

Introduction to working at St Paul's Cathedral

St Paul's is an equal opportunities employer and draws together a very diverse set of activities, projections and aspirations. It is the Cathedral of the Diocese of London and the seat of its Bishop, a national church and an international spiritual focus, a space for worship and holiness, a place of debate and challenge, an icon of resilience in the face of adversity, an architectural heritage centre, a partner in the City of London, and a commercial enterprise.

Our Mission Statement

St Paul's Cathedral seeks to enable people in all their diversity to encounter the transforming presence of God in Jesus Christ.

Our Purpose

The Cathedral is a community of worship and mission with a particular role in supporting the Bishop of London in her work across the diocese and beyond.

We are above all a living Christian church, inspired by the love of God in Jesus Christ to offer welcome, prayer and learning.

Together, we are entrusted with the outstanding building and the iconic dome, the fruit of human skills offered to the glory of God. We will curate and fashion the building on behalf of current and future generations as a sign of hope for all.

We will bring together all our resources to make a tangible difference to people's lives, shaping policy and attitudes to tackle social injustice, specifically in the area of young people's mental health.

Our Values

Welcoming – We all offer a warm inclusive welcome to everyone: our colleagues, volunteers and each one of our visitors.

Responsible – We are people of integrity, each responsible for part of the whole of the Cathedral's work, looking after the Cathedral for the next generation.

Engaging – We seek to engage everyone in our mission, at the Cathedral, within London and across the world.

Nourishing – As a community we work together in a learning environment, aiming for the highest possible standards in everything we do whilst acknowledging that we cannot do everything.

Music at St Paul's

There has been a choir at St Paul's Cathedral for over nine centuries. The structure of the present choir, including 12 professional adult singers (or Vicars Choral), was established in the last century when Sir John Stainer was Organist. In addition to providing music for the daily liturgical life of the Cathedral, the choir also enjoys a world-wide reputation through its many recordings, broadcasts and tours.

The current music staff at the Cathedral is as follows:

Andrew Carwood	(Director of Music)
Simon Johnson	(Organist & Assistant Director of Music)
William Fox	(Sub-Organist)
Samuel Bristow	(Organ Scholar – until August 2021)
Jean- Claude Ohms	(Choristers' Singing Teacher)
Tom Daggett	(OBE Organ Outreach Fellow)
Lucy Pieroni	(Outreach Administrator)
Naomi Richards	(Community Development Worker, based in Hackney)
Angela Palotai	(Music Department Administrator)

The Precentor, Canon James Milne, is the member of Chapter directly responsible for the work of the Music Department.

Main Terms of Employment

Applicants must have the right to work in the UK.

Salary: £26,221 per annum

1. Fees for extra services, recordings, broadcasts, tours and concerts are paid via payroll, monthly in arrears.
2. Within prescribed rules, a Vicar Choral may arrange for a deputy to take their place for a certain proportion of the statutory services, the fee paid to the deputy being deducted from the Vicar Choral's salary. It is expected that a Vicar Choral will achieve a minimum of 60% attendance within any one academic year. Arrangements may be made for extended leave of absence, at the discretion of the Director of Music.
3. Vicars Choral are entitled each year to the following periods of holiday with pay:
 - 11 consecutive days immediately after Christmas Day, recommencing on the Feast of the Epiphany (6th January);

- 15 consecutive days immediately after Easter Day, or, dependent on the date of Easter Day, split before and after Holy Week;
- not less than 40 consecutive days following the last Sunday in July at which the Vicars Choral are required to sing.

Hours of Work	An average of 11.25 hours per week
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 two satisfactory written references and a pre-employment health questionnaire.
Role Requirements	<p>Appointment is subject to clearance from the Disclosure and Barring Service at the Basic level, in line with our Safeguarding Policy.</p> <p>The individual will be in sympathy with, and in their work support, the Christian aims and mission of St Paul's Cathedral.</p>
Probationary period	6 Months
Season Ticket Loan	After six months' service, an interest-free loan is available for the sole purchase of a season ticket. The amount of the loan is deducted from salary in 10 or 12 equal monthly instalments. No tax arises on this benefit.

In order to apply, please visit www.cofepathways.org

The application should consist of –

- (a) a completed application form via Pathways; and
- (b) your CV (uploaded to the Documents section of your Portfolio section of your Pathways application).

Please provide within your application contact details of two referees. We may take up references for applicants during the recruitment process.

The timetable for this recruitment is:

Applications to be received by **midday on Tuesday 18 May 2021**. All applications will be acknowledged on receipt, and applicants contacted by Thursday 20 May.

After the shortlisting process there will be two stages to the audition:

1. Invited candidates will be asked to upload a recording of their singing by midday on Tuesday 25 May.
2. Candidates who are successful after stage 1 will be asked to attend an audition and interview in person on Thursday 10 June (notified by Friday 4 June).

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