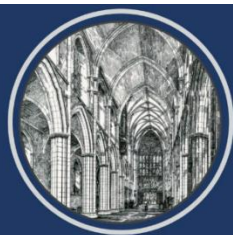


# DIRECTOR OF MUSIC

## **Application Pack**

The Parish Church of St Michael's Camden  
Camden Road, London NW1 9LQ



# The Parish Church of S. Michael, Camden Town

## Director of Music

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An opportunity to shape music at a vibrant, inclusive Anglo-Catholic church in the heart of Camden Town.

### Sunday commitment

Rehearsal 9.30 am • Solemn Mass 10.30 am (In addition to the regular Sunday commitment, attendance will also be required at occasional additional services during Holy Week and the Christmas period, as agreed in advance).

### Annual Fee

£8,000 - £10,000 per annum, payable in equal monthly instalments.

### Location

Camden Road, London NW1 9LQ.

### Closing date

23:59, Friday 18<sup>th</sup> September 2026.



## A warm welcome from St. Michael's

Thank you for your interest in becoming our Director of Music. Music is at the heart of worship at St. Michael's, and we are delighted that you are considering joining us.

We are looking for an accomplished organist and encouraging choral director who will nurture our musical tradition while bringing warmth, imagination and sound musical judgement.

The choir is a small group of committed amateur singers performing to a high standard. Most have previous college or collegiate choir experience and are confident sight-readers. Repertoire is broad and liturgically attentive, drawing on music from across the centuries and including plainchant. The successful candidate will inherit a capable core ensemble and be encouraged to nurture it, broaden participation where appropriate and maintain high musical standards with good humour and care.

The regular commitment comprises a rehearsal and Solemn Mass each Sunday morning, with no regular Evensong, together with a small number of additional services around Christmas, Easter and other important occasions.

We hope this pack gives you a flavour not only of the role, but also of the warm and welcoming church community you would be joining.

If the role interests you, we would be very happy to have an informal conversation before you apply.





## About St. Michael's, Camden Town

St. Michael's stands in the heart of Camden Town. We are a vibrant, diverse, inclusive and welcoming Church of England parish, valuing beautiful worship and music in the Anglo-Catholic tradition. Through community outreach, teaching and pastoral care, we seek to live out the Gospel and respond to the needs of those around us.

The church is one of George Frederick Bodley's finest buildings and was his first London commission. Its first priest, Fr Edward Bainbridge Penfold, wanted the people of Camden Town to worship in an uplifting setting, in the 'beauty of holiness'. That founding vision remains alive today through music, preaching and the riches of the catholic tradition.

## Worship and parish life

Our principal act of worship is the Sunday sung Solemn Mass at 10.30 am. Low Mass is also celebrated at noon from Monday to Thursday, with a Liturgy of Healing on Wednesdays. The Director of Music role is focused on Sunday morning and the agreed additional festival and special services; there is no regular Evensong commitment.

Our worship forms us for daily life and service. The parish works with vulnerable people and those on the margins, both directly and in partnership with other organisations.

# Job description

|                        |                                                                                                                                                                                                                                           |
|------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Role title</b>      | Director of Music                                                                                                                                                                                                                         |
| <b>Accountable to</b>  | The Parish Priest (During the current interregnum, the Director of Music will be accountable to the Churchwardens, working closely with the Interim Priest. This arrangement will remain in place until a new Parish Priest is appointed) |
| <b>Responsible for</b> | The choir and any deputy or visiting musicians engaged for particular services.                                                                                                                                                           |

## Purpose of the role

To lead, develop and accompany the musical life of St. Michael's, enabling music of a consistently high standard to serve the liturgy, deepen worship and encourage the participation of choir and congregation.

## Principal responsibilities

- Plan music for the church year in consultation with the Parish Priest, selecting repertoire appropriate to the liturgy, season, choir and available resources.
- Direct and accompany the choir at the weekly Sunday Solemn Mass, including the 9.30 am rehearsal.
- Play the organ to a high standard, providing sensitive accompaniment and appropriate voluntaries, improvisations and liturgical music.
- Prepare and direct music for the agreed additional services, particularly during Holy Week and Easter and for the Christmas services.
- Maintain and develop a diverse repertoire, including plainchant, Anglican and continental choral music, and suitable music from the wider church tradition.
- Build the confidence, blend, musicianship and repertoire of a small amateur choir through clear, efficient and encouraging rehearsal technique.
- Recruit and welcome new singers where appropriate, while fostering a supportive, inclusive and enjoyable choir culture.
- Communicate music lists, rehearsal requirements and service arrangements in good time to the Parish Priest and choir.
- Maintain an orderly music library and advise the church on music purchases, copyright and licensing requirements.
- Arrange suitably qualified deputies when unavailable, in accordance with agreed parish procedures and budget.

- Manage any agreed music budget responsibly and provide information needed for annual planning.
- Work in accordance with the relevant Parish and Church of England Policies, including safeguarding.
- Prepare a report of the musical life of the Parish for the APCM that forms part of the Annual Report.

## Person specification

- An accomplished organist with the technique, musicianship and liturgical awareness to lead the music for worship confidently as the church's sole regular organist.
- Organ playing at ARCO, or equivalent, standard.
- Experience of directing a choir and achieving high standards through clear, efficient and encouraging conducting.
- Knowledge of Anglican worship, with a particular emphasis on the Catholic tradition, and the musical requirements of the church year.
- Wide knowledge of sacred choral and organ repertoire, including confidence with plainchant in neume notation.
- Able to motivate skilled amateur singers, give constructive feedback and create a welcoming, respectful choir culture.
- Organised and reliable when working individually, with timely and good communication and the ability to plan repertoire, deputies and resources to deadline.
- A commitment to inclusion and to supporting the mission, worship and community life of St. Michael's.
- Experience of recruiting singers, developing an amateur choir and building a sustainable parish music programme.



## Summary of terms

|                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|----------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Annual Fee</b>          | £8,000 - £10,000 per annum, dependant on experience.                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>Engagement status</b>   | Self-employed under contract for services.                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| <b>Start date</b>          | As soon as mutually agreed.                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <b>Review Period</b>       | Three months.                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>Notice Period</b>       | Three months.                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>Additional services</b> | Additional services outside the regular commitment will be paid separately at a fee mutually agreed in advance with the Parish Priest.                                                                                                                                                                                                                                                                                                                                                  |
| <b>Planned Absences</b>    | <p>The Director of Music may be unavailable for up to nine Sundays during the year, with dates agreed with the Parish Priest.</p> <p>Due to the nature of the role, the Director of Music will not be able to take time off between Advent IV through to Christmas day, and also during Holy Week between Palm Sunday and Easter Sunday.</p> <p>Arrangements for suitable musical cover during an agreed absence must be discussed and confirmed with the Parish Priest in advance.</p> |

## Safeguarding and safer recruitment

St. Michael's is committed to safeguarding children, young people and vulnerable adults. The successful candidate will be expected to uphold Church of England and parish safeguarding policies and complete any role-appropriate safeguarding training.

Appointment will be subject to satisfactory references, evidence of the right to work in the UK, verification of qualifications where relevant, and any other proportionate pre-appointment checks. Including an Enhanced DBS check with Barred Lists (Adults and Children).

## Equality, diversity and inclusion

We welcome applications from suitably qualified people of all backgrounds. The Director of Music will be expected to contribute to a church culture in which people are treated with dignity and respect, and in which the choir is a welcoming and supportive place to make music.

## How to apply

Please send the following documents to **[nick.price@stmichaelscamden.org.uk](mailto:nick.price@stmichaelscamden.org.uk)** by 23:59, Friday 18<sup>th</sup> September 2026:

- A CV, including relevant employment, church music and performance experience.
- A supporting statement of no more than two pages explaining your interest in the role and how you meet the person specification.
- Contact details of two referees.

Applications will be handled confidentially. Please tell us if you require a reasonable adjustment at any stage of the recruitment process.

## Selection Process

Following consideration of applications, a small number of candidates will be shortlisted. Each shortlisted candidate will be invited to St. Michael's on one Sunday to rehearse and direct the choir and play for Solemn Mass. This will be followed by an interview with the incumbent priest and representatives of the choir.

Music and details of the service will be provided in good time. Shortlisted candidates will receive an honorarium for preparing and leading the music during the service.

The day will also provide an opportunity for candidates to meet us, experience worship at St. Michael's and decide whether the role and church community feel right for them.

## Informal conversation

For an informal and confidential conversation about the role, please contact Henry Metcalfe our current Director of Music at **[henry.metcalfe@stmichaelscamden.org.uk](mailto:henry.metcalfe@stmichaelscamden.org.uk)**.