

Canon for Congregational Life & Worship Recruitment Pack

An Introduction by the Dean

Thank you for your interest in the new post of Canon for Congregational Life & Worship at Bradford Cathedral.

The Bishop and Chapter recognise that we are at an exciting moment in the life of the city, the Cathedral and the Diocese, with the award of UK City of Culture 2025 and the successful embedding of three Cathedrals in one Diocese. We therefore begin to discern for this role with a sense of expectancy, trust and anticipation for what God has in store as a new chapter of Cathedral life unfolds. This post would suit a priest who shares our values of innovation, rootedness, hospitality and interculturality. A person with;

- gifts to nurture others in faith
- a heart for pastoral care and
- a passion for diversity in worship

We seek a colleague who has a desire to follow in the ancient footsteps of Paulinus in proclaiming the gospel afresh for the North, is determined to make Christ known and who will flourish, thrive and inspire others through our rich tradition of worship, liturgy, and community engagement.

Our Cathedral story brings together almost 1,400 years of Christian witness on or near this site. It's a story of faith lived out in the lives of the diverse communities that make up Bradford. It's a story of change and ambition, of hard work and dedication, of failures and yet trust and hope in a God who changes lives and transforms communities.

The opportunity to be part of any Cathedral community is an amazing privilege. Working



with colleagues to help shape and develop the future growth and impact of Bradford Cathedral by telling the story of Jesus and helping people to encounter God through worship, and nurturing that faith, together with compassionate pastoral care is indeed a rare opportunity. To do so in a city with such diversity and at a time when it seeks to flourish as the UK's City of Culture is potentially unique.

I would value the opportunity to have a conversation with you in advance of your application if what you read excites you - whether you feel you meet all the criteria or not. If that would be helpful, please contact me: andy.bowerman@bradfordcathedral.org and we can arrange for a time to talk informally. We would be open to creative approaches to fulfilling the vision for this post such as job sharing. I look forward to receiving your application.

Grace and Peace

The Very Revd Andy Bowerman
Dean of Bradford

Canon for Congregational Life & Worship

The post carries responsibility for the nurture, pastoral care and development of those who form part of the congregations of this Cathedral. Leading this focus with worship at the heart, you will be one of the three Canons resident in the Cathedral Close and an executive member of Chapter.

We are primarily looking for someone who is passionate and excited about the possibilities

of ministry in this cathedral, and in this city - who is excited by the potential that our vision document outlines and who is committed to being part of a prayerful team of clergy. This matters more than whether a candidate feels they fulfil all the requirements in the role description and person specification, and we would welcome informal enquiries from anyone who wishes to be in touch.

Key Relationships

Reporting to

- The Dean

Key Colleagues

- The Dean
- Canon for Intercultural Mission & the Arts
- Diocesan and Area Bishops
- Curate
- Members of the Senior Management Group
- Director of Music and Music Department staff and volunteers
- Head Verger
- Chief Operating Officer
- Safeguarding Officer
- Cathedral Safeguarding Team

Key lateral and other relationships

- Cathedral Wardens
- Cathedral congregations
- Civic officers and representatives
- Community Committee
- Chaplains
- Retired clergy with permission to officiate
- Volunteers (Bell ringers, Bible readers, Eucharistic Assistants, Intercessors, Servers)
- Clergy counterparts at sister cathedrals in the Diocese
- Diocesan Officers
- Diocesan Safeguarding Operational Group
- Independent Chair of the Cathedral Safeguarding Committee
- The Cathedral Chapter
- Heads of Departments
- Deanery Chapter and Synod
- College of Canons

Key Responsibilities

Congregational life

- Be the principal minister to the Cathedral's regular Sunday morning congregations, working with them to develop their own discipleship and vocation (including stewardship), and being the principal point of pastoral care for them.
- Assist our Cathedral choir in continuing to draw families from across the diversity of Bradford.
- Exploring new ways of growing numbers of new disciples coming to join our community.



- Develop our Community Committee to be a group that enables wider congregational involvement in the development and delivery of the mission of the Cathedral to its parish and the city, and which will report to Chapter.
- Take primary responsibility for the occasional offices, liaising with colleagues to ensure that services are covered, and appropriate preparation is provided.
- A commitment to welcoming newcomers and connecting them into the congregation and the life of the Cathedral, with special attention to how we enable all our community to play their part in the outworking of our vision.
- Develop and grow the Cathedral's work with families, children and young people who are members of the congregation.
- Creatively build our small group provision.
- Enable all involved in the offering of worship to take their role and place within it confidently and effectively, paying particular attention to the core values that we hold of hospitality, innovativeness, rootedness and interculturality.
- Oversee and support the ministry of the Cathedral Wardens.
- Support the Cathedral Canons and lay assistants in developing their ministry.
- Oversee the team of servers including recruitment, training and pastoral care.
- Be the principal link between the Cathedral and Deanery Chapter and Synod.



- Offer pastoral support to the families of choristers as required.
- Assist in the development of a new Liturgical Plan that takes account of the possibilities created by the current strategy.
- Be open to exploring possibilities that may emerge to develop new expressions of worship and congregational life to compliment that which already exists.
- Ensure that appropriate resources are prepared each week for services – including liaising with external organisations in the development of these – and prepare wedding and funeral services as required.
- Work with the residentiary clergy team, The Bishop of Leeds & the Episcopal areas in the delivery of Diocesan services.
- Plan and oversee the worship rotas for clergy and lay readers and assistants.
- Through the Chief Operating Officer, liaise with the Verger Team to ensure that the requirements for worship events in the Cathedral are coordinated effectively.
- Oversee the Verger Team in respect of requirements for all services in the Cathedral and work with the Chief Operating Officer in the line management of the Verger Team regarding non-worship work streams, including Health and Safety and events.

Worship

- As line manager, oversee and support the work of the Director of Music and the Music Department, providing leadership, and professional and pastoral support.

- Support the HR & Executive Support Officer in matters relating to the safer recruitment, induction and management of volunteer cohorts (Bell-ringers, Bible readers, Eucharistic Assistants, Intercessors, Servers).
- Adhere to budgets as set annually, and help ensure that all Cathedral resources are utilised effectively and responsibly, through a culture of continuous improvement which delivers value for money.



Residentiary Canon

- Share in residence duties with the other Residentiary Canons (currently two days in a week).
- Commit to the daily worshipping life of the Cathedral, attending Morning, Midday and Evening Prayer on those days when you are working and not engaged elsewhere. You will be the main clergy lead for our services of Choral Evensong on Monday and Tuesday evenings.
- Participate in the weekly meetings of the Senior Management Group, Clergy Team and diary meeting.
- Participate in Diocesan events to which licensed clergy are invited, such as study and training days.
- Play a full role in the College of Canons.

Chapter Safeguarding Lead

- Oversee Safeguarding at a policy level across the Cathedral with/on behalf of the Dean.
- Report to Chapter on all safeguarding policy developments and practice guidance.

- Assist the Dean and the Independent Chair of the Cathedral Safeguarding Committee, with coordination of, and agenda setting for, meetings of the Cathedral Safeguarding Committee.
- Attend the Diocesan Safeguarding Operational Group, on behalf of Chapter.
- Work in co-operation with the Cathedral Safeguarding Team in the event of allegations, suspicions or disclosures of abuse, and ensure that those who may present a risk to children, young people and vulnerable adults are effectively managed.
- Assist the Dean in producing an annual report to the Bishop and for the Cathedral's Annual Report.

Member of Chapter

- Take a full part in Chapter, which meets 6 times a year and help to provide strategic oversight of the Cathedral's governance.
- Fulfil the role of a Charity Trustee, offering strategic input, support, scrutiny and stewardship, and participating in training offered to assist with this role.
- Ensure the Cathedral fulfils its legal and statutory responsibilities.
- Undertake all activities in accordance with the Cathedrals Measure 2021.
- Lead or contribute to Chapter working groups to deliver against agreed priorities.

Person Specification

SKILLS AND APTITUDE			
Essential	Measure	Desirable	Measure
Has a strong commitment to, and proven record of pastoral care.	A I R	Is comfortable in a variety of worship spaces.	A R
Can demonstrate the ability to grow and develop congregations.	A I R	Can demonstrate a willingness to work flexibly, and manage personal workload.	A I R
Is committed to the rhythm of the Daily Office, and is a person of prayer, grounded in the life and practice of a Christian disciple.	A R	Is comfortable working with opposing views and constructive criticism, and is able to adapt.	A R
Has the ability to work flexibly and collaboratively in a highly complex and busy cathedral and can cope with ministry in an exposed, outward facing context.	A I R	Has a developed sense of personal resilience and a sense of humour.	A I
Is generously collaborative and facilitative, able to work effectively within an executive, collective decision-making environment.	A I R		
Is able to show evidence of leadership and people management skills.	A I R		
Has a strong track record in establishing positive relationships and facilitating successful partnerships with both internal and external stakeholders.	A I		
Will be excited by and help to deliver the vision of the Dean and Chapter.	A I		
Can think strategically and contribute to the decision-making process of Chapter.	A I		

A Application
 I Interview
 R Reference
 C Certificate



KNOWLEDGE AND EXPERIENCE

Essential	Measure	Desirable	Measure
A demonstrable record in engaging with congregational communities and knowledge of how to inspire others to explore and enter the Christian faith.	A I R	Understand the distinctive contribution of cathedrals to the life and mission of the Church of England.	A I
Experience of planning and delivering pastoral care.	A I R	An excellent sense of cathedral liturgy and comprehensive knowledge of the Anglican choral tradition.	A I
Familiarity and understanding of a range of liturgical and musical traditions.	A I	A creative theological mind and the ability 'to speak into the public square'	A I
Experience of developing and planning liturgy and music, and organising complex services and events.	A I	Experience of managing remunerated, lay colleagues and volunteers.	A I R
Proven experience of skills in senior management, either in the church or elsewhere, or can demonstrate potential to develop these.	A I R	Church of England Senior Leadership Safeguarding training	A R C
A thorough knowledge and experience of current Church of England safeguarding policies and practice guidance.	A I		
An interest in the pastoral wellbeing of children and young people from a variety of backgrounds.	A I		
IT literacy, and strong administrative skills with a good eye for detail.	A		

EDUCATION & QUALIFICATIONS

Essential	Measure	Desirable	Measure
A theological and/or pastoral qualification	A I R C		
A demonstrable commitment to continuing professional development.			

A Application
 I Interview
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Terms and Conditions

Appointment: The appointment as a Residentiary Canon under Common Tenure is made after consultation with the Dean, by the Bishop of Leeds. This is a Common Tenure post – a Statement of Particulars will be issued to the post holder. Residentiary Canons are also appointed according to the Cathedral Statutes.

Bradford Cathedral is committed to safeguarding and promoting the welfare of children and all vulnerable people. This commitment is shared by our staff and volunteers.

Reporting: The Canon for Congregational Life & Worship reports to the Dean, who conducts the annual Ministerial Development Review, with input from lay and clergy colleagues.

Stipend: The stipend is in accordance with the Church Commissioners pay scale for Residentiary Canons. The 2025-26 Residentiary Canon rate in the Diocese of Leeds is £33,297 per annum.

Pension: Pension provision will be in accordance with the Church of England Pensions Boards' Funded Pension Scheme.

Place of Work: Bradford Cathedral. There is a study within the house provided in Cathedral Close (see below).

Accommodation: Accommodation is provided rent, rate and water charge free and is in accordance with the terms set by the Cathedral under Common Tenure. It comprises a 4-bedroom semi-detached house within the Cathedral Close

Working hours: As a senior member of Chapter, the remuneration is such as to expect the post holder to work such hours and times as to fulfil the duties of the position. Weekend work and out of hours work is required. The post holder should be flexible in their approach to hours worked as these will be dictated by operational needs. Chapter colleagues work together to allow one full day off during each week.

Annual Holiday: Office holders occupying a full-time post are entitled to 36 days' annual leave in any calendar year without deduction of the stipend to which the office holder is entitled.

Removal Expenses: The Cathedral will reimburse agreed removal expenses against three quotes.

Induction: The Cathedral supports a culture of professionalism and mutual accountability, including a pattern of induction, which the post holder is expected to follow. The Canon for Congregational Life & Worship will meet regularly with the Dean to assess, both formally and informally, progress on work and performance.

Training: Training needs are assessed continuously and the diocesan Ministerial Development Review scheme allows recommendations for appropriate training to be made.

Expenses: Legitimate working expenses will be reimbursed in full on submission of a Cathedral expenses claim form in accordance with Chapter policy.

Equal Opportunities: Bradford Cathedral is an equal opportunity employer insisting on and promoting equality of opportunities.

Referees: Names and contact details of two referees will be required.

Application checks: The completion of a Confidential Declaration Form is a requirement of the application process.

Pre-appointment checks: Offer of the position will be subject to employment checks, including the completion of an Enhanced with Adult and Children Barred Lists DBS disclosure and agreement to abide by Bradford Cathedral's safeguarding policy and protocols

How to apply

Please apply using the Church of England's Pathways website. Applications should include a covering letter addressing why the candidate feels called to this role - the gifts, skills and attributes that they believe they will bring - and how they meet the criteria set out in the person specification.

Prospective candidates are encouraged to have a confidential, informal conversation with the Dean in advance of submitting an application, and creative responses to how this role might be delivered are welcome. Please contact; andy.bowerman@bradfordcathedral.org

The deadline for applications is Friday 30th May 2025

Application link:
<https://www.cofepathways.org/members/modules/job/detail.php?record=8577>

Interviews will take place w/c Monday 9th June at Bradford Cathedral



Bradford & its Cathedral



The Cathedral Church of St Peter celebrated its centenary as a Cathedral in 2019, having been created in 1919 from the parish church of St Peter and St Paul in the Calverley Deanery. In 2014 it became one of three cathedrals in the newest diocese in the Church of England: Leeds - Wakefield and Ripon being the other two. Dean Andy Bowerman has been in post since June 2022. He is Vicar of Bradford, and the Cathedral is an important focus of Christian witness in the centre of the city. The Canon for Congregational Life & Worship will join the team at an exciting time for both the Cathedral and the city, as a new Cathedral vision and strategy is rolled out, and Bradford's year as UK City of Culture 2025 continues.

Bradford has significant challenges, which the Cathedral's ministry seeks to respond to. The Index of Multiple Deprivation 2019 ranked Bradford as the 13th most deprived local authority in England (where 1 is the most deprived local authority and 317 is the least deprived) and 2nd most deprived in the Yorkshire and Humber region. However, Bradford is also a diverse, culturally rich city with enormous potential. The Bradford district has a population of approx. 560,000 which is the fastest growing population in the region. The city of Bradford itself, is the youngest city in England with

28% of the population under 20. Since the heyday of the textile industry in the 19th century Bradford has welcomed settlers from Germany, Pakistan and more recently Eastern Europe and Africa. 33% of the District's population identify as Christian and 30% as Muslim. The Cathedral is located in the City ward, where 60% of the population are Muslim.

Bradford has a rich industrial and architectural heritage as one of the world's leading textile manufacturers of the nineteenth century. It also has a great artistic and cultural heritage. The Brontës, JB Priestley, Frederick Delius and David Hockney are amongst its alumni. It is home to the Ilkley and Bradford Literature Festivals; the world heritage site, Saltaire; the Keighley & Worth Valley Railway; the famous Black Dyke Brass Band; and the National Science & Media Museum. Its youthfulness and diversity gives a unique and vibrant flavour to its culture, entertainment and food. With other great northern cities such as Leeds and Manchester not far away, but also the beauty and tranquillity of local moorland and the Yorkshire dales in close proximity, Bradford is a fantastic place to live and work.

People

There are c150 people on the Cathedral's electoral roll, and average attendance at the main Sunday Eucharist is around 110, including the choir. A growing number of young, diverse families attend the Cathedral regularly for worship and while many of the congregation travel to the Cathedral from outside of the city, we are keen to reach out to those who live in the streets around us. Located, as it is, within an area which has a high number of refugees and asylum seekers, the Cathedral's congregation includes individuals and families from a range of different countries, including some of the most troubled regions on earth. The current staffing of the Cathedral comprises a healthy mixture of those who have been here for many years as well as a significant number of new staff. The staff team has expanded in recent years, particularly as a result of several successful bids for funding. These roles have helped

the Cathedral to expand and diversify its ministry and public programmes in a way that has raised its profile locally, regionally and nationally, and opened up new opportunities for both public engagement and income generation.

Wider Community

Connections with the city and civic community are strong with many special services held both in the Cathedral and elsewhere. The Cathedral has collaborated in recent years with a wide range of local institutions and groups including Bradford Council, the University of Bradford, other faith groups, Bradford BID, Bradford City of Culture 2025, Bradford Literature Festival, Kala Sangam, Yorkshire Film Archive, Welcome to Yorkshire and Visit Bradford. The Cathedral's achievements in establishing itself more fully as a heritage attraction, a centre for education, and an arts and cultural venue were acknowledged in 2020 with the Welcome to Yorkshire - White Rose Awards, Small Visitor Attraction of the Year award. In addition, the Cathedral received the Outstanding Contribution to Tourism 2022 and was a Culture Award Finalist 2023 in the Yorkshire Tourism Awards.

Education & Visitors

The Cathedral's high-quality education work with children and young people is in a very strong position, with around 3,500 children coming for visits and workshops each year. As well as delivering a rich programme of workshops and activities for all age groups, the Cathedral's education team also works extensively with children from a range of different religious, cultural and social backgrounds encouraging greater awareness and understanding across our communities and supporting the social cohesion agenda. The education programme also now includes an extensive range of online resources, and special tours and events for families and adult visitors.

Music & Arts

Recent years have seen the Cathedral develop its strong association with music and the arts. The Cathedral choir continues to make a significant and widely appreciated

contribution to the worshipping life of the Cathedral, also providing high quality musical education for children and young people – many from socio-economically disadvantaged backgrounds. The Cathedral is a much-loved venue for concerts, and a popular programme of weekly organ recitals has been developed in recent years. A Canon for Intercultural Mission & the Arts was appointed in 2022 to help promote the Cathedral as an arts venue and this has led to a very successful programme of events and exhibitions and also creative residencies.

Eco-Cathedral

The work of the Cathedral's eco-group led to the Cathedral becoming the first in the country to be awarded 'Eco-congregation' status, and the first in England to install photovoltaic panels on its roof. Subsequently, we have received two further eco awards, most recently an A Rocha Gold Eco Award.

Finances

The Cathedral has made huge strides forward on many fronts in recent years and this includes achieving a level of financial stability which it has not always known. There remain significant challenges however, with ambitious income targets needing to be met to ensure that our existing activities remain sustainable, and a substantial amount of capital works required in the coming years in response to our Quinquennial Inspection.

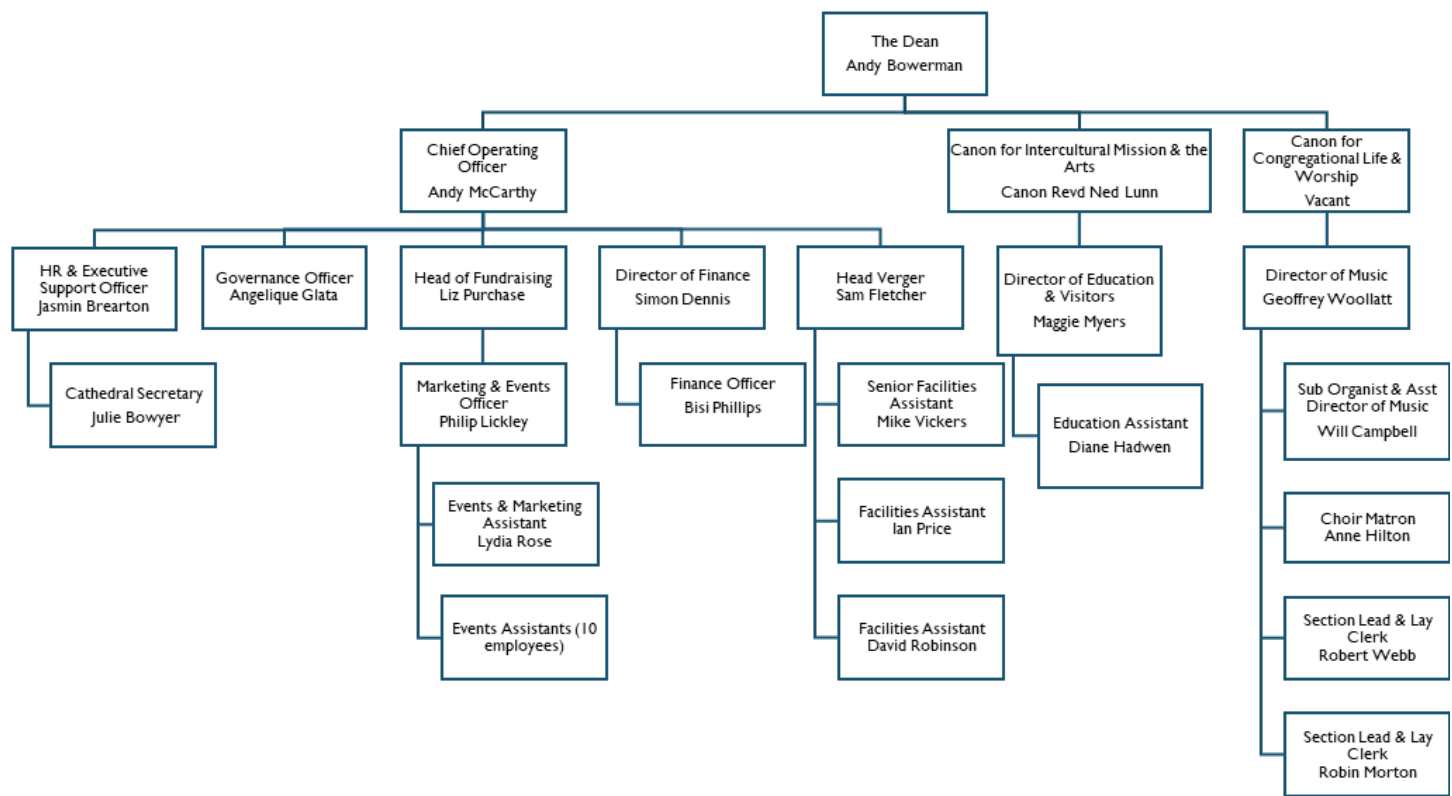
Safeguarding

A great deal of important work has been done in recent years to establish a robust safeguarding policy and practice guidance infrastructure. The Cathedral hopes to appoint a professional Cathedral Safeguarding Officer in the near future, and a Cathedral Safeguarding Team, and Safeguarding Link Chapter member, will provide additional support to the Canon for Congregation Life & Worship in fulfilling their responsibilities as Cathedral Safeguarding Lead.



Bradford Cathedral

Clergy & Lay Staff Structure





Weaving Jesus into the rich fabric of the city and beyond

✠ Bradford Cathedral, 1 Stott Hill, Bradford, BD1 4EH

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