

SOUTHWARK

◆ CATHEDRAL ◆

Choral Scholar | Applicant Pack

Job Title:	Choral Scholar (Alto, Tenor & Bass)
Reports to:	Director of Music
Key Relationships:	Canon Precentor, Cathedral Organist, Lay Clerks, Organ Scholar
Start Date:	4 September 2026
End Date:	31 July 2027
Scholarship:	£5,000
Commitment:	8 hours per week – over 4 days each week
DBS requirement:	This role requires an Enhanced DBS check with checks against the child-barring lists.
How to apply:	Please complete the application form on the Church of England Pathways website by 11.59pm on Tuesday, June 16th
Interviews:	Interviews and auditions are scheduled for Thursday, June 25th
DBS requirement:	This role requires an Enhanced DBS check with checks against the child-barring lists

Introduction to the Cathedral

Southwark Cathedral has been a place of Christian worship for over 1400 years. Now it stands on the vibrant and exciting regenerated south bank of the Thames surrounded by cultural venues such as Tate Modern, Shakespeare's Globe and Borough Market, the offices of major companies as well as schools and diverse residential communities. It is an inclusive Christian community that offers a welcome to all.

The Cathedral's mission, ministry and musical tradition are core to its life as a Cathedral and a parish church serving the community. It also relies on the valuable financial contribution made by its income generating activities such as its shop, café, conference rooms, corporate events and concerts. It is a very busy place, attracting 200,000 visitors a year to the Cathedral, its churchyard and medieval herb garden. The Cathedral relies on a small but dedicated team to be inclusive and welcoming to all.

SOUTHWARK

◆ CATHEDRAL ◆

Our Vision & Values

Southwark Cathedral's original foundation was a Priory with a community that lived by the rule of St Augustine, written around 400 AD. Augustine begins his rule with the words, 'Before all else, love God and then your neighbour, because these are the chief commandments given to us'. Our renewed vision of 'making space for love: with Heart, Mind and Soul, finds its inspiration in our spiritual heritage.

Our mission and objectives combine in what we are calling the pathways for realising our vision. The pathways through which we will make space for love of God and neighbour are:

Objective 1: Rooted in Christian faith - to be a place of hospitality, exploration, imagination and kindness. We will be a Cathedral that rejoices in making space for all people to flourish and grow in heart, mind and soul.

Objective 2: Heart - to keep the heart healthy in London by a commitment to social justice, upholding the human dignity of all people and of every age.

Objective 3: Mind - to help people both live faithfully and think critically, being a place of learning and discovery.

Objective 4: Soul - to be a school for the soul, a place for enrichment of the inner life through prayer, our Cathedral building, the arts, and community.

Our Values

Integrity, Kindness, Justice, Courage

Role Overview

Southwark Cathedral is looking to appoint three talented and enthusiastic musicians at the start of their musical careers for this year-long scholarship, which provides a wonderful opportunity to gain experience singing in a busy Cathedral Choir, the flagship ensemble of our choral foundation. They will receive mentorship from the Director of Music, Cathedral Organist and Lay Clerks, and opportunities may be available to participate in other areas of the Cathedral's musical life, such as recitals and partnership work with other organisations.

The Choir sings six services a week during term-time, and is made up of girl and boy choristers (generally singing separately), choral scholars and six adult, professional Lay Clerks. Its repertoire spans plainchant and medieval music to contemporary works (many of which were commissioned by the Cathedral), and offers outstanding music to the wide array of congregants, visitors, and members of the wider Diocese who come to worship at the Cathedral each year.

SOUTHWARK

◆ CATHEDRAL ◆

Main Duties and Responsibilities

Singing services alongside the six professional Lay Clerks as full members of the Cathedral Choir. This includes four Evensongs and one Eucharist each week, plus a variety of special services as dictated by the liturgical year, and as listed on the termly schedule.

For the right candidate there will be the chance to gain experience working with the probationary choristers, teaching them music theory, and assisting with the newly-formed Junior Choir.

Additionally, Choral Scholars may be asked on occasion to sing for special services, for which an extra fee is payable.

Weekly routine

Though the nature of Cathedral music-making requires a certain amount of flexibility, it is anticipated that the weekly schedule will take the following form for the Choral Scholars:

Monday	4.50pm rehearsal 5.30pm Evensong
Tuesday	4.50pm rehearsal 5.30pm Evensong
Friday	4.50pm rehearsal 5.30pm Evensong
Sunday	10.00am rehearsal 11.00am Choral Eucharist 2.00pm rehearsal 3.00pm Evensong

Thursdays will not typically be included in the Choral Scholar's routine, but from time to time may be substituted for another day's duties:

<i>Thursday</i>	<i>4.30pm rehearsal (Youth Choir) 5.30pm Evensong (some weeks)</i>
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SOUTHWARK

◆ CATHEDRAL ◆

Person Specification	
(E) = Essential	(D) = Desirable
Skills/Aptitudes <ul style="list-style-type: none">• A confident level of technical singing proficiency (E)• Strong sight-reading and musicianship skills (E)• Strong teamwork skills, with an enthusiasm for working collaboratively with colleagues and volunteers (E)• Self-motivated, with an enthusiasm for self-development (E)• Good time management (E)• High standard of professional conduct, manner and presentation (E)	
Knowledge/Experience <ul style="list-style-type: none">• Experience of singing liturgically in a choral context (E)• Experience of a variety of musical liturgical styles, including reading Anglican chant (E)• Understanding of good safeguarding practices within the Church of England (E)• Some knowledge of Church life and the culture and structure of the Church of England as an organisation (D)	
Personal Attributes & Values <ul style="list-style-type: none">• Understanding of and enthusiasm for the Cathedral's overall vision and values (E)• Sympathy with the Christian faith (E)• Inspires the trust, confidence, commitment of others and welcomes feedback (E)• Understanding of, support for and promotion of inclusion and diversity in the workplace and every member of the community that the Cathedral serves (E)• Committed to high standards and continual improvement (E)• Commitment to supporting and encouraging young people involved in the Cathedral's life, whether choristers or external visitors to the Cathedral (E)	

SOUTHWARK

◆ CATHEDRAL ◆

Southwark Cathedral is committed to being an Equal Opportunities Employer. We believe in promoting and building a diverse and inclusive team, and workplace, culture and governance structures that are welcoming to and respectful of all. We welcome applications from all suitably qualified people whatever their ethnicity, background, age, disability, long term condition, sexual orientation, gender identity, or any other characteristic protected by law.

Southwark Cathedral is committed to a culture of safeguarding, especially for children, young people, and vulnerable adults. The Cathedral has adopted the Church of England policy statement 'Promoting a Safer Church (2017)'; Safeguarding Learning and Development (2024) and the Safer Recruitment and People Management Guidance (2021). Every member of our team is recruited according to these policies and is required to complete safeguarding training.

This role requires an Enhanced DBS check with checks against the child-barring lists.

Terms and Conditions

Working Hours

Annual schedule

Three terms, running:

Michaelmas

Early September to Christmas Day

Lent

No less than two weeks after Christmas Day to Easter Sunday

Summer

No less than two weeks after Easter Monday to mid-July

Choral Scholars will be on leave when the Cathedral Choir is out of residence, as follows:

- Half term breaks (Saturday-Saturday) in October, February and May/June
- Two weeks post-Christmas
- Two weeks around Easter (either before, after, or a week either side)

Term dates will be circulated to Choral Scholars by the Music Department in advance of each term, with outline annual dates given at least six weeks before the start of the academic year.

SOUTHWARK

◆ CATHEDRAL ◆

Weekly schedule

Five services per week in Choir Term

Evensong on **Monday, Tuesday, Friday**

4.50pm rehearsal

5.30pm Evensong

Eucharist and Evensong on **Sunday**

10.00am rehearsal

11.00am Eucharist

2.00pm rehearsal

3.00pm Evensong

- Occasionally, an alternative day may be substituted for one of the above services, with a day off given in lieu (e.g. a Wednesday or Thursday Evensong with a Friday given off in lieu).
- Services beyond this receive extra remuneration at the standard rate (£66.50 at time of writing).
- One or more statutory services each week may be livestreamed, and this will not attract further remuneration.

SOUTHWARK

◆ CATHEDRAL ◆

Contractual services beyond the weekly routine

*The following services form part of the Cathedral Choir's annual pattern and will not attract separate remuneration. Those with a * are compulsory, and Choral Scholars will not normally be granted an absence on these dates.*

- Advent Carol service* (replacing Evensong on Advent Sunday)
- Cathedral Carol services* (on Advent IV and the preceding or following day)
- Midnight Mass on Christmas Eve*
- Choral Eucharist on Christmas Day*
- Epiphany Carol service (replacing Evensong on a Sunday in Epiphany)
- Ash Wednesday (including when this falls during half term)
- Holy Week
 - Evening service (Mon, Tue, Wed)
 - Chrism Mass (Maundy Thu)
 - Eucharist of the Last Supper* (Maundy Thu)
 - Good Friday Liturgy*
 - Easter Vigil (Holy Sat)*
 - Eucharist and Evensong on Easter Sunday*
- Ascension Day (six weeks after Maundy Thu)
- Corpus Christi (the Thursday after Trinity Sun)
- Old Choristers' Evensong (a Saturday in Summer Term)
- Last Evensong of term and choir party* (mid July)

Compulsory services/events with extra remuneration

The following events will, in most years, be part of the Cathedral Choir's activities, but will attract a separate fee:

- Christmas Concert (normally the final Friday before Christmas)
- Handel Messiah performance (where relevant)
- Holy Week / Lenten Passion performance (where relevant)
- Summer Concert (normally the final Friday of the summer term)

Touring

Choral Scholars will have first refusal on tours, which will generally take place during school holidays. These will be remunerated separately.

SOUTHWARK

◆ CATHEDRAL ◆

Scholarship Payments

Choral Scholars will receive an annual scholarship of £5,000 at the end of each term (£1666.67 per term). In addition, fees will be paid for concerts and special services.

Absences

Choral Scholars may be absent, up to a maximum of 30% services in each term (except in the case of illness) as laid out in the Choir Schedule. Absences must be requested and agreed with the Director of Music in advance, and will be dealt with on a case-by-case basis.

Special services (i.e. those fixed separately) will not form part of the absence quota.

In the case of illness, Choral Scholars must notify the music team before 12pm on each day they are absent.

Absences will not normally be granted for more than three Sunday services in a calendar month, not more than two of which will be Eucharist services, except in the case of significant professional development opportunities, which will be discussed on a case-by-case basis.

Annual Leave

Annual leave must be taken when the Cathedral Choir is out of residence. The scholarship includes the entitlement to a statutory annual leave.

Privacy Notice

For more information on how Southwark Cathedral processes applicant data, please refer to our HR Privacy Notice on the Vacancies page on the Cathedral website:
<https://cathedral.southwark.anglican.org/about-us/job-vacancies/>