

A photograph of St Albans Cathedral, a large Gothic-style stone building with multiple spires and a large rose window. The cathedral is set against a blue sky with scattered white clouds. In the foreground, there is a green lawn. The title 'ST. ALBANS CATHEDRAL' is overlaid in large white letters, with a gold dot and gold letter 'T' as a design element.

ST. ALBANS CATHEDRAL

Residentiary Canon Chancellor

Recruitment Information Pack

January 2026



Following Christ in Alban's footsteps

*Welcome & Compassion | Worship & Witness
Courage & Justice Leadership & Service*

Welcome

The Bishop of St Albans is seeking to appoint a Residentiary Canon Chancellor at St Albans Cathedral. Could this be you? Thank you for your interest and prayerful discernment of this exciting ministry opportunity as part of the senior leadership team at St Albans Cathedral.

St Albans Cathedral is a special place. It stands over where Alban, Britain's first Christian saint, was buried after giving his life for his faith over 1700 years ago. The Cathedral is a major site of pilgrimage and worship to this day, welcoming people of all ages and from many different backgrounds. St Albans Cathedral, committed to remaining a place where there is no charge to enter, attracted in excess of 620,000 visitors in each of the last two years, from the United Kingdom and abroad. We have a rich and unique heritage, reaching over an unrivalled stretch of national history, very much alive and growing. Our revealing of this story is at the heart of our vision, to be a beacon of discovery and inclusive welcome, prayer and reflection, open to all.

After wide consultation across the communities represented in our diocese, our vision is to Follow Christ in Alban's footsteps, and our strategic priorities are set under our commitment to welcome and compassion, worship and witness, courage and justice, leadership and service. These priorities shape all our mission and ministry and the daily life and work of the Cathedral.

In our Cathedral's vision to Follow Christ in Alban's footsteps, we are committed to the next stage of development in our Cathedral's long-held commitment to excellence in learning and Christian formation for people of all ages. Celebrating 40 years of our Cathedral Education Trust, and a talented and committed learning team, education at St Albans Cathedral is well-known and respected and has both local and global reach. Building on the excellence that we enjoy, with our new Canon Chancellor we hope to grow this reach and continue to connect with people of all ages, in the church and wider community, in today's changing and complex world.

To help us nurture what is already flourishing, and build for the future, our next Canon Chancellor will be a priest who is excited to join us in this role, will have a passion for learning, including a dedication to biblical and theological study, and will have the gifts to communicate effectively as a teacher and preacher to all age groups.

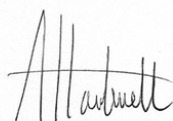
The Canon Chancellor takes an executive lead in our ministry of welcome, which includes our daily visitors, oversight of Cathedral Guides and interpretation. As part of our welcome the Canon Chancellor leads on pilgrimage, in promotion and oversight of this ministry, a highlight of which is directing the annual Alban Pilgrimage. The Chancellor also leads in our ecumenical ministry, which is unique in the cathedrals of the Church of England. This includes overseeing our ecumenical chaplaincies. Our next Canon Chancellor will enjoy the creative connection and potential of these ministries and see the possibilities for their growth, noting the opportunities provided by celebrations in 2027 of the 150th Anniversary of our Diocese and, therefore, of being a Cathedral.

If you would like an informal conversation about the post with the Dean prior to applying, please see contact information at the end of this pack.

Thank you again for considering this ministry opportunity.



The Very Revd Jo Kelly-Moore
Dean of St Albans



Alan Hartwell
Chief Operating Officer

Canon Chancellor

Residentiary Canon

As one of two full time Commissioners Canons, the Canon Chancellor carries out their duties in support of the purpose and vision of St Albans Cathedral including:

- Charity Trustee responsibility for the governance of the Cathedral through being a member of the Cathedral Chapter and of the Cathedral Education Trust.
- Leadership and executive responsibility, including being a member of the Senior Management Team.
- Canon-in-Residence duties and full involvement in the liturgical life of the Cathedral.

The Cathedral has over 50 staff who, together with the Cathedral based clergy, have responsibility for the day-to-day operations of the Cathedral. You will work collaboratively as part of the Cathedral team with the Dean, Residentiary and Minor Canons, COO, Chapter, Senior Management, wider staff team and Cathedral community.

As a Residentiary Canon you share with the Dean and Cathedral clergy in preaching and leading worship. You will attend the daily offices, except on your day off, when on holiday or if other ministry commitments take you elsewhere.

In common with about one third of English cathedrals, St Albans Cathedral is a parish church, and here the parish element of life is uniquely important, and very much part of the ethos. In addition to other duties therefore the Chancellor shares in pastoral ministry and occasional offices with the other Cathedral clergy. The latter two areas are overseen by the Canon for Mission and Pastoral Care.

You will take your turn, with the Dean and Residentiary Canons, of being 'in Residence'. Currently Residence is for two weeks at a time and amounts to four months per year. There is support among the team to ensure that a regular weekly day off during that time is possible and covering other necessary absences.

The Cathedral based clergy meet for a weekly staff meeting. This meeting is attended by the Diocesan Residentiary Canons, Lay Reader and wider ministry team quarterly.

You will meet with the Dean regularly for one-to-one meetings in relation to your portfolios and the Dean and Commissioners Canons meet regularly with the COO.

The current Canon Chancellor is the clergy member of the Cathedral Finance Committee. This opportunity can be discussed with our next Canon Chancellor.



Key responsibilities

The role of Canon Chancellor at St Albans Cathedral has three key parts, learning, welcome and ecumenism.

1. Learning

The Canon Chancellor is the lead for all educational matters, with oversight of our Cathedral Learning Department and its programmes, which includes adult learning, schools programmes, the Cathedral Library and the Cathedral Archives. This work is coordinated by the Learning Committee which is chaired by the Canon Chancellor, who also line manages the Education and Adult Learning Officers. The Chancellor will lead in developing the learning programme, has the responsibility to ensure that the programme of learning set integrates with the Cathedral's vision and priorities and that it continues to be innovative, identifying new opportunities for growth.

In 2025 the Cathedral Learning Department welcomed 14,000 schoolchildren per year on guided visits to the Cathedral. This work is managed by a full-time Education Officer with two other part-time teaching staff, an administrative assistant and a number of volunteer helpers. The operation is highly professional and successful; it has won many educational awards and, having been pioneered here, the approach has been much imitated by other cathedrals.

The Learning Department offers a wide range of adult education courses of varying lengths and styles, as well as talks and lectures, reading groups and summer schools. It also offers a year-long St Albans Certificate Course in Theology (SACT), as well as SACT Plus which aims to bring students to a first-year university level of theological knowledge. These are taken up by people from a variety of denominations. The teaching is mainly given by lecturers who are locally recruited and rewarded with a small honorarium. Courses are now offered both in person at the Cathedral and online. The adult learning programme is managed by a part-time Adult Learning Officer and a Learning Executive. The Adult Learning Officer also oversees the work of the Library and Archives, both run by volunteers. It is expected that the Canon Chancellor also offers teaching as part of the adult learning programme.

The Canon Chancellor takes a lead on coordinating Lent studies for the Cathedral community and responds to requests for any other requested study series for the Cathedral community. The Chancellor also coordinates placement opportunities at the Cathedral for ordinands and curates in the Diocese.

The Canon Chancellor will be a member of the Cathedral Education Trust, which is a registered Charity and exists to support the education work offered by the Cathedral.

2. Welcome

The Cathedral receives well over 620,000 visits per year, including learners, pilgrims, visitors or those attending events.

The Canon Chancellor is the Chapter and senior clergy lead in relation to welcome, which is articulated within a spiritual vision of Benedictine hospitality and Christian mission and interpretation, and works closely with our Head of Marketing and Visitor Experience on this.

The Canon Chancellor chairs the Welcome Committee, which has responsibility for the oversight of this Cathedral priority, including its financial sustainability, and works closely with the Marketing, Visitor and Events team.

The priority of Welcome is expressed in a variety of ways. The Marketing, Visitor Experience and Events team have a key role in coordinating this work. We have a team of volunteer Welcomers to help visitors as they arrive and a team of Guides who give guided tours of the building, with various languages and special interest tours also on offer. The Canon Chancellor is the main clergy link to the Cathedral Guides whose chair attends both the Welcome and the Learning Committees.

In addition, a small team of Visitor Donation Assistants, grant funded by the Cathedral Sustainability Fund, was established in December 2025 to make an intentional donation ask to visitors to increase the average donation. We have a team of day Chaplains, lay and ordained, who offer a welcome and pastoral ministry to visitors every day. The work of the day chaplains is overseen by a volunteer day Chaplain who is currently line managed by the Precentor.

The Canon Chancellor takes a lead in promoting pilgrimage as part of our welcome. This includes chairing the annual Alban Pilgrimage committee to plan and deliver this event, overseeing the annual programme of parish and other pilgrimages, and, as part of the Welcome Committee's brief, ensuring that pilgrimage is promoted.

The Welcome Centre is a key focus for our priority of welcome, which now includes the Cathedral shop and Abbot's Kitchen, operating as Cathedral Enterprises (St Albans) Ltd, of which the current Canon Chancellor is a Director.

3. Ecumenism

The Cathedral has a pioneering record for promoting and modelling good ecumenical relationships. The vision is that the shrine of Britain's first martyr is a place around which all Christians can gather, and that we must make it open to everyone, promoting Alban's story and the idea of pilgrimage. This ministry is rooted in our Benedictine tradition of hospitality.

There are four ecumenical chaplaincies at the Cathedral, Roman Catholic, Free Church, Orthodox and Lutheran. There is a weekly Roman Catholic Mass and all other chaplaincies hold a monthly service. There are occasionally special ecumenical services, and regular ecumenical pilgrimages to the shrine. The Cathedral also has special links with the Roman Catholic Dioceses of Fano, Urbino and Pesaro, and the Shrine of our Lady in Loreto in Italy, the Diocese of Hildesheim in Germany, and the Lutheran Diocese of Linköping in Sweden.

The Canon Chancellor has oversight for the ecumenical work of the Cathedral and in particular will:

- meet regularly with the ecumenical chaplains and take part in the ecumenical services at the Cathedral whenever possible, including preaching monthly at the Roman Catholic Mass
- work with the ecumenical chaplains on special events, as the Anglican member of an ecumenical chaplaincy team
- maintain contact with traditional partners such as the Diocese of Westminster and the Methodist District, and pursue others as opportunities emerge
- promote visits and pilgrimages from other denominations
- lead on international ecumenical links
- coordinate, liaise with and promote the list of parishes and communities associated with St Alban, in the UK and internationally, Anglican and ecumenical
- maintain regular contact with Churches together in St Albans

The main duties and responsibilities of the role are outlined as above. This list is not exhaustive and is instead intended to reflect main tasks and areas of work.

Safeguarding

St Albans Cathedral is committed to the Church of England's national safeguarding standards. All staff and volunteers are expected to demonstrate a commitment to safeguarding the welfare of all children and vulnerable adults, who are involved with or visit the Cathedral. This will include adherence to policies and procedures, following good practice in relation to their own behaviour and conduct, and undertaking any safeguarding duties and training commensurate with their role.



St Albans Cathedral

As the seat of the Bishop of St Albans and Cathedral church for the Diocese of St Albans, St Albans Cathedral is home to two medieval shrines, several world-class medieval wall paintings and an amazing mix of architectural styles that bear witness to many centuries of its life, first as a monastic Abbey and now as a Cathedral. It is the oldest site of continuous Christian worship in Britain and the core of the existing building dates over 900 years. Conserving and protecting the building is an ongoing challenge, responsibility and privilege.

We look forward in 2026 to the appointment and installation of the 11th Bishop of St Albans. The Cathedral is home to a vibrant and active community, made up of our worshipping congregations, volunteers, staff and many other individuals. It is both a place that holds large scale events and services, and one that also encourages more intimate prayer and reflection. In this dual role of cathedral and parish church, worship and mission combine with local and national profile.

The Cathedral has a vision to grow its presence and impact in the wider community, focussing on social justice, the environment, and inclusion and care for those around us. It can only do so by working with others; both locally, across the diocese and more widely.

Music is central to our worship and the life of the Cathedral. Under the leadership of our new Director of Music we have set a vision for growth and development, a first step towards which has been to ensure parity for girls and boys in our Cathedral music. We celebrate excellence in music by our Cathedral Choir, parish choir, youth choir and junior choir, and our parish orchestra. We also enjoy our world class organ and are home to the International Organ Festival. We have a busy programme of musical events and concerts, and various voluntary choirs and music groups. We have also set a new vision for music outreach across our Diocese.

Learning is at the heart of human flourishing and core to both our history and mission. The Cathedral is a nationally renowned centre for heritage and theological learning, delivering a rich programme for schools and adults alike. We seek to offer learning experiences and opportunities to people of all ages, all levels of education, and of all traditions and faiths and none.

The ongoing renewal of the exterior areas around the Cathedral building is vital to draw people to us and to care for our built environment. The Sumpter Yard Revived project was a first major step to improve the environmental sustainability and accessibility at the east of the Cathedral. We committed to the Church of England's net zero carbon target. Our long-term masterplan is a vision for the future which further improves accessibility, cares for the environment and creation, maximises community use and enhances the setting of our beautiful building. We are developing this plan now to be launched in connection with our 150th anniversary in 2027.

The Cathedral plays an important role in growing the local economy to support visitor growth and residents' engagement with their local city. Our rich programme of events, concerts, exhibitions and special services all contribute to the delivery of this priority and the Cathedral's financial sustainability.

St Albans Cathedral is an independent charitable organisation and receives no regular direct funding from the Government. It costs over £8,000 a day to keep the Cathedral open. Our ongoing financial health is therefore dependent on the continued diversification and growth of our income. This includes income from visitors, donors, grant-making bodies, fundraising, fees, commercial trading and investments. We have a rigorous programme underway to address our structural deficit and have set a three-year plan to remedy this. This is part of our overall consideration of how we work to ensure we are a sustainable cathedral in every way.

The nature of who we are means we are very much a people-focussed organisation, and it is our people who are the driving force in keeping the stones of our historic building alive. The work of the Cathedral is sustained by over 50 staff, a number of whom are part-time, and some 500 volunteers.

Further information about the Cathedral can be found on our website www.stalbanscathedral.org

Our vision and priorities

In 2024, after a wide consultation across our Diocese, the Cathedral set its vision and strategic priorities for 2024-2029. These are shared by our whole Cathedral community and inform our ministry together.

Following Christ in Alban's footsteps

Our Vision 2024-2029

St Albans Cathedral is the United Kingdom's oldest site of continuous Christian worship, inspired by Alban, Britain's first saint and martyr.

Our vision and work today is inspired by his story and the Gospel he lived and proclaimed, and so we are committed to:

Welcome & Compassion

Worship & Witness

Courage & Justice

Leadership & Service

**Almighty God, we thank you for this place
built to your glory
and in memory of Alban, our first martyr.
Following his example
in the fellowship of the saints,
may we worship and adore the true and living God,
and be faithful witnesses to the Christ,
who is alive and reigns, now and forever. Amen**

Welcome & Compassion

As Alban welcomed the stranger Amphibalus, we too will be a place of God's welcome in our community, where anyone can come as visitor or pilgrim, to worship, and to learn about and deepen their relationship with God. We will be a place of peace, comfort, safety and refuge for people of all faiths and none.

We will do this by:

- providing opportunities for connection, friendship and welcome for all ages
- recognising and growing diversity in our community including our leadership, congregation, staff and volunteers
- encouraging pilgrimage and welcoming all who come here
- being trusted custodians of our historic building

Worship & Witness

Like Alban, we will put Christ at the centre of all that we do, and worship and adore the true and living God. Like Amphibalus, with confidence we will live and share the gospel of Jesus Christ.

We will do this through:

- daily worship in shared prayer and the eucharist
- services of celebration, requiem, remembrance and healing
- being a national and international exemplar of worship, particularly through our music
- deepening and exploring our faith, growing a flourishing Christian community through worship and learning for all ages
- nurturing and growing new Christians
- helping children and young people to participate fully in worship and witness
- embracing ecumenical and interfaith partnerships.

Courage & Justice

Alban heard Christ's words and bravely acted on them in the face of adversity. We will do the same, being a beacon of Christ's message of justice for all creation. We will ally ourselves with those who are persecuted and those who face injustice throughout the world. We will be bold in our faith, standing up for justice and modelling the actions we hope others will also take.

We will do this by:

- being a centre for discussion, debate, and education, leading to common action
- speaking up and working against injustice
- committing ourselves to environmental justice and to achieving net zero carbon
- taking practical action to support those in need, including through partnering with others.

Leadership & Service

As the Cathedral and mother church for St Albans diocese, with Alban's boldness we will strive to be leaders and a resource, sharing our work, supporting and serving others, and providing inspiration as we live God's love.

We will do this by:

- being a hub of Christian learning and teaching
- being a centre of excellence for music, art and culture in worship
- being a place for public debate, using our convening power to bring the community together
- being a place of spiritual leadership for the whole community, working with people from all faiths and none
- leading by example on issues of importance such as net zero carbon and environmental justice
- supporting the ministry of our Bishop and serving the parishes, schools and chaplaincies in the diocese, including spiritual support and education.

Person specification

This is a post which demands versatility and a range of talents, including:

- Having an energised and engaging style of leadership and being a 'people person' with a high level of emotional intelligence and maturity of character that is at ease in a variety of settings
- Good theological qualifications, and an ability to teach and communicate effectively at every level, from children to graduate classes. It is desirable that the Chancellor holds a higher degree
- Being a stimulating and intelligent preacher
- Being a person who finds personal nourishment in the corporate prayer, the daily offices and the liturgical tradition of St Albans Cathedral
- Having a pastoral and prayerful heart, to serve the needs of the Cathedral community and parish
- An interested openness towards different Christian traditions and an active vision for Christian unity
- Being a leader of people with the ability to influence, inspire and engage; confident and secure in the additional perspectives you will bring to any discussion; willing to be held accountable and to hold others to account
- Regarding teamwork as the norm and being able to demonstrate that you have experience of leading and growing teams and can contribute within major areas of work without necessarily being 'in charge'
- Confidence and ability to give line management to colleagues and support their professional development
- An aptitude for creative and strategic thinking, and the self-motivating initiative to convert ideas into action
- Having exercised a significant leadership role in the Church, whether in a parish, diocese or cathedral, or in some other capacity
- Having worked collaboratively with a Board of Trustees or other Governing Bodies, including in financial decision making
- Being committed to living out the Five Guiding Principles in your own ministry and that of the Cathedral, and to upholding the Guidelines for the Professional Conduct of the Clergy
- Having a good working knowledge of IT, social media, electronic diary and being entirely comfortable with digital technology.



Terms of Appointment

Term of Office: The post of Residentiary Canon is a permanent appointment. The offer of a post is made subject to satisfactory enhanced DBS clearance.

Appointment for Residentiary Canons is in accordance with Common Tenure. A Statement of Particulars will be provided.

A stipend will be paid by the Church Commissioners at the rate for St Albans Residentiary Canons, which from 1 April 2026 is £34,950, and pension contributions will be made in accordance with the Church of England Funded Pension Scheme. A resettlement grant will also be paid on appointment by the Cathedral which from 1 April 2026 is £3,335.

Accommodation for the better performance of duties is currently provided in 2 Sumpter Yard which is a four-bedroom detached house within the Cathedral precinct, with a manageable garden and parking. The property is due to have roof solar panels installed and it is anticipated this will happen before the new postholder takes up residence. The Cathedral maintains the property and pays the council tax and water charges relating to the property. In line with usual practice the Cathedral will reimburse reasonable removal costs. The Cathedral is currently undergoing a premises review, and there is a possibility that the Canon Chancellor will be required to move from the present house to one of equivalent standard during the term of office.

An office and office furniture and equipment are provided in the office building, Cathedral House.

The Chapter meets working expenses in accordance with the policy of Chapter in force.

A full day off will be taken by agreement each week (currently Thursday) and a two day break every calendar month (excluding August and December) plus bank holidays (or time in lieu) and six full weeks' holiday per year including six Sundays (i.e. a total of 96 days off per year). Up to six days a year for annual retreat is additional to holiday allowance.

Residentiary Canons, in respect of their functions relating to the Cathedral, report to the Dean and are accountable to Chapter. Residentiary Canons also have trustee responsibility for the governance of the Cathedral as a whole through their membership of Chapter.

As well as an annual appraisal with the Dean the Residentiary Canon will also be part of the Bishop's Ministerial Development Review under Common Tenure. We hope that both of these processes help the priest to flourish in their ministry.

We encourage applicants from diverse backgrounds with relevant skills and experience.





Application process

To apply for the position of Canon Chancellor at St Albans Cathedral please see details on the Church of England Pathways website or the Cathedral website.

Applications must be submitted by 5pm on Friday 6 February 2026.

Short-listing by the panel and notification to candidates will take place on Monday 9 February

Interviews will take place in St Albans on Sunday 22 February and Monday 23 February including an overnight stay.

For an informal conversation with the Dean about this post before applying please contact the Dean's PA, Penny Fray, ea@stalbanscathedral.org to make a time.



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