Chapter.

We hope that you will find the information in this pack helpful as you discern whether God is calling you to apply for this post. If you would value an informal conversation with the Dean ahead of applying please do make contact by email at dean@cathedral.org.uk.

We welcome applications from a diverse range of candidates.

Grace and peace be with you as you consider this role.

The Rt Revd Graham Usher
Bishop of Norwich



The Very Revd Andrew Braddock
Dean of Norwich



A young girl with glasses and braids is helping a boy build a wooden model of a cathedral tower. They are using wooden blocks and beams to construct the structure. The girl is holding a long wooden beam, and the boy is looking at the model. The background is a dark blue gradient.

Life at Norwich Cathedral: Purpose and Priorities

Norwich Cathedral has stood for over 900 years as a place of Christian worship, learning and hospitality.

Founded in 1096 as both a cathedral and a Benedictine monastery, the tradition of Benedictine spirituality continues to inspire and shape the life and values of the Cathedral community today.

As the seat of the Bishop of Norwich, the Cathedral rejoices in its role as mother church of the Diocese of Norwich and continues to make a valued contribution to the life of the city and county it serves.

During 2023 the Cathedral's governing body, the Chapter, refreshed the Cathedral's priorities and strategy. The three key priorities are:

- 1. Growing Faith:** enabling all who share in the Cathedral's life to deepen their encounter with the Gospel of Christ in prayer, worship and daily life
- 2. Engaging Visitors:** growing visitor and pilgrim numbers, enabling all who come to be inspired by Norwich Cathedral and engage with it as a place of worship, learning and hospitality
- 3. Serving Communities:** using the Cathedral's strengths and partnerships to serve the common good, challenge social and environmental injustice, and inspire communities across Norwich, Norfolk and Waveney

All three priority areas interlink, and strategic plans are being prepared to support their development. These will also be integrated with the ongoing need to secure the Cathedral's financial resilience, maintain and restore its historic fabric, and enhance the environmental sustainability and biodiversity of the Cathedral Close. An ambitious Cathedral Close master plan is being prepared in readiness for a major bid to the National Lottery Heritage Fund.



Worship

The daily rhythm of worship and prayer remains the heartbeat of Cathedral life. Over 1,500 acts of worship take place each year.

On average 300 children and adults worship at the Cathedral Sunday by Sunday, with more sharing in midweek worship and participating via live streamed services. At Easter 2025 the Cathedral was delighted to present 14 candidates for Baptism and Confirmation, most of whom were children or younger adults.

Growing faith, especially amongst children, families and younger adults, will be a key responsibility for the new Canon Pastor.

This will include working with and supporting the Cathedral Sunday School, which meets in term time during the 10.30am Eucharist, as well as the Cathedral's dispersed online community: the Sunday Eucharist regularly gets over 300 views.

The recently refurbished organ underpins a rich musical and liturgical tradition with over 150 children and adults singing across the Cathedral's different choirs. The work with choristers and their families is a significant part of how the Cathedral nurtures faith, and this is led by the Canon Precentor.



Congregational Life and Learning

The Canon Pastor leads on the care of the Cathedral community, including responding to requests for baptisms, marriages and funerals.

The Cathedral community meets together in a variety of ways. These include the Benedictine group, led jointly by the Canon Librarian and Canon Pastor, which explores how the Rule of St Benedict can shape our lives today; a monthly social meeting; a book group; a current affairs community forum; and 'listening lunches' run in the Cathedral Library at which extracts from a chosen book are shared and read out. Lent and Holy Week sees its own programme of additional events being offered.

The Canon Pastor will lead on developing congregational life, working closely with clergy colleagues and others to identify other creative ways of sharing and growing faith, for example by exploring opportunities for Bible studies, quiet days and/or retreats. This will include enabling the Cathedral to develop its links with those who participate in worship via the live stream.

The Cathedral is keen to nurture vocations to ministry and currently has two ordinands in training. Regular week-long placements are offered to curates in the diocese as part of their ministerial training and these are overseen by the Canon Pastor.

More widely, the Schools and Family Learning team provide a vibrant learning program that welcomes over 7,000 primary and secondary school pupils each year as well as providing family activities in the school holidays.

The Cathedral's working library is open to the public and has both historic and modern collections. The Library arranges a wide variety of learning and study opportunities in its termly programme.



Visitor and Pilgrims

Norwich Cathedral welcomes over 600,000 visitors and pilgrims each year. It is committed to offering a world-class welcome and inviting all to experience something of the Christian faith at the heart of the Cathedral's life.

Special events, such as the Natural History Museum's Dippy on Tour: A Natural History Adventure exhibition in 2021, which drew over 234,000 visitors, have given the Cathedral a national reputation for embracing bold and thought-provoking visitor initiatives and ways of encountering the Christian faith. Following the Rule of St Benedict, the Cathedral aspires to 'welcome all as if they were Christ himself'.

In 2024 Chapter renewed its commitment to not charging for entry while enhancing the way it invites donations by creating a new welcome and donations team. During 2025 a new Head of Visitor and Commercial Operations will be appointed to lead this vital area and work will begin on refreshing the way in which the Cathedral is interpreted to visitors.

The Cathedral's hospitality benefits hugely from the contribution of volunteer guides and welcomers, and a team of day chaplains. The Canon Pastor will be involved in recruiting and supporting these teams, making sure the welcome to visitors is grounded in the Cathedral's distinctive Benedictine ethos and Christian hospitality, and that this is reflected in how the story of the Cathedral is shared with visitors. The Canon Pastor will work closely with the Dean, Head of Visitor and Commercial Operations and other colleagues to refresh the Cathedral's strategic approach to welcoming visitors, events and Cathedral programming.

City, County and Diocese

The Cathedral seeks to offer generous hospitality to the Diocese, hosting Diocesan services, such as ordinations, licensing services and confirmations, as well as other major events. The Bishop regularly uses the Cathedral for his teaching mornings. The Dean and Chapter welcome and guide deanery and parish pilgrimages to the Cathedral, and members of Chapter make a point of attending the licensing of clergy out in the parishes. On average, one member of Cathedral clergy is out most Sundays to preach and lead worship elsewhere in the diocese.

Norwich Cathedral regularly welcomes civic, city and county services and events. The Dean hosts a monthly Breakfast Group which brings together key decision makers from local business and commerce, the legal profession, local government, the emergency services, health, social services and education.

Partnerships with local charities are important and include work with St Martin's Housing Trust; collecting for the local food bank; Hope into Action, supporting two houses in Norwich for those moving out of homelessness; and a partnership with English Plus and its work with refuges and asylum seekers as part of being recognised as a Cathedral of Sanctuary.

Members of the Cathedral community volunteer in support of Hope into Action and English Plus, and the Canon Pastor will facilitate and encourage these links, being a key point of contact with the charities the Cathedral supports. They will also oversee the Alms Committee which steers the congregations' charitable giving. The Cathedral is also a Living Wage employer.





The Cathedral Close

The Cathedral stands within an estate of over 40 acres leading down to the River Wensum, itself part of the Broads National Park. The Cathedral Close has over 120 historic properties, including those used by Norwich School, as well as by both commercial and residential tenants. Its public spaces and riverside walk provide a much-valued 'green lung' at the heart of the city.

Plans are being prepared to enhance the biodiversity in The Close and enhance its value as a place of recreation, reflection and well-being. Developing this work, the Canon Pastor will contribute to leading the Cathedral's environmental commitments and seeking an A Rocha Gold Award.



The Role of Canon Pastor

The role of the Canon Pastor will be crucial to deepening and growing the life of the Cathedral community. It has three distinct aspects:

- As Canon Pastor, leading the pastoral care of the Cathedral community, enabling the congregation to grow in faith and contributing to the Cathedral's ministry of hospitality
- As a Residentiary Canon, taking a full part in the ministerial duties, liturgy and wider life of the Cathedral Foundation
- As a member of Chapter, taking a strategic role as a Trustee responsible for the good governance of the Cathedral

In discharging their office and ministry, Residentiary Canons are under the oversight of the Bishop, responsible to the Dean, and accountable to Chapter through the Dean. They share together in mutual responsibility one to another, and in shaping the collegiate life of the Cathedral Foundation.

Canon Pastor

Pastoral Care of the Cathedral Community

- Lead and coordinate congregational pastoral care, renewing and developing the pastoral group, including its role in visiting and Home Communion.
- With the wider clergy team, lead on the welcome and inclusion of new congregation members, drawing them into the life of the Cathedral community, and (with the Canon Precentor) seek opportunities to grow a more diverse worshipping community.
- Lead on the pastoral offices: baptisms, confirmations, marriages and funerals, and developing the sacramental Ministry of Healing.
- Take lead responsibility for work with children and families, including supporting and resourcing the Cathedral Sunday School.
- Lead on pastoral care for the wider Cathedral community, including staff, volunteers and the Close residents, offering a ministry of generous hospitality including use of the Canon Pastor's house provided for this purpose.

Enabling the Cathedral Congregation to Grow in Faith

- Enable congregation members to make creative connections between faith and daily life so that, echoing the diocesan vision, we may be transformed by Christ as a people called to be prayerful, pastoral and prophetic.
- Chair and facilitate meetings of the Cathedral worshipping community, overseeing the community roll, and working with the Marketing and Communications Manager to ensure good communication with members of the Cathedral community.



- Deepen relationships with the Cathedral's online congregations enabling them to participate more fully in the life of the wider Cathedral community.
- With the Canon Librarian, oversee, enable and develop different Cathedral groups, including the book group, Benedictine group, monthly coffee mornings, Silence in the Cathedral Group and the Cathedral's engagement with pilgrimage.
- Develop provision of regular Bible study opportunities and other ways of exploring Christian faith and practice together, discerning what evangelism looks like in a Cathedral context and nurturing vocations.
- Plan and facilitate the Cathedral's Lent programme of events and speakers.
- Facilitate congregational involvement in the Cathedral's social responsibility work, including volunteer support for Hope into Action, English Plus, and Christian Aid; overseeing the Cathedral Alms Committee; and developing links with other charities the Cathedral supports.
- Lead and enable the Cathedral's environmental commitments, including achievement of the A Rocha Gold Award.

Cathedral Hospitality and Welcome

- Work closely with the Dean and Head of Visitor and Commercial Operations, to shape the Cathedral's Visitor Engagement Plan, refreshing the Cathedral's approach to welcoming visitors, events and Cathedral programming.
- Work closely with the Head of Visitor and Commercial Operations, Marketing and Communications Manager and other colleagues on Cathedral interpretation, ensuring all visitors and pilgrims have an opportunity to engage with the Cathedral as a place of Christian worship and ministry.
- Lead on the recruitment of Cathedral volunteers, supported by the Volunteers Administrator and working with the relevant Cathedral head of department, ensuring volunteers understand and value the Cathedral's purpose and ethos, and following safer recruitment best practice.
- Grow and lead the team of Cathedral Day Chaplains, providing them with training, resources and a regular review as a key part of the Cathedral's welcome to visitors and pilgrims.
- Coordinate the Cathedral's placement programme for clergy and lay people exploring faith and ministry, including placements for curates; welcoming parish and deanery groups; and developing a programme of Cathedral retreats and quiet days.



Residentiary Canon

- Play a full part in the worshipping and corporate life of the Cathedral, making a high priority of attendance at morning and evening prayer, sharing fully in preaching and presiding at the Eucharist on Sunday and weekdays, and undertaking residence duties as set out in the Cathedral Statutes.
- Have regular one-to-one meetings with the Dean, attend meetings of the Dean and Residentiary Canons, be a member of the Senior Management Team, liaising regularly with other colleagues and partners.
- Be a member of the Cathedral Foundation and actively contribute to the life of the Cathedral's College of Canons.

Safeguarding

- Play a full part in sustaining a strong safeguarding culture across the Cathedral.
- Actively engage in all safeguarding training and development required by the post and support staff and volunteers in their own commitment to safeguarding and training.
- Work with and support the Volunteers Administrator in the safer recruitment of all Cathedral volunteers.
- Be one of a small group of 'named people' with whom safeguarding concerns may be shared, taking responsibility for reporting them promptly to the Diocesan Safeguarding Team and the Cathedral Safeguarding Officer.

Member of Chapter and the Senior Leadership Team

- Take a full part in Chapter, helping to provide strategic oversight of the Cathedral's governance, values, and unfolding vision.
- Take a full part in the Senior Management Team, to which is delegated from Chapter the strategic planning of the Cathedral's executive responsibilities.
- Fulfil the role of a Charity Trustee, offering strategic input, support, scrutiny and stewardship, ensuring the Cathedral fulfils its legal and statutory responsibilities, and undertaking all activities in accordance with the 2021 Cathedrals Measure.
- Chair or contribute to Chapter working groups and statutory committees to deliver against agreed Chapter priorities.
- Be a board member of Norwich Cathedral Enterprises Limited.



Qualifications

The successful candidate should have:

A degree in theology or equivalent pastoral qualification

A demonstrable commitment to continued professional development

Background and Experience

We are seeking a priest-colleague who:

- Is experienced in pastoral work within a church setting, and is calm, emotionally intelligent, empathetic and committed to team working
- Is a team-player, effectively and generously collaborative, while also showing evidence of individual initiative and leadership
- Is committed to the rhythm of the Daily Office, being a person of prayer grounded in the life and practice of the Christian faith as the Church of England has received it
- Has a strong track record in establishing positive relationships and facilitating successful partnerships with both internal and external stakeholders, for the benefit of the whole community
- Has a commitment to social and environmental justice and demonstrable experience of embedding its principles and practice in a church setting
- Has a proven track record in managing staff and volunteers, with an ability to adapt management styles to different teams and individuals
- Can think and act strategically, balancing competing needs and priorities while maintaining a sense of humour and humanity
- Has been in Anglican holy orders for at least six years, and brings maturity and experience to the role

Knowledge

We are seeking a priest-colleague who:

- Understands the distinctive contribution of Cathedrals to the life and mission of the Church of England and has a strong appreciation of Cathedral worship
- Can think, speak and write reflectively, theologically and accessibly about the Christian faith in a pastoral and missional context
- Has the ability to work flexibly and collaboratively in a busy and complex environment and can cope with ministry in an outward-facing context
- Will uphold and assist in the development of the vision of the Dean and Chapter and has proven experience of, or potential to develop, skills in senior management either in the church or elsewhere
- Is IT literate and possesses strong administrative skills



Key Relationships

Managed by:

- The Dean

Manages and supports:

- Volunteers Administrator
- Day Chaplains
- Cathedral Pastoral Team
- Sunday School Leaders
- Cathedral Alms Committee
- Clergy and others on placement

Works closely with:

- Cathedral Chapter
- Clergy colleagues, Chapter Steward and members of the Senior Management Team
- Head of Visitor and Commercial Operations
- Safeguarding Officer
- Welcome and Donations Team
- Volunteer Welcomers
- Volunteer Guides

The Canon Pastor and Head of Visitor and Commercial Operations (HVCO) will be coming new into post at much the same time.

They will work closely together managed by the Dean and working with other colleagues to establish the refreshed Cathedral strategy for visitor welcome, events and Cathedral programming. When both new post-holders are established in post and the strategy is agreed, it is anticipated that the Canon Pastor will manage the HVCO on behalf of the Dean.



Stipend and Housing

The post is held under Common Tenure, at the rate assigned by the Church Commissioners for a Residentiary Canon.

The Canon will live in the Cathedral Close in a house provided by the Chapter.

Terms and Conditions

This post will be appointed under Common Tenure and, as such, the post holder will be entitled to the following:

- A stipend in accordance with the rates set by the Church Commissioners for a Residentiary Canon.
- Housing close to the Cathedral.
- Reimbursement of working expenses.
- 36 days annual leave in each year.
- An uninterrupted rest period of 24 hours in each period of seven days and a double day once a month.
- Pension provision.
- A right to paternity / parental / maternity / adoption leave / care for dependants
- The right to hold and carry out public duties other than the duties of office (subject to the agreement of the Bishop and the Dean and Chapter).

The post holder will be accountable to Chapter, through the Dean, for their Cathedral work, and under Common Tenure will be required to meet the following responsibilities:

- Undertake appropriate continuing ministerial development including attendance at diocesan clergy conference and Bishop's teaching mornings.
- Participate in ministerial development review once a year.
- Undergo medical support and examination where appropriate.
- Be subject to a capability procedure.

This post is subject to an enhanced DBS check.



How to Apply

Please apply for this post using the clergy appointment form available at: cathedral.org.uk/vacancies

Applicants are also asked to complete a confidential declaration.

The deadline for applications is 12 noon on Wednesday 25 June 2025.

Completed applications should be sent to:

Mrs Susan Bulpitt
Executive Assistant and Office Manager
The Chapter Office
65 The Close
Norwich
NR1 4DH

Email: recruitment@cathedral.org.uk

Shortlisting will be on 30 June and interviews will be in Norwich over 29-30 July.

As well as the formal panel interview, shortlisted candidates will have the opportunity to meet with members of the Cathedral clergy, congregation, staff and volunteers, and to view the accommodation assigned to the Canon Pastor.