

ST PAUL'S CATHEDRAL

Introduction to working at St Paul's Cathedral

St Paul's Cathedral is a vibrant place of worship and mission, a national treasure and a London icon. It draws together in its ministry and daily life a very diverse range of activities and aspirations. It is the Cathedral of the Diocese of London and the seat of its Bishop, a vibrant church and a national and international spiritual focus, a space for worship and holiness, a place of learning, debate and challenge, a national treasure, an icon of resilience in the face of adversity, an architectural heritage centre, a partner in the City of London, a visitor attraction and a commercial enterprise. In addition to offering acts of worship throughout the day, St Paul's is open for prayer seven days a week and for sight-seeing six days a week.

Our vision

Inspiring faith. Welcoming everyone. A Cathedral for London and the world.

Our mission

From a world-renowned Cathedral, every day we set out to welcome and inspire. We show excellence in liturgy, heritage, crafts, conservation, music, a host of human endeavours. Rooted in the Christian faith, we're shaping a sustainable home for learning, celebration, reflection and worship.

Our strategy

Deepening faith and worship
Inspiring engagement
Putting people first
Conserving our iconic building
Achieving sustainability

Our Values

Welcoming

Everyone has their own journey with St Paul's, and we hope that by creating a safe, inclusive space where all feel seen, valued and able to connect with God and one another. We meet people where they are - with warmth, empathy and understanding - thinking not only about how we welcome, but how that welcome is received.

Caring

We look out for each other and everyone who comes through our door, making time to appreciate the people around us, whether that's visitors, colleagues, partners or volunteers. We check in, communicate with clarity and openness, and speak up when something isn't right. And that same level of care extends to our building, our planet and protecting our future.

Empowering

We lift each other up, offering the tools, encouragement and opportunities to succeed and grow. We nurture ideas, celebrate people's strengths and give the confidence to take on responsibility. Everyone has a voice here, and we help each other make the most of it.

Creative

We look for new and novel ways to do things – whether that's improving a process, solving a problem or finding a fresh approach to our work. We set the highest standards by sharing ideas, collaborating across teams, and using creativity to connect. When we explore the unfamiliar and take risks we often discover something better.

Trustworthy

We do what we say we will. And we do it with thought and care. As much as we value teamwork and share responsibility, we trust one another to take ownership of our work and move forward. People can rely on us to act with integrity and look after St Paul's in a way that honours both its present and its future.

Equality, Diversity and Inclusion

St Paul's is committed to creating and sustaining a diverse and inclusive workforce that represents our context and wider community. We are aware that those of United Kingdom Minority Ethnic / Global Majority Heritage, women, and disabled people are currently under-represented in our workforce, and we particularly encourage applications from those with the relevant skills and experience that will increase our representation.

As mentioned above, St Paul's mission is 'to enable people in all their diversity to encounter the transforming presence of God in Jesus Christ'. This is reflected in a constant and intentional focus on equality, diversity and inclusion. Some significant milestones are:

- **Pantheon: 50 Voices** – part of a major, multi-year project with York University to assess and respond to St Paul's legacy of imperial and colonial monuments.
- **Gender Pay Equality** – from our 2024 Financial Statements and Annual Report:

“We monitor pay levels and continue our commitment to being a London Living Wage employer.

In the Cathedral and School:

- women occupy 56% (2023: 53%) of the highest paid jobs
 - 56% (2023: 59%) of the lowest paid jobs
 - the median hourly pay is 15% (2023: 17%) higher for women than men
 - women's mean hourly pay was 6% (2023: 2%) higher than men”.
- **St Paul's Cathedral Institute** – significant lecture and seminar series which features many national and international speakers, often dealing with issues of racial justice.
 - **Music Partnerships** – St Paul's provides weekly, whole class singing sessions to Diocesan schools where music provision is limited, or non-existent. We offer high quality progression routes for children to join our programme of after school choirs, including 'Hackney Choral'. Alongside our weekly engagements with partners schools, we deliver workshops and 'Organ Days' to engage new, diverse audiences with our world-famous music foundation and Cathedral site.
 - **Canon with Responsibility for Racial Justice** – appointment of The Revd Canon Adeola Eleyae as Non-Residentiary Canon with responsibility for Racial Justice, supporting Chapter's engagement with recommendations of the Archbishop's Commission for Racial Justice and London Diocese's racial justice priority.
 - **Girls Voices Project** – following a decision by Chapter in March 2022 to introduce Girl Choristers on the same basis as the current Boy Choristers, a major project ('Girls Voices') is almost complete. Now that the new boarding house has opened, there will be almost 60 choristers by September 2026, with an equal number of girls and boys. This will make it the largest such choral foundation in the world.

Main Terms of Employment – Virger – Permanent

Applicants must have the right to work in the UK.

Salary	£36,547 per annum, plus overtime.
Hours of Work	The contract is based on an Annualised Hours system and hours of work are as set out in the Virgers Rota, where you will be rostered to work a total of 280 hours over an 8-week period. The shifts are of varying lengths and generally fall within the hours of 7am – 7pm Sunday to Saturday, however shifts may occasionally start earlier or finish later. Days rostered may be any day of the week, including Bank Holidays. An unpaid lunch break of one hour and a 15-minute paid break is provided and rest days will vary according to the rota. A full time contract is for 1,826.3 hours per year, which represents an average 35 hours per week over the year.
Contract Type	Permanent Contract
Holiday	33 days per annum including statutory holidays. There are mandatory working periods over Christmas and Holy Week where annual leave cannot be granted.
Pension	The minimum employer contribution is 6% with the employee contributing 2% of pensionable salary. The maximum employer contribution is 7.5% with the employee contributing 3.5% of pensionable salary.
Life Assurance	A Life Assurance policy is in operation, equivalent to four times basic salary.

EAP An Employee Assistance Programme is available for all employees.

References & Health Questionnaire Appointment is subject to at least two satisfactory written references, coming from your current/most recent employers, and a pre-employment health questionnaire.

A minimum referencing period of the past two years is required. This means it may be necessary to provide more than two referees.

Role Requirements Appointment is subject to clearance from the Disclosure and Barring Service at the Basic level.

This role requires the applicant to be a communicant member of the Church of England*.

Probationary period 3 months

Closing date for applications is 23:59pm, Friday 15th May 2026.

Interviews will be held on Friday 29th May 2026.