



STONE CONSERVATOR APPLICATION PACK



Inspiring People in Different Ways

The Cathedral Church of the Blessed Virgin Mary of Lincoln (to give it its proper title) is first and foremost a church, the seat of the Bishop of Lincoln and a centre of worship and mission. A minimum of three services take place each day of the year, at least one of which is usually sung by the Cathedral's renowned choir. It is the principal church of Lincolnshire and holds many of the county-wide services of celebration, commemoration and memorial.

Lincoln Cathedral is a place of pilgrimage, where people come to seek God, to learn more about faith, or to take time out of a busy day for quiet reflection. It is a place of welcome and hospitality where all of any faith or no faith are encouraged to feel at home.

There is a real richness and variety in the way the Cathedral building is used. Although our primary purpose is a centre for worship and mission we do welcome thousands of visitors from across the world each year. Significant musical and dramatic events take place, whether it is a visit from the Halle Orchestra; a performance of the 70's musical Jesus Christ Superstar; Mystery Plays; or international pop musician Ian Anderson, of Jethro Tull fame, coming to perform. Also there is an active lecture series each year with key speakers offering their insight into current and historical affairs.

Lincoln Cathedral is an icon for the city of Lincoln and the county of Lincolnshire. It is one of the larger cathedrals in England and widely acknowledged as being one of the finest. We have our own Works Department whose job it is to repair and maintain the building and the Close properties that surround it.



A Brief History

After the Battle of Hastings in 1066 William the Conqueror established a castle in the south-west corner of the old Roman city of Lincoln (Lindum Colonia). One of his supporters, Remigius Bishop of Dorchester, was instructed to transfer his cathedral to Lincoln in order to consolidate Norman power in the north.



Construction commenced in 1072 and the building was consecrated as a Cathedral in May 1092, two days after Bishop Remigius' death.

Before long the country was plunged into civil war again as King Stephen and Empress Mathilda fought for seventeen years for control and in this period, probably around 1141, the Cathedral was damaged by fire and a partial rebuilding was ordered by Alexander the

Magnificent (Bishop of Lincoln 1123-1148). Disaster struck again and in 1185 an earthquake destroyed all but the West Front and its twin towers. Hugh of Avalon arrived in 1186 and he set about fundraising for a rebuilding which began in 1192.

Hugh died in 1200 before the great transept and Nave were finished, and was buried in his Cathedral. Miracles were experienced by those who came to pray at his tomb, and in the space of 20 years he was proclaimed a saint by the Pope. By 1255 the numbers coming on pilgrimage to his tomb were so great that it was decided that an extension at the east end should be built.

Hugh's body was transferred to the new "Angel Choir" in 1280 and pilgrims continued to come, paying for further beautification of the building so that between 1307 and 1311 the central tower was raised to its present height, and later that same century the two western towers were heightened. Wooden spires covered with lead were added so that for two hundred years Lincoln Cathedral was the tallest building in the world. Alas, in 1548 the spires on the central tower collapsed.

The Reformation brought great changes to Lincoln and between 1540 and 1548 the chantry chapels were dissolved, St. Hugh's body was removed, the shrine was stripped of its jewels and the treasury of its contents, and the content of the daily services was vastly simplified.

However the greatest threat was posed by the English Civil war one hundred years later when the Cathedral Close was besieged in May 1643 and the Cathedral pillaged. The round of daily services was abandoned and the building fell increasingly into disrepair.

The restoration of the monarchy in 1660 saw the appointment of Dean Michael Honywood. He was a deeply cultured and scholarly priest whose concern for the dignified worship of God led to a revival in both liturgy and fabric. He paid for repairs to the building, built the Wren Library, made new appointments to the choir and ensured that the revised Book of Common Prayer was in use from 1662.

By 1726 the weight of the western towers and spires were causing them to lean and in 1729 the architect James Gibbs added cross walls for strengthening. The western spires were finally removed in 1807 for safety reasons resulting in the Cathedral we see today.

The challenge of raising funds to maintain this great building is with us today. Lincoln Cathedral sits on Historic England's (formerly English Heritage) risk register as it is recognised that the Chapter needs to raise £1.6 million per annum to maintain the schedule of repairs required. A dedicated team of people, clergy, lay and volunteer alike all work together towards this common goal.



Lincoln Cathedral Connected

Lincoln Cathedral Connected is an exciting £16 million project which will transform the Cathedral's visitor facilities, grounds and internationally important architecture. It will achieve this by engaging a wide range of people with the stories of this magnificent building.

In February 2017 it was announced that Lincoln Cathedral Connected has secured £11.4 million grant from the Heritage Lottery Fund. The Cathedral Works Department will shortly commence work on the West Front and cloisters as part of this project. It is envisaged that Lincoln Cathedral Connected will complement *Lincoln Castle Revealed*, helping to put Lincoln on the visitor map and boosting the profile of the city.

Works Department

One of the stated aims and objectives of Lincoln Cathedral is to care for the fabric of the Cathedral, to allow it to speak boldly and imaginatively by careful planned maintenance of the building now and into the future and to develop and share craft skills at home and abroad.

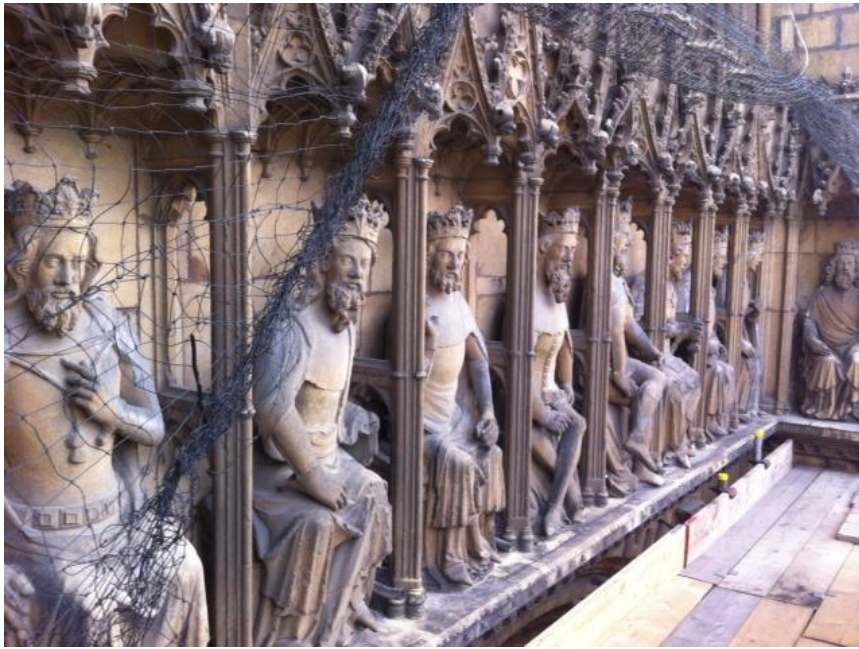
This objective is fulfilled by the thirty-five members of the Works Department, wholly employed by Lincoln Cathedral. The craft teams are: Stonemasonry and Conservation; Glazing; Carpentry/Joinery; Leadwork; Domus (Engineering and Maintenance). The Department has its own Archivist and is supported by a small office team.

Within the curtilage of Lincoln Cathedral there are around 80 tenanted historic properties and associated buildings all of which fall under the care and maintenance of the Cathedral Chapter and its Works Department

Sculpture and Stone Conservation



Lincoln Cathedral is renowned for its wealth of carving and statuary, with one of the outstanding historic facades in England. The Romanesque Frieze which spans the Norman West Front is considered to be one of the finest examples of its kind.



The West Front Gallery of Kings (c.1390), a collection of eleven life-size figures, has survived in exceptional condition. Throughout the exterior and interior of the Cathedral, the quality of craftsmanship and skill of carving on display which has lasted through the centuries is extraordinary.

The Cathedral's conservation department was formed in the late 1980s in response to concerns about the survival and care of some of the building's most significant sculpture. Conservation work was carried out on the northern half of the Romanesque Frieze from 1989-2001. At the same time, conservation was integrated into the general fabric maintenance campaign, and the conservation programme on the West Front was begun.

Since those early days, a sensitive and considered approach to the building has become the standard. The masonry and conservation team are currently completing work to the North West turret of the West Front, before moving on the North Transept. Alongside this, an ambitious new five year project, Lincoln Cathedral Connected, is in the process of starting. As well as major re-development of the West Front landscape and North/Dean's Green, the project will afford the opportunity to complete the conservation of the West Front sculpture which includes the southern run of the Romanesque Frieze, Gallery of Kings and central niche. This will incorporate the erection of an on-site workshop in order to facilitate work which will run in tandem with the existing workshop and fabric maintenance programme.



ROLE DESCRIPTION

Job Title:	Stone Conservator
Line Manager:	Head of Stone Conservation
Key Purpose:	To carry out delegated stone, sculpture, object and building conservation works on the Cathedral and Close properties To carry out delegated conservation and restoration procedures in a proper and effective manner

Key responsibilities:

- Undertake conservation work on stone and sculpture, as well as a diverse range of objects and materials, both on and off-site, as required
- Carry out all treatment and repair techniques as required, including cleaning (e.g. Joss/Torc, ThermaTech, water, poulticing, laser) and stone and sculpture treatment and repair using a wide range of techniques
- Other delegated stone team procedures such as lime pointing and lime plastering
- Undertake surveying and recording prior, during and post conservation work using written, photographic and digital means.
- Process survey and image data using CAD and Illustrator
- Prepare detailed conservation reports, condition and treatment reports
- Assist in the preparation of method statements, specifications and risk assessments
- Work effectively with external contractors/craftspeople/student placements as required
- Assist in planning projects and planning allocated work and ensure materials, plant and equipment are available at the time work is to be carried out
- Assist in ensuring that the conservators workshop and sites are maintained in a clean and tidy manner and that equipment is maintained and operated properly
- Maintain a high level of workmanship at all times
- Ensure workspaces are maintained in a safe and effective manner and maintain safety, health and welfare at the workplace
- Maintain an understanding of current conservation techniques and research, and participate in professional training and development as appropriate
- Take an active part in mentoring and training apprentices, trainees and students
- Undertake site and workshop tours, group talks and represent the Cathedral externally as required

Person specification and relevant experience

Job Title: Stone Conservator

The Person Specification focuses on the skills, experience, knowledge and qualifications required to undertake this role effectively

REQUIREMENTS The post holder must be able to demonstrate:	ESSENTIAL (E) DESIRABLE (D)
Education and Training Professionally qualified and experienced Stone Conservator Good understanding of relevant current H&S practices and procedures CSCS card	 E E D
Knowledge and Experience of... In-depth practical experience of understanding causes of deterioration of stone, assessing, treating and repair of complex conservation of statuary, both in-situ and workshop based Carrying out a diverse range of treatment and repair techniques, including cleaning (e.g. Joss/Torc, ThermaTech, water, poulticing, laser) and stone and sculpture treatment and repair using a wide range of techniques Using lime for repair mortars, pointing, shelter coats and plastering Written, photographic and digital surveying and recording Writing detailed reports on stone conservation projects to a high standard Knowledge or experience of the current working practices of the Society for the Protection of Ancient Buildings or the Cathedrals Workshop Fellowship Digital recording and measured surveying techniques, including data manipulation and experience of CAD and Illustrator Mentoring and training apprentices, trainees and students	 E E E E E D D D
Competencies Ability to work at height and on scaffolded sites Teamwork High standards of workmanship Problem analysis	 E E E E

Excellent communication	E
Attention to detail	E
Good interpersonal skills	E
Self-motivation	E

MAIN PARTICULARS OF THE POST

Salary: Negotiable

Contract: Two year fixed term contract

Pension: All eligible employees will be automatically enrolled in the Pension Builder 2014 section of the Church Workers Pension Scheme operated by the Church of England Pensions Board.

Working hours: 38.75 hours per week over 5 days (Monday to Friday)

Working pattern: 8.00 to 16.45 Monday to Thursday and from 8.00 to 15.30 on Friday with an unpaid meal break of 45 minutes each day, to be taken between 12.15 and 13.00 or flexibly subject to the requirements of the job

Holidays: 33 days per annum inclusive of UK and Bank Holidays, 3 days of which must be held for the period between Christmas and New Year.

The closing date for applications is Monday 3rd September 2018

Interview date: is Thursday 20th September 2018

Application Process: Please submit your application using the Lincoln Cathedral application form. A CV is not an acceptable substitute but may be attached as an additional document if you wish. We are happy to receive your application form either as an email attachment to the Cathedral Human Resources Department:

Interview and Selection Process:

Closing Date: Midnight Monday 3rd September 2018

Interview Date: Thursday 20th September 2018

Applications by post or email to:

Email: HRadmin@lincolncathedral.com or post to:

Mss A Parker
Human Resources Officer
The Chapter Office
4 Priorygate
Lincoln LN2 IPL