

SOUTHWARK

◆ CATHEDRAL ◆

Organ Scholar | Applicant Pack

Job Title:	Organ Scholar
Reports to:	Director of Music
Key Relationships:	Canon Precentor; Cathedral Organist, Lay Clerks, Choral Scholar
Start Date:	1st September 2026
Salary:	£15,000
Contract:	This is a fixed term contract for 1 year with the possibility of extension for a further year by mutual agreement
Hours of Work:	17.5 hours per week – over 4 days each week
How to apply:	Please complete the application form on the Church of England Pathways website at Church Of England Vacancies - Organ Scholar by 11.59pm on Tuesday, June 16th.
Interviews:	Interviews and auditions are scheduled for Friday, June 26th.
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.

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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 a talented and enthusiastic musician at the start of their musical career for this year-long scholarship, which provides a wonderful opportunity to gain experience in all aspects of a busy Cathedral music department. Learning opportunities will include playing recitals, accompanying the Cathedral Choir, training the choristers, and occasionally directing services. They will gain experience in choral accompaniment, conducting, rehearsing, and performing solo repertoire on Southwark's renowned T.C. Lewis organ, and will receive mentorship from the Director of Music and Cathedral Organist. They will also gain experience in the administration of a Cathedral's music department, through attending occasional meetings, providing some administrative support, and ensuring the choir library is kept in order.

While we offer flexibility, especially for candidates who wish to combine the role with studies elsewhere, it is expected that the Organ Scholar will be present for some portions of the working week in the music office to gain experience of the logistical tasks involved in working in Cathedral Music.

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Main Duties and Responsibilities

Playing, conducting or page-turning for sung services as agreed with the Cathedral Organist.

Taking a share of rehearsing the probationary choristers and teaching music theory.

Giving a termly organ recital in the Monday lunchtime series, and occasionally acting as host and guide to visiting recitalists, including page-turning.

Taking a share of the general administration required of a busy music department, and overseeing the choir library.

Additionally, the Organ Scholar may be asked to play 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 Organ Scholar:

Monday	1.20pm Organ Recital (attend/page-turn for/give) 4.50pm rehearsal 5.30pm Evensong
Tuesday	2.30pm Music Office (occasional meeting, /admin/library) 4.30pm probationers' rehearsal (boys) 4.50pm rehearsal (where required) 5.30pm Evensong
Friday	4.30pm probationers' rehearsal (girls) 4.50pm rehearsal (where required) 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 Organ 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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Person Specification	
(E) = Essential	(D) = Desirable
Skills/Aptitudes	
<ul style="list-style-type: none">• A capable organist with experience in liturgical playing (E)• Able to work with singers of all ages, including children (E)• Self-motivated, with an enthusiasm for self-development (E)• A strong musical ear and sense of musicianship (E)• Excellent organisational and time management skills (E)• Strong written and oral communication skills (E)• Ability to work as part of a team (E)• Ability to improvise, transpose and sight-read confidently (D)• Experience of working with choirs, including choristers (D)• A capable singer with knowledge of singing technique (D)	
Knowledge/Experience	
<ul style="list-style-type: none">• Knowledge of the choral and organ repertory (E)• Experience working as a musician in a Church context (E)• Understanding of good safeguarding practices within the Church of England (E)• Experience in rehearsing and conducting singers (D)• Understanding of data protection and data management requirements surrounding sensitive data (D)• 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">• Commitment to ongoing study and professional development, including expansion of repertoire (E)• Willing to engage with a range of tasks to assist with the smooth running of the music department (E)• 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)• Understands, supports and promotes inclusion and diversity in the workplace and every member of the community that the Cathedral serves (E)• Pragmatic and solution-oriented (E)• Committed to high standards and continual improvement (E)	

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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

The Organ Scholar's working hours are broadly determined by the weekly routine list above, and we anticipate that being an average of 17.5 hours per a week (exclusive of meal breaks), though due to the nature of the liturgical year this may fluctuate from week to week.

Annual Leave

25 days paid leave per annum (pro-rata), in addition to statutory bank holidays (pro-rata).

Probation

The appointment is subject to the satisfactory completion of a three-month probationary period.

Season ticket loan

Once the probationary period has been completed satisfactorily, the person appointed will be eligible to take out a season ticket loan.

Pension

The person appointed will be eligible to join a defined contributions pension scheme managed by the Church Workers Pension Fund. The Cathedral will contribute half of the annual premium of 10% of salary.

Staff Discount

All employees receive a 10% discount on purchases from the shop and cafe.

Working Expenses

Reasonable out of pocket expenses will be reimbursed.



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/>