

ST BARNABAS WITH CHRIST'S CHAPEL

Job information pack

Director of Choral Outreach

St Clement with St Peter Dulwich, within the St Barnabas with Christ's Chapel, Dulwich Hub



Closing date: 21st June 2026

Interviews: 1st July 2026

Dear Applicant,

We are delighted that you are considering the role of Director of Choral Outreach, working with the parishes of St Clement with St Peter and St Barnabas with Christ's Chapel, Dulwich. We hope you find this pack both helpful and inspiring.

We believe in the transformative and life-giving power of music and singing. Music draws us together, helps us reach out, and sustains us in both joy and sorrow. It breathes life into our liturgy. Offering musical education to those who might otherwise lack access is one of the ways we share God's love with our wider community. We want to grow our church and this ministry with imagination, generosity, and hope.

We are seeking a gifted musician to become an integral part of the parish of St Clement with St Peter, working closely with the Vicar to enrich our beautiful musical worship, led by our talented organist and small choir. The postholder will offer high-quality singing lessons to local state primary schools, engaging with a wide cross-section of children in our parish. These lessons may take place in school or in church after school. Children will then be invited to join a new Junior Choir at the church, which the postholder will establish and lead as a weekly after-school activity (on a Tuesday, Wednesday, or Thursday). Termly concerts in the church will bring together the school, families, and our wider community.

Our Director of Choral Outreach should have a passion for offering excellent musical education—especially to those who might not otherwise have access to it—and for inspiring individuals and groups to discover and develop their musical gifts.

This post is funded by the Church of England's Strategic Development Fund (SDF), with St Barnabas with Christ Chapel designated as the Hub Church. St Barnabas has a well-established, thriving choral tradition with flourishing adult and children's choirs. The postholder will work collaboratively with the Director of Music at St Barnabas, learning from and supporting their expertise while developing musical mission at St Clement.

The role is also supported by the wider Lifting Young Voices programme, run by All Saints Kingston, which will provide a learning community, a shared curriculum and resources, training, and opportunities to participate in concerts at All Saints Kingston and Southwark Cathedral.

While your focus will be on working creatively with the Vicar to build upon the existing worship, liturgical life, and community at St Clement with St Peter, you will be part of a wider collaborative, friendly, and encouraging team across both parishes.

We seek someone flexible, imaginative, and committed to the central place of music and singing in the life and outreach of the Church, recognising them as gifts through which God nurtures faith and community, bringing humour, patience, and warmth to their work.

If, after reading this pack, you feel called to join us and bring your gifts, experience, and energy to this ministry, we would be delighted to hear from you. Please do also be in touch if it would be helpful to have an informal conversation about the role.

With our prayers and best wishes,

Revd Gemma Lau (Vicar, St Clement with St Peter)

Revd Liz Barnett (Vicar, St Barnabas with Christ's Chapel)

Diocese of Southwark Job Description

Job Title: Director of Choral Outreach
Reporting to: The Vicar, St Clement with St Peter
Location: St Clement with St Peter, 140 Friern Road, SE22 0AY

Key Relationships:

The Vicar of St Clement with St Peter
Children and Family Worker at St Clement with St Peter
The Organist and existing Choir of St Clement with St Peter
The Vicar and Director of Music of St Barnabas with Christ's Chapel,
Choirs (including children's choir) of St Barnabas
Local schools and children's groups
Other Volunteers, staff teams, and the wider congregations in both parishes

You will also be offered excellent practical support, resources, mentoring and training opportunities through the wider Lifting Young Voices Network that is run by All Saints Kingston. This is a network of choral trainers and singers who are involved in similar outreach programmes that you will be engaged in.

Background to the job

This is an exciting opportunity for a committed and talented Director of Choral Outreach to play a key role in implementing *A Fruitful Future II: Strategic Growth and Cultural Change* in the Large, Diverse Diocese of Southwark.

Specific projects have been identified across the Diocese where there is clear potential for growth. Funding has been secured from the Church of England's Strategic Development Fund (SDF) to support this work. The two neighbouring Dulwich parishes, St Barnabas with Christ's Chapel, and St Clement with St Peter, are working together. St Barnabas has been designated a Hub Church, initially for St Clement's, to share their expertise and support St Clement's to develop a flourishing children's and youth ministry, borne through music and choral singing, with a view to then work with another parish in this significant way in the coming years.

About St Clement with St Peter

St Clement with St Peter is a diverse and inclusive church in the modern liberal Catholic tradition, located in the heart of East Dulwich. The Vicar, Revd Gemma Lau, appointed in January 2025, also serves as Associate Priest at St Barnabas with Christ's Chapel as part of this SDF project.

It is the largest parish in the Dulwich deanery, with a population of around 17,000, about 20% of whom are under 18. The congregation currently numbers 25–30 but is committed to growing younger with the support of St Barnabas as the Hub Church and through new youth, children and music appointments. We recently appointed a Children's and Family worker and are in the process of recruiting a Youth Worker.

Since January 2025, St Clement with St Peter has partnered with the neighbouring parish of St Barnabas with Christ's Chapel in a new SDF funded Hub Church initiative. St Barnabas has, for many years, run a highly successful music programme for children, in addition to having an excellent adult choir. The children of Dulwich children's choir lead worship once a month at Family Communion and join with the adult choir at other services and concerts throughout the year.

St Clement with St Peter is situated in a quiet residential area, just moments from Lordship Lane and Peckham Rye. Free parking is available on site. The parish extends to the Horniman Museum and includes part of Dulwich Park, offering significant potential for mission and growth among families.

The local area is full of young families and is served by several excellent primary and secondary schools, both state and independent. Within our parish are three non-church primary schools—Harris Primary, Heber Primary, and Goodrich Community Primary. Our church school, St John's with St Clement's, is located in the neighbouring parish of St John's and was rated *Outstanding* in all areas in its October 2024 Ofsted inspection. The Vicar is a governor at this school and regularly leads assemblies and services, especially at the end of term and during major festivals.

We are also fortunate to have:

- A well-equipped church hall
- Beautiful and peaceful gardens ideal for outdoor activities
- A heritage orchard.

As a congregation, St Clement with St Peter would like to become younger and more diverse. We seek to appoint a director of choral outreach whose primary role will be to enable us to offer a free musical education to children in our community, and establish a children's choir that will, in time, sing with our existing choir, and so enhance our musical worship and communal life.

Our aim is to establish something similar to the children's choir at St Barnabas (see below) while maintaining our own distinct identity and remaining sensitive to our unique context and established musical offering and traditions.

While the specific working pattern will be agreed upon with the successful candidate—and reviewed as the role evolves—it is envisaged that the postholder will spend the majority of their time on projects relating to the parish of St Clement with St Peter. There will also be opportunities to collaborate with and learn from the Director of Music at St Barnabas with Christ's Chapel, including work with both the children's and adult choirs.

Additional support to the Director of Choral Outreach including, practical resources, learning community and events opportunities will also be provided by the Lifting Young Voices programme. This is an established choral outreach programme running out of All Saint's Kingston.

We are in the process of launching a new website. In the meantime, further information can be found on our current page on the Church of England website:

<https://www.achurchnearyou.com/church/627/>

St Barnabas with Christ's Chapel

St Barnabas with Christ's Chapel is one parish with two distinctive places of worship. St Barnabas is a large, thriving, inclusive parish church with a strong choral tradition at the heart of Dulwich Village. Christ's Chapel has been a place of worship for over 400 years, with regular congregations at weekly 8am BCP Holy Communion and Evensong. Members of both congregations are represented on the PCC, and joint services are held throughout the year. Christ's Chapel is also a focal place for weddings, funerals, and baptisms.

As a parish, St Barnabas has strong links with local Foundation Schools and Dulwich Village Infant School. They are passionate about nurturing children and families to grow in faith, helping them be confident in their place within the church, and equipping them to share the Good News with the world around them.

Music plays a central and vibrant role at St Barnabas, where choral singing is deeply woven into worship and community life. The Choir of St Barnabas includes around 40 adult singers who sing every Sunday and at monthly Choral Evensong, fostering community through weekly rehearsals and social time, and participating in concerts and festivals.

The parish hosts the Dulwich Children's Choir, welcoming children in school years 2–7 to weekly rehearsals. The children lead singing monthly at Family Communion alongside the adult choir and at major festivals such as Easter and Christmas, also performing annual concerts often with professional musicians.

In addition, St Barnabas has a Dulwich Youth Choir for older children and young people (years 8–13), providing further musical engagement and performance opportunities.

These choirs reflect a broad, inclusive musical culture, ranging from worship to concerts, serving as both musical and missional resources for the parish and wider community — a rich environment from which the Director of choral outreach at St Clement can learn and collaborate.

Job Purpose / Summary

- Build relationships with local schools and community organisations to support recruitment for the new children's choir at St Clement with St Peter.
- Offer a free musical education to children in local schools (choral).
- From this, recruit, train, and develop the children's choir at St Clement with St Peter
- Support the Vicar and Organist in wider aspects of the musical life of St Clement with St Peter.
- Work collaboratively with the organist and existing choir so as to enable the children's choir to be integrated into the main choir. It is hoped that they will in time, sing on one Sunday a month for our All Age Services, and at some additional services (Easter, Christmas etc).
- Collaborate with and support the Director of Music at St Barnabas to share expertise and explore joint opportunities to share learning with other Parishes in the future.
- Participate in the learning community and draw on the resources offered by the Lifting Young Voices Programme.

Key Responsibilities

- Build and train the children's choir through offering singing lessons in local schools, and the opportunity to participate in a children's choir at St Clement with St Peter, once a week during term time (likely Weds or Thurs after school).
- Direct and accompany the children's choir in monthly All Age Church services and other specified services (up to six times a year).
- Support growth of the adult choir and explore musical opportunities in the parish of St Clement with St Peter.
- Singing with the adult choir at St Clement with St Peter or St Barnabas with Christ's Chapel on at least 3 Sundays a month and at special services over Christmas, Advent, and Easter.
- Adopting an approach that uses music to share the Gospel and makes Jesus' love known to all.
- Develop and build biblical teaching into music lessons and choir practice, sharing the Bible as being a source of authority, wisdom and guidance.
- Working with the Children's and Family worker to lead and support children and families on their musical and faith journey.
- Develop relationships and maintain communication with parents, schools, volunteers, and the wider community.
- In time, support other parishes in the Diocese through sharing the experience of establishing a children's choir at St Clement's and the ways in which new models of music can be implemented as a tool for

Mission. (Support for this will also be offered by participation in the Lifting Young Voices programme and through the relationship with the Director of Music at St Barnabas with Christ's Chapel.)

- Direct the choir at engagements away from the Parish as these may arise; (external engagements to be made with the agreement of the Vicar).
- Have a due regard for safeguarding and promoting the welfare of children and young people and to follow all associated child protection and safeguarding policies as adopted by the Diocese and parish.
- Work in collaboration with the musicians of St Barnabas with Christ's Chapel in developing opportunities for choristers from both churches.
- Integrate with the existing congregations to develop new musical opportunities for young people.
- Undertake such other reasonable duties that may be required by the Vicar of St Clement with St Peter and St Barnabas with Christ's Chapel.

Staff Team

- Attend team and parish meetings as required.
- Be part of the team, undertaking occasional and various responsibilities as they arise.
- Being part of a prayerful community and actively practising Christian discipleship, including sharing their faith and encouraging others in their discipleship journey.

Safeguarding

- Commitment to safeguarding, ensuring team members and volunteers involved in the choral outreach have valid DBS checks and are fully trained and equipped.
- Ensure that safeguarding policies are followed and that robust safeguarding practice is fully embedded in all aspects of the children's music ministry.
- Risk management, including preparing risk assessments for activities and events.

The Diocese of Southwark is committed to the safeguarding of children, young people and adults and for many years this commitment has been at the heart of our work across the parishes.

All staff are expected to take part in relevant training, and to follow the relevant policies and procedures that will contribute to making the Diocese a safe place for those in our parishes, schools and communities

In accordance with the Church of England Safeguarding Policy, our Diocese is committed to:

- promoting a safer environment and culture
- safely recruiting and supporting all those with any responsibility related to children, young people and vulnerable adults within the church
- responding promptly to every safeguarding concern or allegation
- caring pastorally for victims/survivors of abuse and other affected persons
- caring pastorally for those who are the subject of concerns or allegations of abuse and other affected persons
- responding to those who may pose a present risk to others

Full details of our Safeguarding Policy are contained with the Diocese of Southwark's, "A Safe Church", which can be found on our website, [Diocesan policies and procedures - The Diocese of Southwark](#)

This includes our commitment to Safer Recruitment, and our policy to abide by the Church of England's requirements contained in the Safer Recruitment and People Management Guidance, [Safer Recruitment and People Management Guidance | The Church of England](#)

You can find a copy of our Whistleblowing Policy and Recruitment of Ex-Offenders Policy on our website, [Vacancies - The Diocese of Southwark](#).

It is a requirement of this role that a satisfactory Enhanced DBS check (with checks against the Barred List) takes place before commencement.

This role is exempt from the Rehabilitation of Offenders Act.

Applicants are asked to complete and submit the Church of England Confidential Form, which gives applicants the opportunity to disclose details of any convictions, cautions, final warnings and reprimands which are not protected i.e. not eligible for being filtered out in accordance with the [DBS filtering rules](#), and will be displayed on an enhanced DBS certificate.

A Confidential Declaration Form will need to be submitted at the same time as an application for this role. This form is included as part of the application process through the Church of England's Pathways application management system.

This post is subject to an occupational requirement that the postholder be a practising Christian under Part 1 of Schedule 9 of the Equality Act.

Person Specification

- Strong choral practitioner.
- Strong communication skills and ability to support other leaders to develop their own musical initiatives.
- Experienced with leading children's choirs or singing groups.
- Strong liturgical and English choral music awareness and experience.
- Some keyboard skills would be desirable.
- Experience working with children from diverse backgrounds and varying faith experiences.
- Collaborative interpersonal skills.
- Supportive of the inclusive ethos at St Clement with St Peter and St Barnabas with Christ's Chapel.
- Graduate-level music qualification or equivalent.
- Be a practicing Christian
- Willing to become socially involved in the life of St Clement with St Peter and St Barnabas with Christ's Chapel.
- Supportive of the outreach and missional aims of the church.
- Willing to undertake such administrative and other duties as may reasonably be required by the Vicar of St Clement with St Peter and St Barnabas with Christ's Chapel.

TERMS AND CONDITIONS

Director of Choral Outreach St Clement with St Peter and St Barnabas with Christ's Chapel, Dulwich.

Part-time, fixed term post until 31 December 2029.

Outline terms and conditions

Employer

You will be employed by the South London Church Fund and Southwark Diocesan Board of Finance whose registered office is at Trinity House, 4 Chapel Court, Borough High Street, London SE1 1HW.

Normal Place of Work

Your normal place of work will be St Clement with St Peter, 140 Friern Road, London SE22 0AY and St Barnabas with Christ Chapel, 38 Calton Avenue, London, SE21 7DG.

Salary

The post has a salary of £18,000 to £20,000 per annum, subject to experience.

Probation

The appointment is subject to the satisfactory completion of a six-month probationary period.

Hours of work

18 hours per week including evenings and Sundays.

Holiday Entitlement

You will receive 13 days annual leave per annum, increasing to 15 days after 2 years' service.

The leave year runs from 1st January to 31st December.

Sick Pay

Sick Pay is paid at full pay and half pay rates dependent on length of service, details of which are contained in the contract of employment. Where the right to Diocesan Sick Pay has not been established or it has been exhausted, then Statutory Sick Pay provisions will apply.

Season Ticket Loan

An interest free season ticket loan is available upon satisfactory completion of the probation period.

Cycle to Work Scheme

The Diocese is part of the scheme that enable staff to purchase a cycle and equipment for cycling to work, through a salary sacrifice scheme.

Pension

A non-contributory pension will normally be arranged with the Church Workers' Pension Fund, currently a 15% employer's contribution.

Employee Assistance Programme

A free and confidential employee assistance programme providing support to staff in a number of areas, including benefits advice, caring responsibilities, and counselling support is available 24 hours a day 7 days a week.

Working Expenses

Reasonable out of pocket expenses will be reimbursed.

Termination of Employment

During the six-month probationary period one week's notice is required on either side. Thereafter you will be required to give three months notice should you wish to resign and will receive a minimum of three months' notice.

Equal Opportunities

The Diocese has a strong commitment to equal opportunities and will not discriminate on the grounds of race, nationality, age, sex, disability, marital status, sexual orientation, religion or belief. Its employees are expected to abide by the Equal Opportunities Policy which embodies these principles.

Disciplinary and Grievance Procedures

Further details would be provided in the contract of employment that would be issued on appointment.

Health and Safety

Employees must look after their own health, safety and welfare and be mindful of other persons who may be affected by their acts. Employees must co-operate and comply with management instructions regarding Health and Safety issues and report all accidents, incidents and problems as soon as practicable to their supervisor, manager or other senior members of staff available.

Confidentiality

Maintaining confidentiality and preserving the integrity of our work in the Diocese is very important. You will not, except as authorised by the Diocese, or as required by law or your duties, use, divulge or disclose to any person, firm or organisation any information about individuals, parishes or the Diocese, or other confidential information relating to the organisation, finances, parishes, dealing and affairs of the Diocese which may come to your knowledge during your employment.

Any Other Duties

A core value of Diocesan staff is collaborative team working. The responsibilities outlined above cannot totally encompass or define all tasks which may be required of the postholder, and you may be asked to perform any other duty as directed from time to time.

Background Information to the Diocese of Southwark

The Diocese of Southwark, founded in 1905, forms part of the Province of Canterbury in England and is part of the wider Church of England, in turn part of the worldwide Anglican Communion.

The Diocese covers fifteen Local Planning Authorities (in part or wholly).

The Diocese seeks to be a Christian presence and to share the Christian faith in each of its parishes through the mission and ministry of its clergy, congregations, schools and chaplaincies and works to promote the common good, with a particular concern for those most in need.

The Diocese of Southwark serves...

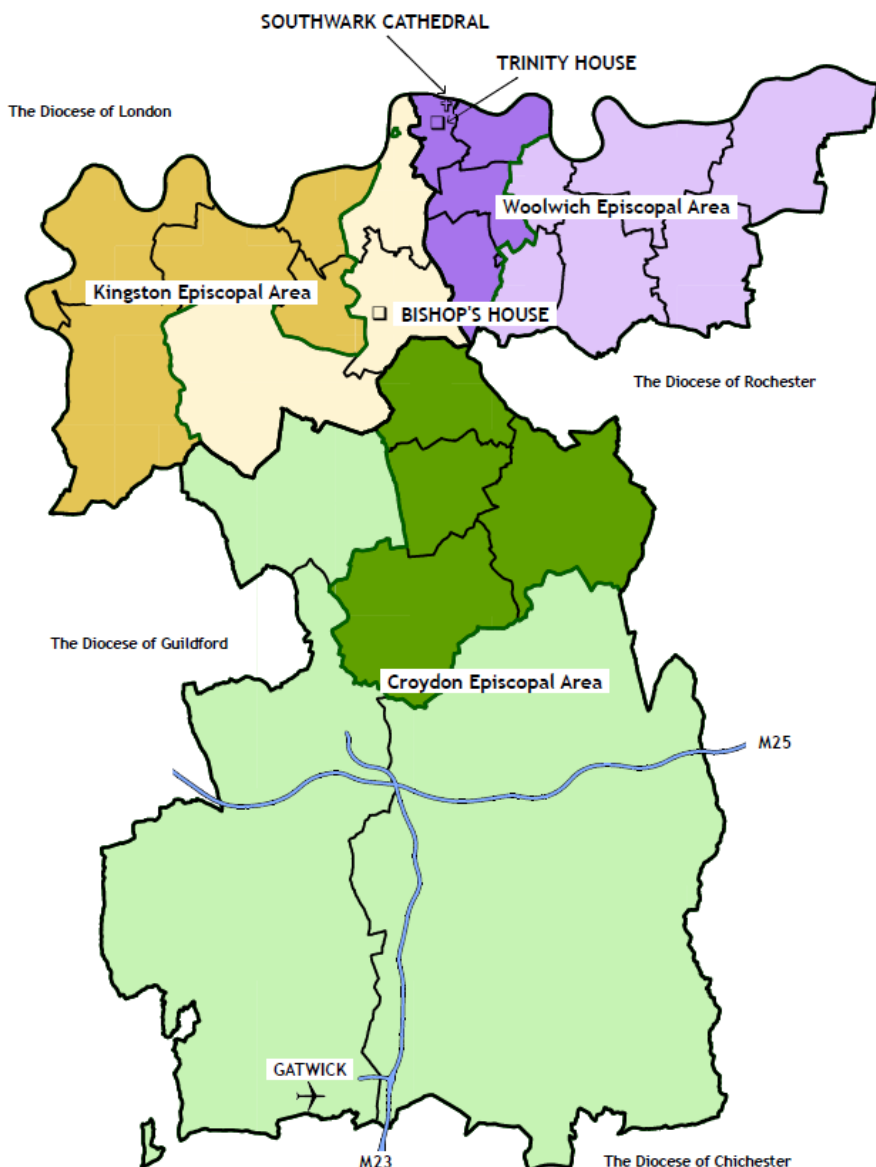


2.9 million people

in the **16** local authorities of South London and East Surrey

through **356** places of worship – a church of England presence in every community

and **103** church schools educating more than **37,000** young people



The Diocese is divided into six archdeaconries and twenty-five deaneries, overseen by the Bishop of Southwark, who is supported in his pastoral work in the Diocese by three area bishops, the Bishop of Kingston, Bishop of Woolwich, and Bishop of Croydon, as well as six archdeacons.

The statutory work of the Church and support to the parishes is provided by the staff of the Diocesan office, located in Trinity House, Southwark.

Trinity House and the Area Offices

Trinity House houses the Diocesan office where most of the executive and professional staff of the Diocese are based. Trinity House is under the overall direction of the Diocesan Secretary who reports to Bishop Christopher, our Diocesan Bishop. Trinity House is just off Borough High Street, within a quarter of a mile of Southwark Cathedral.

SOUTHWARK VISION 2024 – 2035

Christ Centred | Outward Focused

Southwark is a diverse and vibrant Diocese in so many ways, from the energy of the inner city to the beauty of the Surrey Hills. We are one of the largest Dioceses in the Church of England, serving the people of South London and East Surrey. We take joy in the distinctiveness and variety of God's gifts and people. You will find churches that offer welcome, care and dignity in Christ's name to their parishes; chaplains walking along side those in education, hospitals, and prison; and pioneering communities seeking to reach out and serve in new ways.

Our vision is founded on mutual commitment, speaking well of one another and walking together in the pilgrimage of faith. Supporting, encouraging, and resourcing each other in our common task, we seek to be a Diocese that is Christ centred and outward focused.

Our priorities are:



Parishes

We value all our parishes and are committed to enabling and serving them, so they can minister to the whole people of God in their local context.



Ministry

We will maintain the highest possible number of stipendiary clergy and grow our lay ministries. We will ensure that our parishes are served by well-resourced and well-supported clergy, including self-supporting ministers. We will continue to foster and grow our lay ministries including new pipelines for children and youth workers in ministry.



Growth

We will grow our existing churches, including revitalisation initiatives, and establish new worshipping communities. We want to see our Diocese surpassing pre-pandemic levels of attendance in the next five years, to include mixed ecology of worship patterns Sunday to Saturday and grow a further 10% by 2035.



Youth & Diversity

We are committed to becoming a younger, more diverse Diocese. We wish to see our churches evolve to better reflect the communities in which they serve and the gifts of the whole people of God.



Deepening our discipleship

Christ is at the heart of our faith and we will only grow by being intentional about going deeper in our journey with him, replicating our learning and sharing our resources.



Healing

We will seek God's healing for our communities and our world. Christ's call for healing and reconciliation requires us to grapple with many of the issues that we face including safeguarding, social justice, racial justice and care for creation.



The staff who work across the whole Diocese have a core purpose and values that set out their role in supporting the Diocese achieve its Vision and priorities. These are known under the banner of ‘Lead, Enable, serve’ and are summarised in the table that follows below.

DIOCESAN STAFF PURPOSE
To serve, support, lead, and enable the mission of the God as it is worked out in the parishes, deaneries, schools and communities of the Diocese of Southwark.
DIOCESAN STAFF AIMS <ul style="list-style-type: none">• To support our parishes and clergy so that they are energised, equipped, and empowered through specialist advice, leadership in ministry, training and development, good housing and by building effective relationships.• To meet our statutory and regulatory obligations, and to be proactive in leading and disseminating good practice.• To evaluate and allocate resources effectively, in line with the vision, aims, values, and policies of the Diocese.• To resource, and support mission and evangelism, vocational discernment, training, and ongoing development for lay and ordained ministries.• To ensure that all our structures, policies, practices and the way in which we communicate are fit for purpose now and in the future, through regular review and continuous improvement.
DIOCESAN STAFF VALUES <ul style="list-style-type: none">• Effective Stewardship of resources• Collaborative Team Working• Respect for all• Transparent Accountability