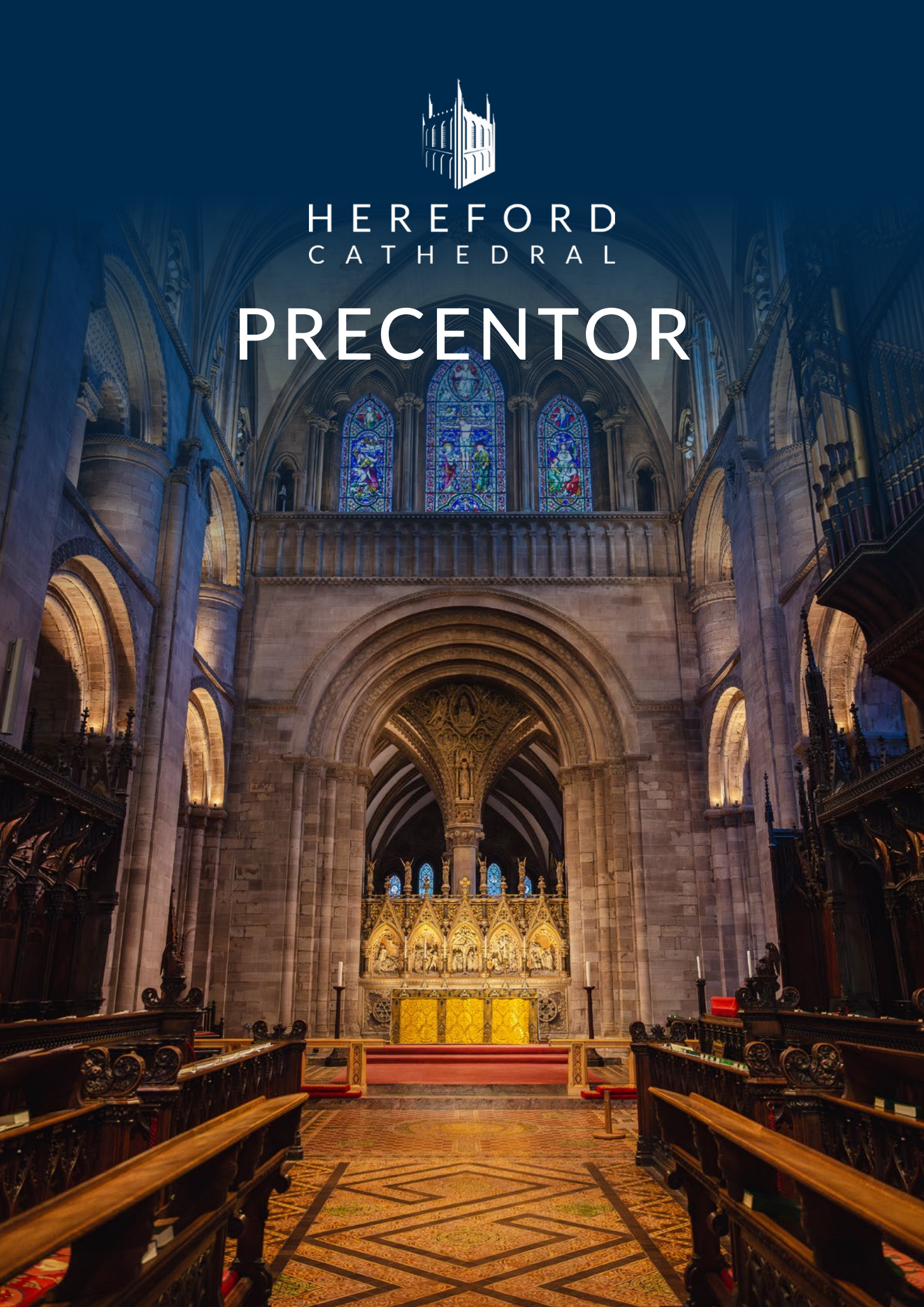




HEREFORD  
CATHEDRAL

PRECENTOR







A message from the Dean

A message from the Bishop

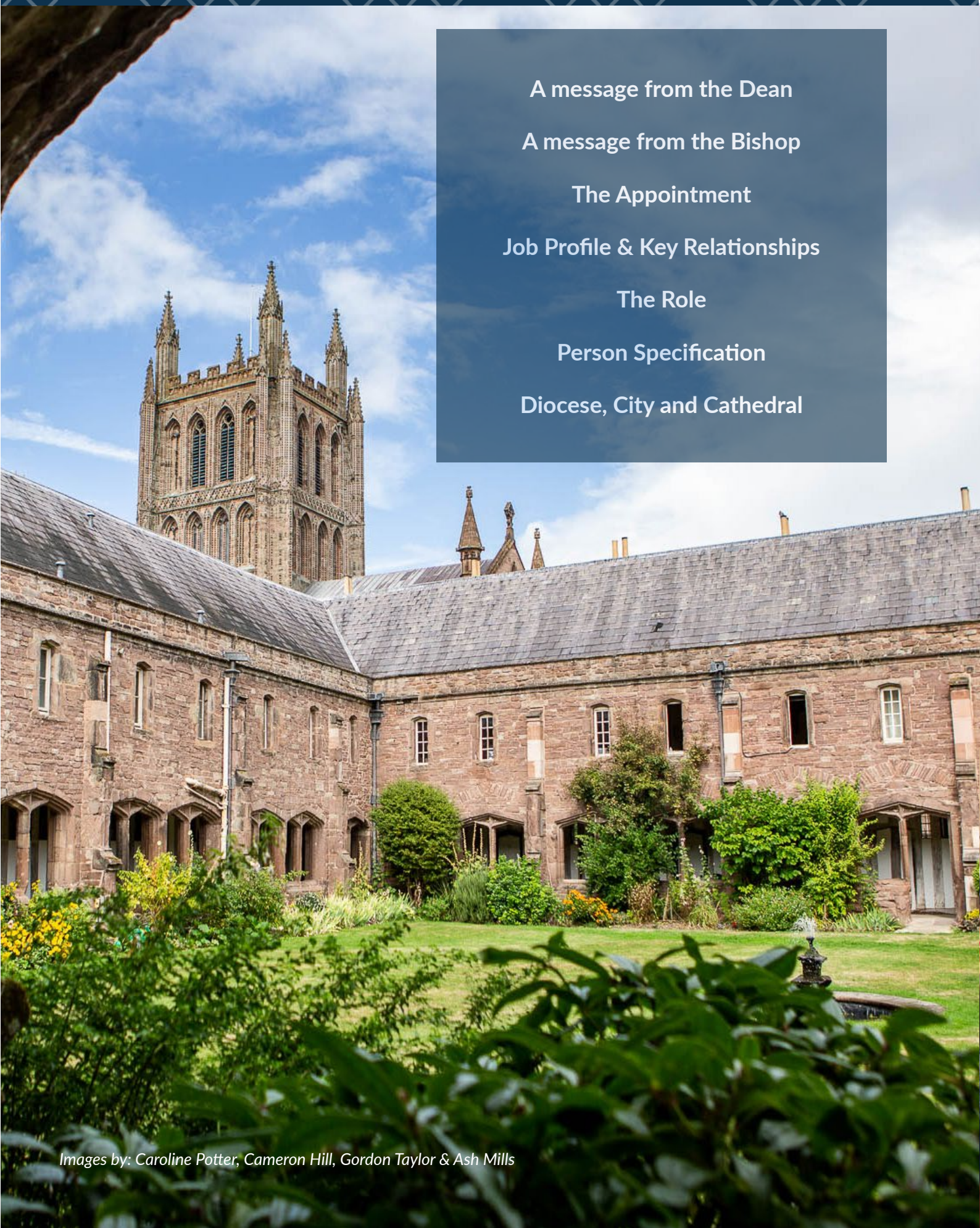
The Appointment

Job Profile & Key Relationships

The Role

Person Specification

Diocese, City and Cathedral







**Thank you for your interest in the role of Precentor at Hereford. You will be in my prayers as you explore and prayerfully discern whether this post might be one to which God is calling you. A strong sense of vocation is important because of the character of cathedral life and the seniority of this role.**

You may be drawn by Hereford's reputation for outstanding liturgy and worship. Perhaps it is our top-class music that attracts you. Our reputation for both is deserved through the work of a long-standing team and their unwavering commitment to offering our best to God in worship, and, as one of the Three Choirs Festival Cathedrals, to performing extraordinary music to a very high standard for a regional, national and international audience. Musically and liturgically, we are well worth a look! We have an experienced team of vergers and an inspired outward-facing clergy team. There is work to be done in promoting the choral tradition more widely, sharing our gifts with local schools and considering the gentle evolution of our liturgy within our tradition for coming generations, so there is potential to make a mark, and all the building blocks are in place to offer the next precentor a fulfilling priestly ministry.

But this job is more than the sum of great music and liturgy used to missional and pastoral effect. Cathedrals can be intense places and the Cathedral's Measure of 2021 has changed the way we are governed, generating certain cultural rub points which here at Hereford we are working hard to diminish. We are currently blessed with a happy and collaborative clergy team so we are looking for a very special grace-filled someone to whom status is unimportant, who will prioritise relationships over being technically correct, who can laugh at themselves and the rest of us and who will hold lightly their own preferences in order that all may thrive. The quality and authenticity of relationships across the whole organisation is of essential importance. No department can be an island these days and clericalism is a thing of the past. Our values of love, grace, integrity and service are not just words but increasingly embedded in creating the culture we need among colleagues of faith or none.



If you have worked at another cathedral, you will know what fascinating and exciting places they can be, and you will understand something of their challenging paradoxes and tensions. Hereford is no exception. If you are exploring a cathedral post for the first time you may be surprised at the complexity of the operation. At Hereford we punch above our weight with first-class music and liturgy, but it doesn't come cheap and sustaining it is a continual challenge. There is much missional and developmental work to do, a new roof to fund and a need for creativity in all areas of cathedral life.

As members and trustees of Chapter Residentiary Canons share responsibility with lay colleagues for the business (over £3m) and governance parts of cathedral life, bringing to bear gospel values and Christian ethics into financial management, income generation, health and safety, safeguarding and business conduct as well as the more obviously clerical roles. It calls for senior level savvy, safeguarding commitment and a broader view of 'being a priest' that goes beyond the altar, the quire or the pastoral visit into the board room and commercial arena. The Precentor is an important member of the Senior Leadership team.

If you like the sound of all this, have an appetite for the best of what cathedrals can offer and a collaborative vision to help us speak God's constant truths afresh to a new generation then I'd love to hear from you. If you are looking for a position of clerical status and privilege in a 'safe' part of the Church of England, then do your research very carefully. A senior post at a Cathedral, even a relatively modest one like Hereford, is very hard work and not an easy billet but you do have the opportunity to influence many people for Christ.

As a key member of our team of clergy, staff, volunteers, and funding partners, you will play your part in history as one of the guardians of a beautiful, holy and peaceful cathedral and of the worship offered here. This is the first time the Precentor's post has been vacant for 23 years. Our residentiary canons have tended to stay a long time, so this is a rare opportunity to contribute to shaping and leading the future impact and direction of worship at Hereford Cathedral where it is an important part of our mission to tell out in song, word and action the greatness of our God and his love shown to us in Jesus Christ.

I look forward to hearing from you if you think that God may be calling you here.

Every blessing,



The Very Reverend Sarah Brown, Dean of Hereford







**Thank you for your interest in joining the Diocese of Hereford as Precentor of our Cathedral. Our cathedral has an extraordinary team of clergy and support staff and I am praying for the right person to join their Chapter at this exciting and significant moment in our shared life.**

Geographically, the cathedral is located next to both the diocesan offices and the Bishop's Palace. This physical closeness reflects the strong spiritual and practical connections we enjoy as colleagues and worshippers together. The Dean and I are committed to the cathedral being an accessible heart of Diocesan life, as well as the very center of our city: welcoming, accessible and alive with purpose.

Under the leadership of the Dean, the cathedral has a distinctly missional heart. Over the past two years, it has joyfully engaged with local life in a myriad of ways: from hosting camels and riding ferris wheels to producing outstanding theatre. The cathedral is a creative, joyful presence in the life of the wider community.

As part of the cathedral's wider life, being a small diocese means we place a high value on relationships. While we offer proper structures such as Ministerial Development Review (MDR), and access to confidential wellbeing support including accompaniment and counselling, we also know that informal support is just as important. The accessibility of senior staff and a rich diocesan social life contribute significantly to the sense of community here. I also have access to a discretionary fund to provide emergency financial support when needed.

Our diocese is diverse socially, economically, and theologically. We are fortunate not to experience the kind of aggressive partisanship found in some other places. On Living in Love and Faith (LLF), I have always affirmed that clergy will be supported to act according to their conscience, within the proper order of the Church.

We have a diocesan strategy, but it is intentionally light-touch. Our purpose is clear: to proclaim Christ and grow disciples. We shape our churches around three core values, which are Christlikeness, prayerfulness, and engagement. These values have been explored in diocesan-wide 'Years of Prayer, Discipleship, and Engagement,' but their local expression is left to the discernment of each parish. In areas where there is limited relational connection - particularly with young people - we are working alongside the national church on creative outreach initiatives.

I hope you will find the Diocese of Hereford, and our wonderful cathedral, to be a happy, supportive, and enriching place in which to live and minister. I look forward to receiving your application.

The Right Reverend Richard Jackson





To work towards being a sustainably funded cathedral appropriate to the next anticipated era of Church in Hereford, bridging the gap between 'now and what is to come' and focussing on worship, community, healing, teaching and feeding.

**Our overarching priorities for the next five years are:**

- That all who come into contact with the cathedral in any way should be offered a glimpse of the love of God for them personally
- Frictionless Hospitality such that nothing in our welcome, processes or conduct should impede the opportunity for encounter with God
- That all who work or volunteer here should be safe and know that they are part of a very special culture for which they become strong advocates

**These are realised in more specific detail by our seven strategic priorities which are worked out through the Business and Mission plans:**

- Telling Gods' story
- Excellence for God's glory
- Approachability and welcome for all
- Communication
- Staff and Volunteers: One team, one mission
- Looking outwards to serve
- Sustainability/Resilience

**Our core values each with related behaviours and aspirational outcomes:**

**Love, Grace, Integrity & Service.**

[More information can be found here: www.herefordcathedral.org/congregational-forum](http://www.herefordcathedral.org/congregational-forum)







Within the Cathedral's daily work offering of praise to God, the Precentor has a particular focus on worship, liturgy and music and holds one of the two canon residentiary posts funded by the Church Commissioners for dedicated ministry in the cathedral. Under the Cathedrals Measure 2021, a residentiary canon is also a trustee with responsibility for the governance and management of the institution as well as the spiritual and liturgical life of the church.



As well as leading on the delivery of liturgy and music in church and online you will preach regularly to a theologically engaged congregation. Your work will contribute through word, song and sacrament to the missional storytelling that lies at the heart of our strategic plan. It will be a key contributor to our strategic determination to keep Christ central to all activities and ensuring that worship times and prayer spaces are defended from excessive alternative claims on the building. It is anticipated that you will lead on improvements to our livestreaming and audio-visual facilities in the cathedral building and work with the Dean and Chancellor to build our online liturgical offering.

This role entails maintaining our current outstanding choral tradition and traditional liturgies in the liberal catholic tradition for our majority congregation while gently exploring expressions of cathedral that will meet the needs of Tik Tok generation converts.

**The Cathedral is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All post holders are expected to share this commitment.**

**[Read more about Safeguarding at Hereford Cathedral: www.herefordcathedral.org/safeguarding](http://www.herefordcathedral.org/safeguarding)**

All appointments are subject to acceptable pre-appointment checks, including a satisfactory Enhanced DBS with Barred Lists check.



Living in the Cathedral Close the Precentor is responsible for delivering the liturgical and musical component of the cathedral's mission. Additionally, they share in the day-to-day management of the cathedral's life and care of its congregation and community.

**The principal duties and responsibilities of this post are:**

- Oversight and delivery of all the cathedral's worship, liturgy and music
- Ensuring that Safeguarding is integral to all music planning and implementation
- Participating fully in the governance and management of the whole cathedral under the terms of the Cathedrals Measure 2021
- Building outreach and promotion of cathedral music into schools
- Promoting liturgical awareness and formation in the cathedral community
- Advising the Bishop and his staff on liturgical matters relating to diocesan services in the cathedral
- Keeping abreast of national and ecumenical liturgical developments
- Supporting the work of the Dean



**THE PRINCIPAL TASKS SUPPORTING THE PRECENTOR'S DUTIES ARE:**

**LITURGICAL**

- Planning, preparing and managing all cathedral services in consultation with the Dean, the Director of Music, and the Dean's Verger
- Attending the daily offices and Sunday services and keeping statutory periods of residence
- Sharing in the administration and delivery of the pastoral offices
- Maintaining and updating the Chapter's Liturgical Plan





- Maintaining the annual list of special services and creating bespoke orders of service
- Devising the Opening Service and liaising with the Three Choirs Festival regarding all matters relating to worship during a Hereford festival
- Empowering colleagues to contribute liturgically to services at which many in attendance are unfamiliar with church
- Enabling new styles of worship to grow 'around the edges'
- Choosing hymns and making verse adjustments to appointed psalms
- Reconciling the cathedral's local liturgical calendars and issuing a monthly list of observances
- Checking liturgical information on the pew sheet, music scheme and choral texts leaflet
- Constructing rotas for worship
- Providing training for servers, readers, intercessors etc.
- Seeking opportunities for the cathedral choir to go out on visits and tours
- Booking visiting choirs to create a coherent programme of choral music when the cathedral choir is on holiday and ensuring that such choirs are hosted and managed
- Maintaining the lists of stalls and liaising with the Bishop's office over the collation and installation of new canons and prebendaries

## LINE MANAGEMENT AND GOVERNANCE

- Line managing the Director of Music and the Dean's Verger with overall responsibility for their teams including the effective management of departmental budgets
- Collaborating with other departmental managers to counter silo working
- Attending Heads of Department and Executive Management Group meetings
- Attending all meetings of Chapter
- Additionally attending the following meetings:
  - Organ Committee (*twice a term*)
  - School/Cathedral Liaison committee (*once a term*)
  - Choristers' Welfare meeting (*once a term*)
  - Lay Clerks' meeting (*once a term*)
  - Hereford Cathedral Choir Association (*once a term*)
  - Music Committee (*three times a year*)
  - Fabric Advisory Committee (*three times a year*)
  - Funding and Development Meeting (*quarterly*)





## SAFEGUARDING

- Liaising routinely with the Cathedral Safeguarding team and the Diocesan Safeguarding Adviser
- Ensuring departmental safeguarding awareness and best practice particularly in respect to the choristers and their families.
- Assisting with the promotion of a healthy and robust safeguarding culture
- Maintaining personal safeguarding certification and training at the required level

## SUSTAINING KEY PARTNERSHIPS

- Serving as a member of Hereford Cathedral School Ltd. and liaising with the Chair of Governors, the Head and other staff in all matters relating to the cathedral choristers
- Serving as a trustee on the Cathedral Almshouse Charity
- Assisting music funding partners in particular the Hereford Cathedral Perpetual Trust and attending meetings by invitation
- Supporting the work of the Lieutenancy and the Shrievalty in their use of the cathedral
- Sustaining links with The Royal British Legion, the SAS, and the SAS Regimental Association and assisting the cathedral in upholding our military covenant
- Being a member of the Precentors' Conference
- Supporting and promoting cathedral music outreach into local primary schools
- Others as reasonably requested by the Dean

## KEY RELATIONSHIPS

- Accountable to the Chapter through the Dean but also answerable to the Bishop
- Line Manager of:
  - The Organist and Director of Music
  - The Dean's Verger







**This post is open to priests in the Church of England who have been ordained priest for at least six years. A Canon Residentiary is a senior post holder in the life of the Cathedral, and participates in securing its missional, financial and environmental sustainability through membership of the Senior Leadership Team and as a trustee.**

We are looking for a wise, astute priest with a heart for people, who will respond with enthusiasm, courage and creativity to the considerable challenges and opportunities of sustaining cathedral music and ministry and who will contribute to the development of our work as mother church to the diocese. You will be an authentic person of prayer ready and willing to articulate your faith.

**In particular, the following are essential qualities for which we look in this post-holder:**

- A liturgist able to communicate pastorally through worship that flows from a heart full of love for God
- A musician who can communicate with musicians and is a confident and accurate singer
- A stimulating and intelligent preacher
- An organised and systematic administrator with an eye for detail
- At home within Liberal Catholic churchmanship and comfortable with Common Worship and BCP services
- Humility to accept corporate decisions as binding, and work well alongside those with whom you might disagree and ability to recognise that this role is just one of a number of ordained, lay and secular staff, all of whom play a part in the body of Christ at Hereford Cathedral
- A determined voice in keeping the Missio Dei at the heart of all we do, but with a feeling for heritage and building issues in relation to the liturgical life of the church
- Ability to see more than one point of view and skilfully work with various stakeholder groups

**Desirable qualities include:**

- Possession of an understanding of the distinctive mission of cathedrals, the distinctive ethos of cathedral liturgy and the quest to glorify God in every aspect of the work and ministry of the cathedral
- Interest in the creative use of liturgical space
- An enthusiastic contributor to the realisation of the Cathedral's vision for its development
- An understanding of collaborative ministry and collegial teamworking as the norm
- Comfortable reading and interpreting financial and commercial information

*Applicants must be ordained priests in the Church of England or in communion with it, in line with the Genuine Occupational Requirement for this role.*





The diocese of Hereford dates to the seventh century and covers the whole of Herefordshire and the southern half of Shropshire, together with a handful of parishes in Powys, Monmouthshire and Worcestershire. The region contains some of the most beautiful and unspoilt scenery in the country and stretches from the Welsh border to the Malvern Hills and from Monmouth to just south of Shrewsbury. It is largely rural in character, and agriculture plays a vital part in the life and economy of the diocese.



There are over 400 church buildings in the diocese, some of which are extremely remote and a remarkable number of which are beautiful or distinctive in some way. However, the number of clergy is small and churches are mostly grouped into large multi-parish benefices.

Hereford is one of England's smaller cities, with a population of around 60,000, which makes it a very human city, with a generally friendly population which is easy to get to know. It is the capital and commercial centre of an extensive but thinly populated county, with an economy based largely on agriculture (95% of its land is defined as rural!). As a result, it is surrounded by some of the most glorious scenery in the country, ranging from the rolling hills and scenic splendour of the River Wye to the wild ruggedness of the Black Mountains and Brecon Beacons, just a few miles away in Wales. A popular area to which to retire, 25% of the county's population is over 65, and although there is a good degree of wealth in the county, areas of the city rank among the 10% most deprived areas in the UK. Hereford boasts direct rail links to London, Birmingham and Cardiff, the 460-seater Courtyard Theatre, the Hereford College of Arts and the largest blacksmith training forge in Europe to accompany its developing NMITE university.

Hereford itself is a lively city by day, but if you are looking for bright city lights at night it may not be for you, although there are good restaurants and shopping amenities. It has churches of all sorts, and a variety of good church and community primary and secondary schools, including a good Sixth Form College. Hereford Cathedral School (adjacent to the Cathedral Close) is an independent fee-paying school with both Junior and Senior departments where the Cathedral's choristers are educated. The school regards the cathedral church as its Chapel and worships there several times a week.



Hereford Cathedral has a Saxon Foundation, and its early life received great impetus from the cult of St Ethelbert, king and martyr (d.794). Later, rebuilt by the Normans, the Cathedral became one of the nine 'Old Foundation' Cathedrals, governed by Canons with its worship supported by a College of Vicars Choral. Its fame as a place of pilgrimage was enhanced during the 13th century with the death and canonisation of St Thomas Cantilupe and for a time, the cathedral even rivalled Canterbury in the number of its pilgrims.

Being so isolated and also being non-monastic, the cathedral suffered less than most at the Reformation, and partly through these circumstances, its famous library and the Mappa Mundi were spared for future generations.

Never a 'Lincoln' or a 'York' in size or architectural splendour, Hereford Cathedral, with its rich red sandstone, is ideally 'matched' to the surrounding countryside and many visitors remark on the warm welcome and homely atmosphere of the building.

The 18th century brought the foundation of the Three Choirs Festival - now almost 300 years old and the oldest music festival in Europe - a festival which Hereford hosts in turn with its sister cathedrals at Gloucester and Worcester. The calibre of choral music at Hereford is outstanding and nationally regarded, and the choir sings Evensong on most evenings of the school term.

The end of the 20th century saw the building of the new library and Mappa Mundi building which has given new life and impetus to the conservation and presentation of our ancient treasures and continues the tradition of Christian scholarship.

Visited by about 120,000 people each year, the Cathedral is in constant use by groups and individuals, for many of whom it is an important place of pilgrimage, a focus of prayer and a resource for involvement in the wider community.

The Cathedral is currently governed by a constitution and statutes derived from the Cathedrals Measure 2021. This requires all cathedrals to be accountable to the Charity Commission as well as to the Church Commissioners.

Under this Measure, the Chapter is a board of trustees composed of the Dean and the two Residentiary Canons plus a greater number of skilled lay people. Chapter is chaired by the Dean and sets the strategic direction of the mission, ministry and business of the Cathedral, holding accountable the Executive Management Group for that delivery. The Dean and Residentiary Canons are also members of that operational delivery group, together with senior officers of Chapter. Several other committees report to Chapter.







The Dean is a member of the Bishop's staff and the Residentiary Canons, while necessarily focused on the cathedral in their work, see their role in the diocese as of high importance. Liturgy and music lie within the purview of the Precentor, who works to the general policies agreed by Chapter. Praise and prayer are offered daily through the offices and Eucharist.

### **CORE SERVICE PATTERNS** *(8 weekly sung services in termtime)*

#### **MONDAY - SATURDAY**

Morning prayer 8 am

Choral Evensong (BCP) or Evening Prayer 5.30 pm

#### **MONDAY - FRIDAY**

Said Communion (CW) 10.30 am

#### **SATURDAY**

BCP Said Communion (BCP) 8.30 am

#### **SUNDAY**

Holy Communion (BCP) 8 am

Cathedral Sung Eucharist (CW) 10 am

Choral Matins (BCP) 11.30 am

Choral Evensong (BCP) 3.30 pm

### **MONTHLY SUNDAY EVENING SERVICES**

City Praise

The Evening Hour





If you would like a short exploratory conversation with the Dean please contact Joanne Gibson, Chapter Administration Officer and Dean's PA, by emailing [joanne.gibson@herefordcathedral.org](mailto:joanne.gibson@herefordcathedral.org) or calling 01432 374 252 to arrange a suitable time.

**Applications must be received via Church of England Pathways by 5 pm on Sunday 17 August.**

*Hereford Cathedral is committed to equal opportunities and welcomes applications from all qualified candidates who meet the genuine occupational requirement of being a priest in the Church of England.*

*Candidates will be required to provide evidence of their eligibility to work in the UK. Personal data will be processed in accordance with data protection legislation.*

Shortlisted candidates will be informed and sent details of preparatory work for in person interviews by Friday 22 August.

**Interviews, briefings and voice trials will be held in person at Hereford Cathedral on Monday 8 September.** Candidates are welcome to arrive at any time during the day on Sunday 7 September but are specifically requested to attend Choral Evensong at 3.30 pm and tour the Precentor's house and garden before joining the clergy and others for an early supper. Accommodation will be provided. The Monday 8 September will be a full day culminating in Evensong at 5.30 pm so if you need a second night of accommodation, please let us know.







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[www.herefordcathedral.org](http://www.herefordcathedral.org)