



# Residential Choral Scholar - Tenor

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September 2024-2025



## About Lincoln Cathedral

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The Corporate Body of 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 led by the Cathedral Chapter. 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 'mother' 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; significant musical and drama events take place during the year along with a range of lectures and talks covering a wide range of topics.

Set in the historic Old Deanery, and overlooking the beautifully landscaped Dean's Green, Lincoln Cathedral Café has delicious food and drinks, bright modern interior, and a wonderfully welcoming atmosphere. Lincoln Cathedral shop has long been popular with visitors, is now set in a contemporary new space in the visitor centre, with a stunning boutique look and entrance direct from the Dean's Green. Alongside the café and shop, a suite of community meeting rooms is available for use and hire and there is a learning suite, discovery centre and exhibition gallery.

We welcome thousands of visitors from across the world to the Cathedral annually and provide floor, tower, and roof tours throughout the year. Many hundreds of children visit during our annual schools' festivals, Church Schools Festival, Infant Schools Festival, Secondary Schools Festival. We also offer schools' tours and trails throughout the academic year. Lincoln Cathedral is an exceptional building that was designed to inspire, and it continues to do so. We rely on an exceptional body of employees and volunteers to ensure that the full range of our activities is known beyond the Cathedral walls.

## Our Mission

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The diocesan mission statement is to be faithful and confident. As we support the bishop in mission, we will build on this as we seek, Joyfully to proclaim the love of God in worship, outreach, service and welcome to all, and to faithfully exercise our role as custodians of a sacred heritage building.

## Our Purpose

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- To advance the Christian religion in accordance with the faith and practice of the Church of England, by furthering the mission of the Church of England
- To care for and conserve the fabric and structure of the cathedral building
- To advance any other charitable purposes which are ancillary to the furtherance of this purpose

## Our Values

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Our values reflect the qualities we believe are essential to our life and work, and will help guide us to achieve our objectives, and demonstrate Christian faith and witness as we progress a culture of mutual flourishing, respect, and a shared endeavour, that is inspired and challenged by the Gospel.

- Inclusive
- Trustworthy
- Kind
- Collaborative
- Flexible
- Accountable
- Pro-active to change

## Music at Lincoln Cathedral

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The Choir of Lincoln Cathedral sings seven or eight times each week during term-time, including Evensong every day except Wednesday and on Sunday mornings. There are 15 rehearsals each week and the choir sings hundreds of pieces of music each year. This requires hard work, dedication, attention to detail and a willingness to improve constantly.

The choir members, young and old, are a dedicated and friendly group. The choir is made up of choristers, choral scholars and lay vicars. The cathedral has strong links with the 16 schools which our choristers attend, up to a maximum of 20 boys and 20 girls. They benefit from the musical education which they receive at the song school. All choristers receive individual singing lessons each week, subsidised instrumental lessons, theory classes, pocket money and are transported to and from their schools by the cathedral. They are supported by the Director of Music, the Assistant Director, Organ Scholars, the Choir Matron and the Office Manager

Our annually appointed choral scholars live together in a shared cathedral property. Some are university students; others are in their gap year and others are graduates applying for further vocal training in the future. Many of our former scholars are now singing in other cathedrals, working professionally as singers in opera and oratorio or studying at London and other European conservatoires. The Choral Scholars rehearse with and sing in the choir and support the choristers as chaperones.

Our six permanent lay vicars are all professional singers in their own right, and currently include a Royal Academy of Music professor, the cathedral's vice-chancellor, a former lay clerk of Canterbury Cathedral and two former Lincoln Cathedral choristers. The cathedral choir enjoys giving concerts each year, including regular work with the Royal College Band of the RAF, annual performances of *Messiah* and *St John Passion*, many Christmas carol concerts and other performances in the local area. The Choir broadcasts regularly on local and national radio and television and many members of the choir appeared in the recent Ridley Scott blockbuster *Napoleon*. Many CD recordings of the choir are available for purchase.

The life of the choir is very busy, especially in the weeks leading up to Easter and Christmas, and the role of the Song School's Office Manager is essential in ensuring that the whole department runs smoothly to produce excellent music which can enrich the cathedral's worship throughout the year.

## Role Summary

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Residential choral scholarships are available to post A-level students wishing to take a gap year between school and university, students of the University of Lincoln or Bishop Grosseteste University during their studies or to recent graduates wishing to broaden their singing experience with a view to future singing work. Scholars are appointed for a year, renewable for a second year by mutual agreement. Choral Scholars take a full part in the singing duties of the cathedral choir and also support the Music Department by acting as chaperones for the choristers between rehearsals in the Song School and their own schools.

## Main Particulars of the Post

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<b>Salary:</b>	As of 1 April 2024:  £9,896 per annum (pro rata for the 11-month period), including statutory holiday pay.  Accommodation (inclusive of bills) is also offered in line with HMRC accommodation offset rates at £3,217 for the 11-month period.
<b>Contract:</b>	Temporary – one year contract. Renewable by mutual agreement for a second year.
<b>Hours of work:</b>	Your normal hours of work relating to rehearsals and choral services, equate to an average of 12.5 hours per working week. You will also be required to carry out duties as Choir Chaperone, equating to an average of 7.5 hours per working week (but undertaking mainly during term time).
<b>Location:</b>	The Song School, 16 Minster Yard
<b>Accountable to:</b>	Director of Music
<b>Pension:</b>	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
<b>Holidays:</b>	Choral Scholars are entitled to time without duties at the same points in the year at which the choristers take theirs, taken as directed by the schedule of services set out in the Cathedral Choir Diary. Choral Scholars are required to work until after Evensong on Christmas Day and on Easter Day.

## Key Accountabilities

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- To sing as directed at the services defined within the employment contract.
- To attend all rehearsals associated with the performance of services and events.
- To maintain a high standard of performance and one commensurate with the choral tradition of Lincoln Cathedral.
- Through personal practice, study and appropriate lifestyle to keep your voice in a condition appropriate to the above tasks.
- To be available for choir tours and additional services or events as scheduled (unless personal circumstances prevent availability) whenever possible.
- To be an ambassador for Lincoln Cathedral and a positive role model for choristers.
- To be familiar with and abide by the Cathedral's policies and procedures in relation to the Safeguarding of Children and Vulnerable Adults.
- To be familiar with and abide by the Cathedral's other policies and procedures, particularly in relation to the media and social media.
- To be a duty chaperone for the boys and girls before and after choir rehearsals as required (this would usually involve Monday, Tuesday and Friday mornings and Tuesday, Thursday and Friday afternoons).
- To attend safeguarding training as directed by the Cathedral both at commencement of and during employment.

### Services:

- Evensong on Tuesday, Thursday, Friday, Saturday (all 5.30pm) Sunday (3.45pm)
- Sung Eucharist on Sunday (10am) and occasional other Sunday offices
- Choral Matins on Sunday may be resumed during the 2022-23 choir year

### Rehearsals:

- Monday 6pm – 6.45pm
- Tuesday, Thursday and Friday 4.45pm
- Saturday 4.45pm
- Sunday 8.45am and 2.45pm

### Chaperoning:

To chaperone choristers to and from school as required. The current programme includes:

- Monday, Tuesday and Friday 8.30am - 9.15am approx.
- Monday, Tuesday, Thursday and Friday 2.45pm – 4.30pm approx.

### Occasional events:

The choir diary is published during the previous term. The commitment involves a certain number of concerts per year (on average, one per term) and Choral Scholars are expected to sing at one event per term “without additional fee” to assist with the Cathedral's fundraising needs.

### Fees:

Fees are payable for any occasional office (weddings, funerals etc.), broadcasts and recordings in which a Choral Scholar participates.

### Singing Lessons:

Choral Scholars are required to take all reasonable care of their voices. Regular singing lessons are provided by the Cathedral, and Choral Scholars are expected to attend these

on each occasion. Our current provision is that the tutor comes to Lincoln about eight times each year.

## Person Specification

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<b>REQUIREMENTS</b>	<b>ESSENTIAL (E) DESIRABLE (D)</b>
<p>The post holder must be able to demonstrate:</p> <p><b>Absolute Integrity &amp; Values:</b></p> <p>The primary purpose of the Cathedral is to be place of Christian worship. Understanding of the Church of England and being able to work comfortably and in sympathy with the worship and mission of the cathedral, engaging in all aspects of the cathedral's life are essential to this role.</p>	<p>E</p>
<p><b>Knowledge, Experience and Personal Attributes:</b></p> <ul style="list-style-type: none"> <li>• Proven ability to perform to a high standard</li> <li>• Excellent sight-singing skills</li> <li>• Commitment to the musical traditions of the Cathedral</li> <li>• To remain calm under pressure</li> <li>• Maintain a high level of professionalism</li> <li>• Willingness to take direction and to work as part of a team</li> <li>• Experience of supervising children and young people</li> <li>• Commitment to following best safeguarding practice as appropriate to the role, including enhanced DBS checks and training</li> </ul>	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>D</p> <p>E</p>
<p><b>Special Features:</b></p> <ul style="list-style-type: none"> <li>• The job holder is sympathetic to the Christian values and ethos of the Cathedral and the Church of England.</li> </ul>	



## Equality Statement

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The Cathedral is committed to the principles of equality and diversity in employment and aims not to discriminate on grounds of gender, age, appearance, race, sexuality, class, ability, culture, nationality, political belief, trade union activity or religious belief.

It is the intention of the Cathedral Chapter to ensure that the principles outlined in the Equal Opportunities Policy are embedded into our planning, decisions and actions which extend to the treatment of job applicants, employees (including former employees) clients, visitors, and pilgrims.

To ensure that Chapter's Equality and Diversity policy is operating effectively (and for no other purpose) we maintain records of employee's and applicants' racial origins, gender, and disability. Ongoing monitoring and regular analysis of such records provide the basis of appropriate action to eliminate unlawful direct and indirect discrimination and promote equality and diversity.

## Safeguarding Statement

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Every person has a value and dignity which comes directly from creation of male and female in God's own image and likeness. Christians see this as fulfilled by God's re-creation of us in Christ. Among other things this implies a duty to value all people as having the Holy Spirit within them and therefore to protect them from harm.

We follow the policies adopted by the Church of England and Diocese of Lincoln. We are committed to:

- The care, nurture of, and respectful pastoral ministry with, all children, young people and all adults;
- The safeguarding and protection of all children, young people and adults when they are vulnerable;
- The establishing of safe, caring communities which provide a loving environment where there is "informed vigilance" as to the dangers of abuse

## Health and Safety

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All employees are required to work with the Cathedral's Health and Safety Policy. The Cathedral operates a strict no smoking policy and this applies in the Cathedral and its ancillary buildings as well as in the scholars' house.

## Code of Practice

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A code of practice is in place and Choral Scholars are expected to abide by it at all times.

## Interview and selection process

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Please submit your application using the application form. A CV is not an acceptable substitute but may be attached as an additional document if you wish.

- **Closing date for applications:** Until filled.
- **Interview date and auditions:** Until filled.

The Cathedral reserves the right to interview and appoint at any point during the recruitment process.

**Applications by email to:** [recruitment@lincolncathedral.com](mailto:recruitment@lincolncathedral.com)

If you are invited for interview, you will be asked to produce evidence of your eligibility to work in the UK.

Offers of employment are subject to satisfactory references, and, where appropriate, a Disclosure and Barring Service (DBS) check at enhanced level.