

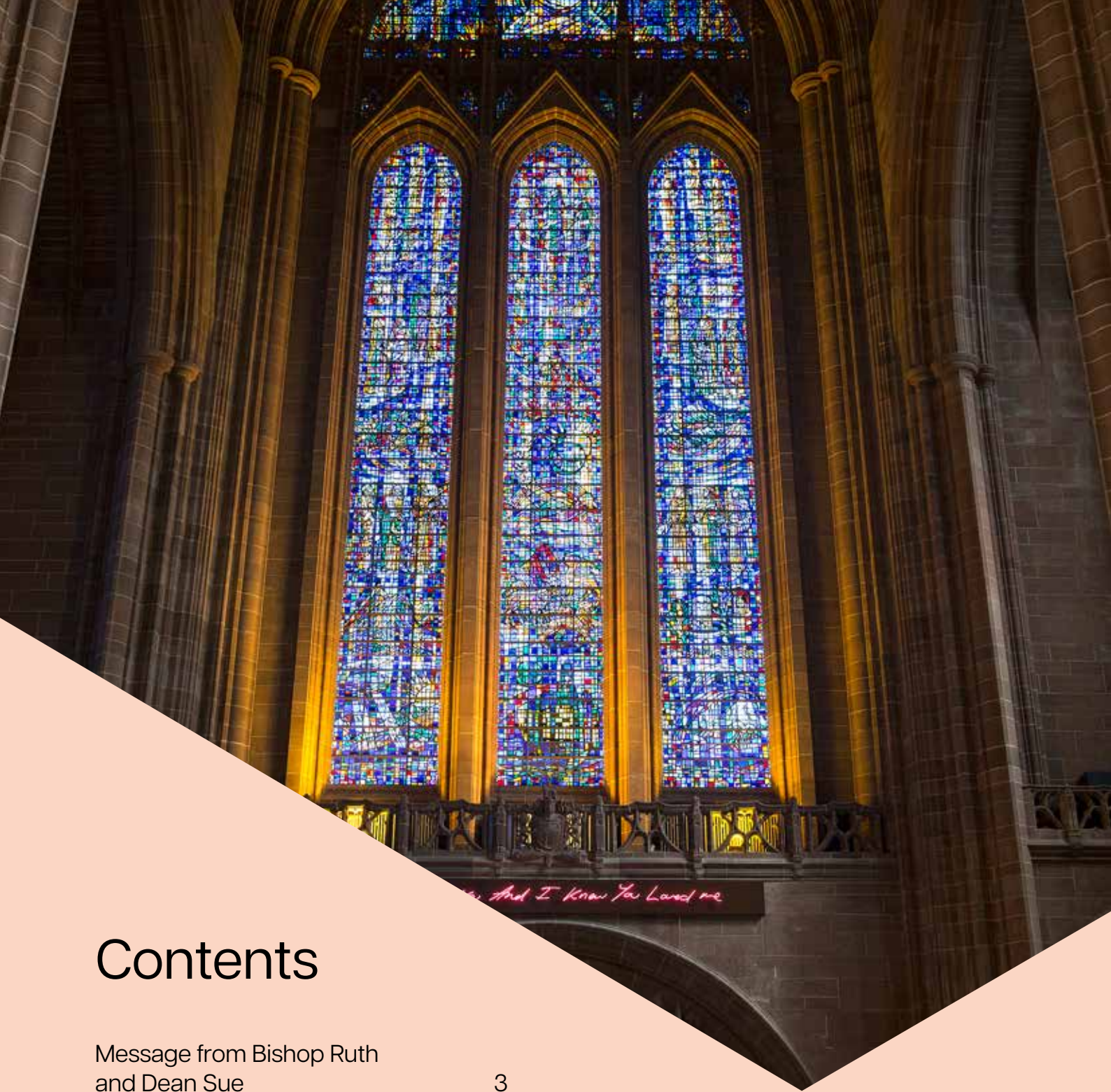
# Precentor (Canon Residentiary or Minor Canon)

Liverpool Cathedral | Application Pack

Built by the people, for the people, to the Glory of God



**Liverpool  
Cathedral**



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# A message from the Bishop and the Dean



Thank you for your interest in the post of Precentor at Liverpool Cathedral. Following the appointment of the Revd Dr Philip Anderson to the parish church in Liverpool, Bishop Ruth interim Bishop of Liverpool, is seeking to appoint a priest to the post of Precentor at Liverpool Cathedral. The Cathedral is looking to appoint either a Residentiary Canon or a Minor Canon depending on the level of experience the successful candidate brings.

The post of Residentiary Canon is open to clergy who have been ordained for at least six years and involves becoming an executive member of Chapter and of the Senior Executive Team (SET).

Alternatively, we are open to appoint a Minor Canon which will be seen as a formational role for three to five years following a first curacy or equivalent post. At the conclusion of the formational role, if so discerned by both parties, we are open to appoint a Minor Canon as a Residentiary Canon Precentor when at least six years in holy orders have elapsed.

In either role, the Precentor will be committed both to excellence in the presentation of liturgy and worship, and to the support and development of an outstanding team of talented colleagues. The Precentor will work closely with the Dean, Cathedral clergy Colleagues, the Chief Officer, Director of Music and the Senior Executive Team (SET).

Music is central to the life of Liverpool Cathedral. In term time each week the choirs sing the office of Evensong six days a week. Alongside this is our usual Sunday pattern of sung worship. These services involve a boys' choir, girls' choir, six Choral Scholars and six Lay Clerks led by our Director of Music Mr Stephen Mannings. We also have an organ scholar. In addition to the Cathedral Choir, we have an adult community choir, a youth choir, and three borough-based Junior Choirs. The Cathedral also operates a Schools Singing Programme which was established in 2012 by Stephen Mannings.

Alongside the more traditional forms of Cathedral music, we have a Sepas Community that worships on a Sunday afternoon in Farsi, and we have a steadily growing Catholic Charismatic congregation which meets on a Sunday evening.

The Cathedral is committed to creating and sustaining a diverse and inclusive staff, including volunteers and paid staff. The Cathedral is committed to promoting a safer Cathedral and the Cathedral will undergo its INEQUE audit in March 2026.

If you feel God calling you to Liverpool and you want to know more about the roles then please do speak to us.

We look forward to hearing from you.

+Ruth

Interim Bishop of Liverpool

Dean Sue

Dean of Liverpool



# Liverpool

**Liverpool is a lively city** – vibrant, upbeat, resilient, full of humour and courage. Less than an hour from Manchester and within easy distance to national parks, including the Lake District, Liverpool has excellent connections to the capital (2 hours to London Euston) and internationally via John Lennon Airport. The city has experienced significant redevelopment and growth over the last 30 years and now welcomes over 60 million visitors a year to its world class art galleries, civic architecture, universities, musical heritage and two cathedrals. There is a buzz to the city and music is at the heart of the City.

**Liverpool Cathedral** is an iconic part of the city skyline for over 90 years and described by poet John Betjeman as being ‘one of the greatest buildings in the world’, Liverpool Cathedral was designed by a novice 22-year old architect, Sir Giles Gilbert Scott. With prayer and worship at the heart of Cathedral life, we continue to be known as a place of creativity and innovation. This means you are as likely to find events such as Cream Classics (dance music performed by the Royal Liverpool Philharmonic Orchestra) and performances of The Snowman taking place in our vast and impressive space as you are informal worship and of course, choral services.

We are the UK’s largest cathedral, and we occupy an important place in the city as a major visitor destination and a core part of the tourist economy with stunning creative events. We are free to enter and committed to serve and support those on the margins, including through the work of our partner charity, Micah Liverpool.

The Cathedral’s dedicated workforce of over 117 employed staff and around 320 volunteer staff bring a rich variety of skills and experiences. All contribute to the life of the Cathedral in their own way of which you will be an integral part.

# Our Strategy

Liverpool Cathedral is a vibrant place of worship and service. Over 700,000 people cross our threshold every year encountering a place where the glory of God manifests itself in many, varied ways. Over the past seven years we have used six pillars to describe the breadth and variety of our work and we hope people will Encounter:

- Inspiring Christian worship
- A breath-taking experience
- A community committed to justice and mercy
- A safe and generous place in joy and sorrow
- A dynamic community of staff and volunteers
- A God who knows you and loves you

We have been making progress towards sustainability for several years . This is being achieved through a successful enterprise strategy and creating joint teams with the Diocese including safeguarding, finance, HR, and Comms. However like so many cathedrals, we remain in structural deficit, with low financial resilience, pressures on staffing and low levels of reserves. Recent appointments in the senior lay team, including a new Chief Officer and a new Director of Enterprise, are supporting Chapter to re-set an ambitious vision. New funding from the Cathedrals Sustainability Fund will support the development of a revised strategic plan. This is a pivotal moment in time for Liverpool Cathedral and you will play an important role in the next stage of our journey.

As a staff team we adopted a set of working values, that include seeking to be inclusive and dynamic, as well as promoting integrity and excellence. These working values were developed over eight years ago and we are in the process of reviewing them.





# Precentor at Liverpool Cathedral

As Precentor at Liverpool Cathedral, you will be involved in the spiritual and liturgical life. You will also be involved in the mission and outreach of the Cathedral alongside the operation of the Cathedral.

A key part of the role of the Precentor is the musical and liturgical life of the Cathedral.

## **The Music and Liturgy department.**

The Cathedral Choir consists of a boys' choir and a girls' choir with up to 24 children in each. They sing alongside six professional lay clerks and six choral scholars (both gap year and postgraduate). There is also a Junior Choirs programme involving three borough-based choirs for children aged 6-11 which meet once a week in Liverpool, Knowsley, and Sefton. There is a youth choir at the cathedral (the Gilbert Scott Singers) for children aged 12-18. There is an adult community choir (Liverpool 64) which meets weekly at the cathedral and consists of more than 60 voices. The Liverpool Cathedral Dectet is a newly formed voluntary choir which exists to support worship when the choir is on holiday, and no visiting choir is booked.

Underpinning all that we do is our Schools Singing Programme (established 2012) which works weekly with close to 30 primary schools across the diocese.

In addition to the Director of Music, there is a Cathedral Organist, Sub Organist, Organ Scholar, Choral Outreach Lead, Schools Singing Leader, Vocal Tutor, and a Music and Liturgy Administrator. The department is supported by a team of Choir Guardians and Supervisors. The Canon Precentor will have responsibility alongside other clergy for spiritual foundation of the youngsters and pastoral oversight of all the musicians and volunteer supporting staff.

The information on pages 7 - 13 is regarding the position of residentiary Canon. If you are interested in the role of Minor Canon please go to pages 14 - 17.

# Residentiary Canons

The Residentiary Canons' work with the Dean and Chapter, committed lay staff, lay missional leaders and a large number of volunteers is to take forward the Cathedral's core mission of being a place of encounter. Underpinning the work of the Cathedral is daily prayer. The Cathedral Company commit to pray Morning and Evening Prayer together daily and take responsibility for leading Morning Prayer, Evensong and the daily Eucharist.

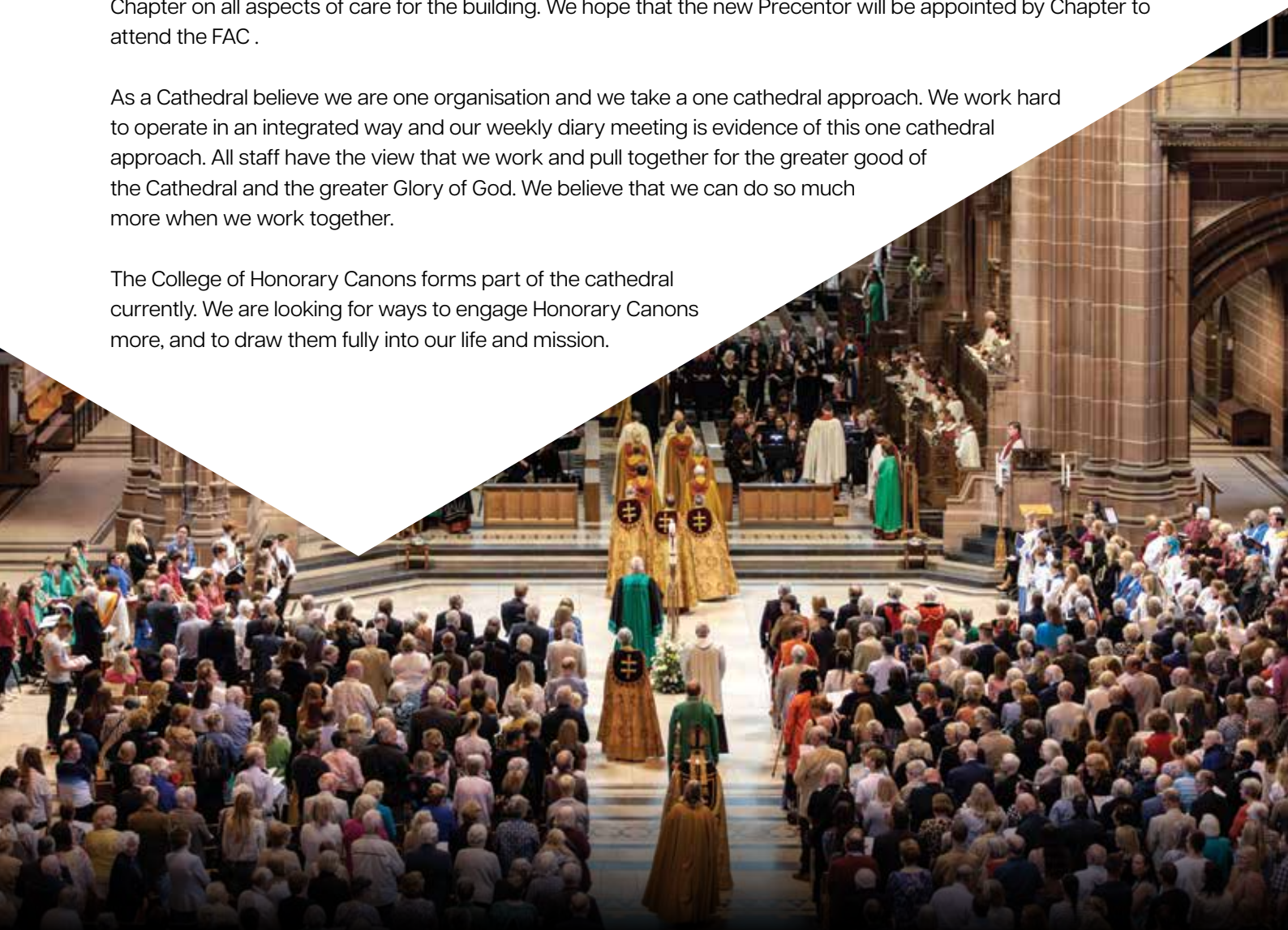
The Residentiary Canons are line managed by the Dean, as are the other clergy. The Residentiary Canons with the Dean share a range of governance and executive functions. The new Canon Residentiary will play a full part in the governance of the Cathedral as a member of Chapter. Chapter is chaired by the Dean and meets bi-monthly. The Chief Officer and Director of Enterprises are in attendance and play a full part in the life of the Chapter.

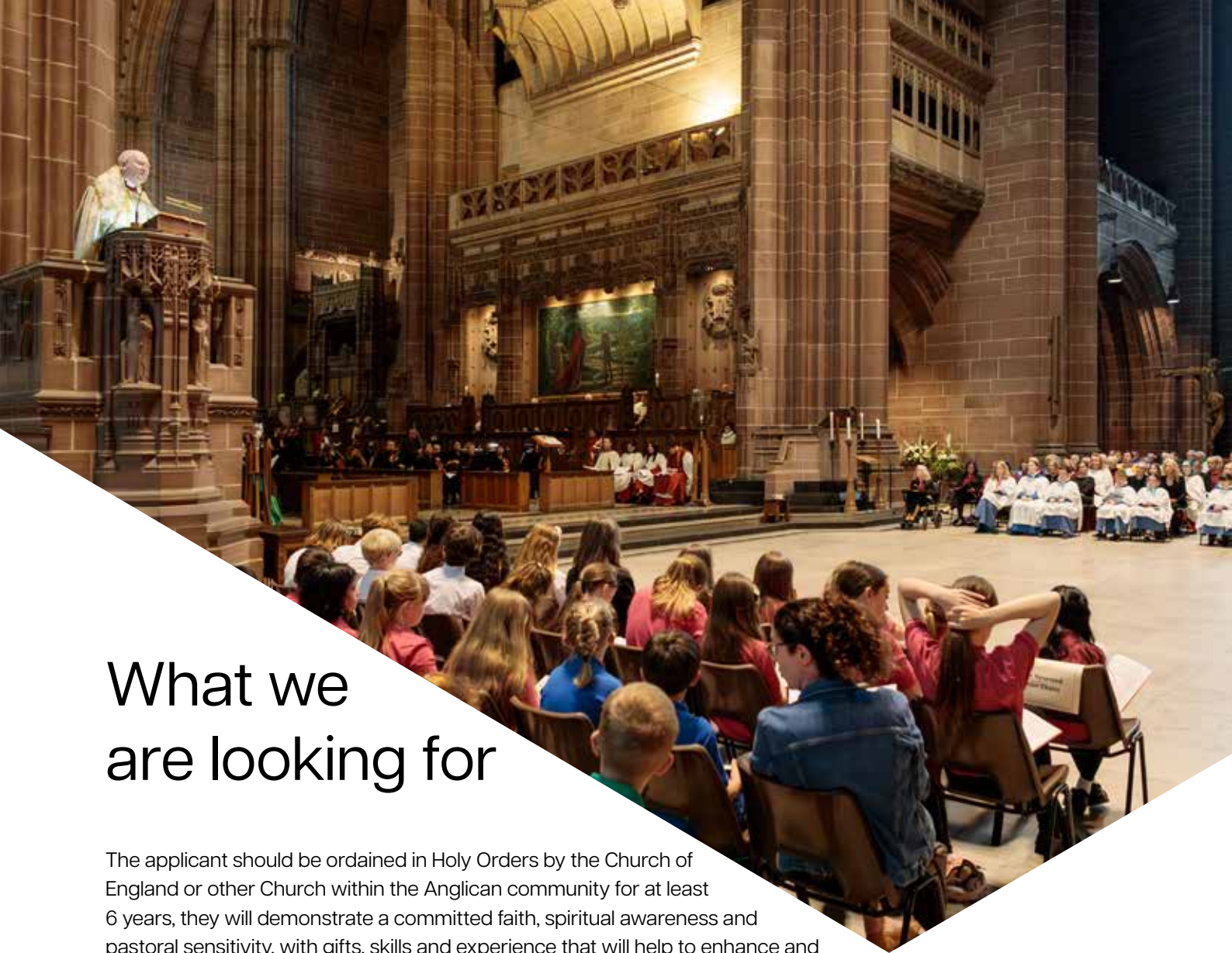
The Chapter is supported by the Cathedral Senior Executive Team (SET) comprising the Dean and Residentiary Canons, the Chief Officer, the Director of Enterprise, the Director of Finance, the Director of HR, the Director of Music, the Director of Communications, and the Director of Fundraising. The Cathedral has a weekly diary meeting, a weekly meeting for the Dean, Canons, Chief Officer and Director of Enterprise and a termly Dean's meeting.

The Fabric Advisory Committee (FAC) meets four times a year, and is the Cathedral's equivalent of the DAC. The FAC report to the Cathedral's Fabric Commission for England, and with several specialist members advises Chapter on all aspects of care for the building. We hope that the new Precentor will be appointed by Chapter to attend the FAC.

As a Cathedral believe we are one organisation and we take a one cathedral approach. We work hard to operate in an integrated way and our weekly diary meeting is evidence of this one cathedral approach. All staff have the view that we work and pull together for the greater good of the Cathedral and the greater Glory of God. We believe that we can do so much more when we work together.

The College of Honorary Canons forms part of the cathedral currently. We are looking for ways to engage Honorary Canons more, and to draw them fully into our life and mission.





# What we are looking for

The applicant should be ordained in Holy Orders by the Church of England or other Church within the Anglican community for at least 6 years, they will demonstrate a committed faith, spiritual awareness and pastoral sensitivity, with gifts, skills and experience that will help to enhance and develop the mission of the Cathedral and the range of activities that support that work.

The Cathedral seeks to appoint an individual, with outstanding team building, team working and communication skills whose desire is to work positively towards a mutually beneficial sense of partnership with colleagues, avoiding silo mentalities and 'lone ranger' working in order to promote the Kingdom of God by the way we work.

The Cathedral is looking for someone who is secure within themselves and who is able to work within an expanding team of ordained clergy, lay ministers and retired clergy. Within the Cathedral are different worshipping communities, but one Cathedral Company. We value and respect the 5 o'clock Catholic Charismatic Congregation. We value and respect our Sepas community. The Sepas community is Iranian and worship in Farsi. We value and respect our traditional Cathedral community who worship through traditional Cathedral worship. All are valued and we seek a priest who is open to this diversity and ecclesiology who will work towards musical and liturgical excellence across all communities and who will have oversight of these different worshipping communities and who will work with those who have responsibility for the different communities.

The Cathedral has excellent relationships with the Metropolitan Cathedral, and several joint services and concerts are held each year. We value this relationship, and we try to work together whenever we can

# Role Description

## Residentiary Canon

- All residentiary canons attend Sunday and weekday services as required by the Statutes and engage in liturgical and preaching duties as directed by the Dean.
- They share with the Dean and fellow residentiary canons in the pastoral work of the Cathedral.
- They share in collective responsibility for maintaining a strong culture around safeguarding. They are responsible for safeguarding within the music department, with the support of the Cathedral Safeguarding Officer, and other colleagues.
- They act as canon-in-residence.
- They exercise their duties as Trustees in attending and taking a full part in the discussions and decision-making of the Chapter as it fulfils its statutory responsibilities.
- They are members of the Senior Executive Team which is responsible for the day to day good management of the Cathedral, operating under the oversight of the Chapter to further the objects of the Chapter and to implement its strategic and operational aims, vision and priorities.
- They attend other meetings, events, and services at which Chapter members are expected.
- They contribute to the life and work of the diocese and the wider church.

They are responsible alongside the Dean for leading the provision of Cathedral liturgy with the support of the clergy, the Liturgy and Music Administrator, the events team and many other teams in the Cathedral such as the Cross Guild, the stewards, the vergers and the bell ringers.

They are responsible for the line management of the Director of Music and have oversight of the whole music department, including staff and volunteers.

# Residentiary Canon

## Key Responsibilities

- Participate fully in the governance of the Cathedral, through membership of Chapter and its committees.
- Take responsibility for the provision of all liturgy in the Cathedral, developing an approach to our worship which embodies the dignity, warmth, excellence, diversity, and quality of English cathedral worship.
- Take responsibility for and have oversight of the Occasional Offices.
- Have oversight of and manage, the Archive staff, the Interpreters, the Overcrofters and the Stewards.
- Plan and oversee daily and Sunday services, in consultation with the Dean and other colleagues, and respond to requests for special events or services, whether civic, community, county, episcopal, or diocesan.
- Develop liturgical resources for use in regular Cathedral services and in the planning of special services, ensuring the highest standard of presentation of all orders of service. Of particular importance is the annual Legal Service.
- Lead the Cathedral's Music and Liturgy Department with responsibility for the liturgy budget, including the line-management and annual appraisal of the Director of Music, supporting him/her in their leadership of the Music Department.
- Lead in the pastoral care of the Cathedral Choir and take responsibility for safeguarding, admission to schools, choir guardians and supervisors, admission of chorister to communion, visiting choirs and choral scholars.
- Put together and oversee a programme of spiritual formation for the choristers in collaboration with the Cathedral Curate.
- Develop and sustain strong relationships with Diocesan colleagues, and with external stakeholders such as the Lord Lieutenant, the High Sheriff, the Regional Mayor, the Lord Mayor and other community leaders and groups who wish to worship in the Cathedral.
- In keeping with the vision, ethos, and values of the Cathedral, lead by example in developing and sustaining a positive culture of openness, helpfulness, and cooperation in all these teams and department.
- Take a full part in preaching and teaching within the life of the Cathedral and responding to invitations from parishes, as agreed with the Dean.

# Residentiary Canon

## Key Responsibilities

- Share in the pastoral care of the Cathedral community with other members of the clergy team, taking prime pastoral responsibility for the spiritual and pastoral support of the Cathedral Choir and chorister parents.
- Oversee the development of the Embroidery Gallery, the flower arrangers, the bell ringers, stitch in time and the sewing group.
- Oversee the Cross Guild and attend the Cross Guild Committee.
- Ensure that the Cathedral is accessible to all, provides a safe and welcoming environment, underpinned by the highest standards of safeguarding for adults, young people and children.

# Residentiary Canon Person Specification

- Be committed to daily prayer with a worshipping community, and be nourished by the Cathedral's choral and sacramental tradition.
- Be an able preacher, and show a passion for communicating the Gospel
- Demonstrate the theological understanding and imagination to interpret the Cathedral's mission through the music and liturgy programme, and to achieve the highest professional standards of music and worship.
- Be musically literate, and well-informed about the role of traditional music in worship.
- Be able to demonstrate a record of strategic leadership and successful delivery of change as a priest in a larger parish with civic responsibilities, or in an earlier career where leadership has been demonstrated with a diverse range of stakeholders, including volunteers
- Be able to relate well to people of differing church traditions and spiritualities, and to offer worship which will engage them
- Be a skilled builder of relationships, able to work confidently and sensitively with the civic leaders of this major city where the Cathedral is properly subject to public scrutiny
- Hold a (higher) degree or equivalent professional qualification with supporting evidence of continuing ministerial development;
- Have personal qualities of openness, resilience, flexibility, organisation, and planning.
- An ability to sing the priest's part in services confidently is desirable, but candidates who are not strong singers should not be discouraged from applying.
- Regard collaborative team-working with other executives as the norm;
- Prior experience in the field of liturgical planning and delivery, oversight of a music department, musical performance are desirable but not essential;
- Be excited about the potential for Cathedrals in mission, and value the ethos of Cathedral liturgy,
- Be committed to corporate prayer in the Daily Offices, and endorse the quest for excellence in every aspect of the ministry of the Cathedral;
- Have a good working knowledge of IT, social media, electronic diaries and comfortable with digital technology;
- Demonstrate a commitment to work within the Church of England's Guidelines for the Professional Conduct of the Clergy
- Be well informed about our commitment to the Cathedral's Safeguarding policies and procedures.

# Key Cathedral relationships

- Dean (line manager)
- Chapter
- Clergy colleagues
- Chief Officer
- Director of Enterprise
- Floor Manager
- Director of Music and Music Department Staff
- Cross Guild leaders
- Cathedral staff and volunteers
- Cathedral Committee
- Communications Team
- Captain of the Tower, Bell Ringers
- Flower Arrangers
- Stitch in Time

# Role Description

## Minor Canon

**As Minor Canon** you will have an executive role in the Cathedral alongside the liturgical role of a priest. As Minor Canon you will be a member of the Senior Executive Team (SET) and attend Chapter.

Executive members (the Dean and Canons) work with the Chief Operating Officer (COO), the Finance Officer and others as part of the Senior Executive Team (SET), and with the managers of the different Departments, and other Cathedral clergy, professional advisors and other colleagues in their work, supported appropriately by the non-executive Chapter members who have particular skills which they offer around aspects of the Cathedral's work and governance. Integral to the way the Cathedral works is that each of us is responsible for part of the whole rather than wholly responsible for a part. We call this managed overlap.

Being a Minor Canon at Liverpool Cathedral offers considerable opportunities in partnership with the rest of the Chapter and the wider Cathedral, and the specific responsibilities of the Precentor should be read in that context. By agreement with the Dean, Minor Canons are expected to engage in various aspects of the life of the diocese.

**As a priest at the Cathedral** prayer, worship and mission are primary tasks for the Cathedral clergy, and you will share in the worshipping life of the Cathedral, in leading, serving and preaching in the round of regular and special services, in assisting with occasional offices and in pastoral care. Commitment to daily worship together is essential, as it is at the heart of the life of the Cathedral; we support one another in our roles.

We do operate a formal 'Canon in Residence' system, the Cathedral rota ensures that one of the clergy is always present or contactable at the Cathedral to take responsibility for the continuity of daily worship and pastoral care, or handle issues that arise on the Cathedral floor. Cathedral clergy are members of the local Deanery Synod and support the work of the Bishop by being involved with the diocese in the appropriate ways.

## Role Description

The Minor Canon appointed will assist in the preparation and delivery of the liturgy and worship for the Cathedral, supporting the work of the music department and vergers department, working closely alongside the Director of Music, the Liturgy and Music Administrator, the operations manager and the Enterprise department. They will also work closely with the other clergy who have responsibility for the different Cathedral worship on Sundays. The Cathedral recognises that a person may benefit from a mentor to enable them to grow into and develop the worshipping life of Liverpool Cathedral.

# Minor Canon

## Key Responsibilities

### **As Precentor you will:**

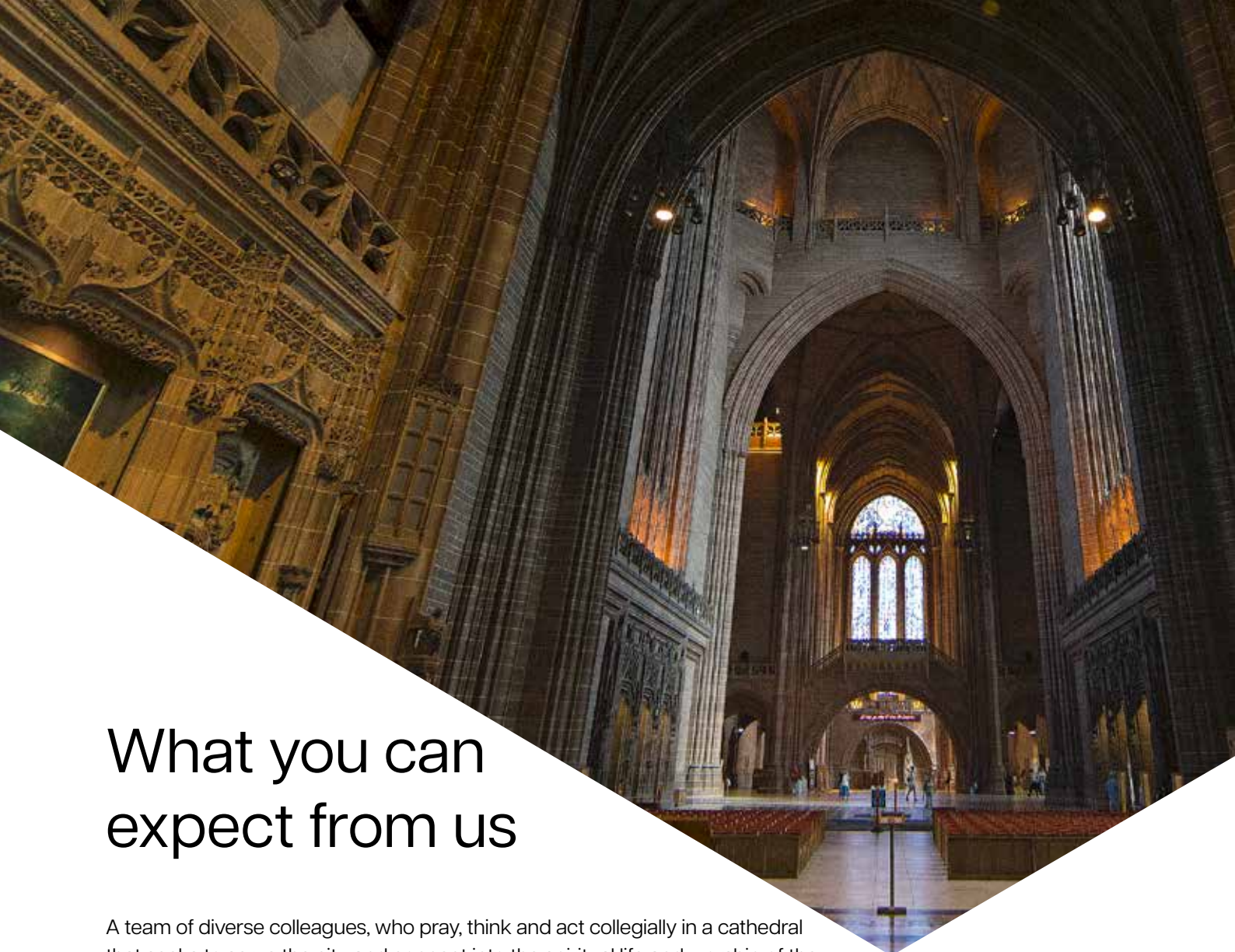
- Be committed to supporting corporate worship daily in the Cathedral, Morning Prayer and Evensong/ Evening Prayer, and on Sundays on a rota basis the Cathedral services;
- Share in the leading of public worship including presiding at the Eucharist, singing at the choral offices and preaching regularly;
- Share in pastoral care and the occasional offices as required
- Promote good safeguarding practice for yourself and for the Cathedral, including undertaking all required and appropriate checks and training, and working in accordance with Cathedral policies;
- Attend formal and informal meetings of Cathedral clergy/ministers;
- Attend all Chapter meetings and events (which may include some evening commitments) unless
- Absence is agreed with the Dean;
- Offer appropriate support to the various groups such as the Cross Guild, Centenary Servers, bellringers, flower arrangers, and choirs in furtherance of the mission of the Cathedral;
- Chair and participate in Chapter committees as appropriate;
- Engage with diocesan, wider church and community life by agreement with the Dean, on behalf of the Cathedral.
- Work collaboratively with the Senior Executive Team, together with Chapter and other members of Cathedral staff and volunteers, ensuring that the Cathedral is enabling people in all their diversity to encounter the God who knows and loves them;
- Lead, direct and take general responsibility for the liturgy, worship and music of the Cathedral, delegated by the Dean and in collaboration with other colleagues;
- Be committed to the Cathedral's prayer and worship, and take appropriate part in leading worship, preaching and overseeing the clergy rota and the preaching and presiding rota;
- Regularly refresh and deliver the Cathedral's liturgical plan;
- Engage with diocesan and wider church and community life by agreement, on behalf of the Cathedral;

# Minor Canon Person Specification

- Have two/three years in Holy orders;
- Can demonstrate an interest in and skill with leading music in worship;
- Have personal qualities of openness, resilience, flexibility, organisation, and planning.
- Hold a (higher) degree or equivalent professional qualification with supporting evidence of continuing ministerial development;
- Are a person of prayer, theologically articulate, a stimulating and intelligent preacher and attentive to your own spiritual life;
- Have the ability to influence, inspire and engage;
- Confident and secure in the additional perspectives you will bring to any discussion;
- Regard collaborative team-working with other executives as the norm;
- Ideally have prior experience in the field of liturgical planning and delivery; oversight of music department; musical performance is desirable but not essential;
- Are excited about the potential for Cathedrals in mission, and value the ethos of Cathedral liturgy,
- Are committed to corporate prayer in the Daily Offices, and endorse the quest for excellence in every aspect of the ministry of the Cathedral;
- Have a good working knowledge of IT, social media, electronic diaries and comfortable with digital technology;

# Key Cathedral relationships

- Dean (line manager)
- Chapter
- Clergy colleagues
- Chief Officer
- Chief Financial Officer
- Director of Enterprise
- Operations Manager
- Director of Music and Music Department Staff and Volunteers including the Organist, Director of Choral Outreach, Associate organist.
- Cross Guild leaders
- Cathedral staff and volunteers
- Cathedral Committee
- Communications Team
- Captain of the Tower, Bell Ringers
- Flower Arrangers
- Stitch in Time



# What you can expect from us

A team of diverse colleagues, who pray, think and act collegially in a cathedral that seeks to serve the city and connect into the spiritual life and worship of the diocese. You will have proper accountability through regular supervision with the Dean, annual appraisals and ministerial development reviews; investment in training and development; a spiritual base in the daily prayer and Sunday worship of the cathedral; a modern house in the centre of Liverpool; and shared office within the Cathedral.

The role is held under Common Tenure with a Statement of Particulars (see the Liverpool Diocesan Clergy Handbook, and the AEC guidance for Common Tenure at Cathedrals). The person appointed will be paid according to the Church Commissioners Recommended rates for a Residentiary Canon or for a Minor Canon an incumbents salary in accordance with the rates issued by the Church Commissioners for the Diocese of Liverpool.

We provide a modern, well maintained three floor townhouse in the Cathedral Close adjacent to the Cathedral. Removal expenses will be paid against three quotes.

## **Additional Information**

The appointment is subject to the satisfactory reception of an enhanced DBS clearance. The appointment will be made under common tenure by the Bishop of Liverpool, after consultation with the Dean, and having due regard to the role and person specifications agreed by Chapter. Agreed removal expenses and an ingoing grant will be paid. All working expenses are fully met.

# How to apply

## ➤ **Applications via Pathways**

outlining your reasons for applying for this post and what you believe you could offer

## ➤ **Closing date 15 March 2026**

## ➤ **Shortlisting will take place on 23 and 24 March 2025**

## ➤ **Interviews week commencing 13 April 2026**

You can find out more information about Liverpool Cathedral by visiting the website - [www.liverpoolcathedral.org.uk](http://www.liverpoolcathedral.org.uk).

To arrange an informal conversation with the Dean please contact Jayne Bainbridge at [jayne.bainbridge@liverpoolcathedral.org.uk](mailto:jayne.bainbridge@liverpoolcathedral.org.uk) or on 0151 702 7204.

*If you are invited for interview you will be asked to produce evidence of your eligibility to work in the UK. Offers of employment are subject to satisfactory reference and a Disclosure and Barring Service (DBS) check at enhanced level.*