



# Organ Scholars

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September 2025-2026



## About Lincoln Cathedral

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Lincoln Cathedral has been a striking presence above the city for more than 950 years. It is, first and foremost, a working church and hosts a minimum of three services every day of the year, at least one of which is usually sung by our world-renowned choir. It is the seat of the Bishop of Lincoln and the mother church of the diocese, and each year it hosts many county-wide services of celebration, commemoration and memorial.

It 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.

Lincoln Cathedral is also a world-class heritage visitor attraction, and hundreds of thousands of people visit annually to learn about the rich history of the building and the fascinating stories of the people that have brought it to life over the centuries. Our volunteer guides provide floor, roof, tower and other specialist tours throughout the year and the building plays host to a wide range of exhibitions, events and concerts.

The site also includes an award-winning visitor centre, featuring an exhibition gallery and discovery centre where visitors of all ages can delve deeper into the history of the Cathedral, a bright airy café, and the Cathedral shop. A purpose-built learning centre offers outstanding facilities for school visits and family activities, and a suite of community meeting rooms is available for organisations and individuals to hire.

Lincoln Cathedral is a centre of excellence for heritage skills and craft, with its own on-site works department comprised of stonemasons, glaziers, lead workers and joiners, all dedicated to the maintenance, restoration and repair of this internationally significant building.

An exceptional team of skilled staff and volunteers ensure that all who visit receive a warm welcome and an excellent experience, and work towards ensuring a sustainable future so that future generations can continue to enjoy the sacred space of Lincoln Cathedral.

## 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

## Organisation, Management and Governance

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Lincoln Cathedral is governed by Chapter with support and oversight from the Cathedral Council and college of Canons. The Chapter is responsible for all aspects of the day-to-day management of the Cathedral. Chapter comprises the Dean, three Residentiary Canons, a non-residentiary clergy member from the college of canons, and currently four lay members with a breadth of business experience. The Senior Leadership Team, chaired and led by the Chief Operating Officer, comprises the Dean, the Residentiary Canons, and the senior leaders of each department. The Team meets regularly to review performance against business plans and strategic objectives and to discuss operational activities.

## Music at Lincoln Cathedral

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Lincoln Cathedral has a reputation for musical excellence. Its primary purpose is to provide the music for Cathedral services and the team includes:

Precentor	Nick Brown
Director of Music and Master of the Choristers	Aric Prentice
Organist and Assistant Director of Music	Jeffrey Makinson
Liturgy and Music Administrator	Sarah Buttler
Chorister Supervisor (Matron)	Tamsyn Taylor

Our current choir is made up of 15 boys and 19 girls from various schools in Lincolnshire. In addition to this, there are 11 altos, tenors, and basses (who are a mixture of permanent Lay Vicars and annually appointed Choral Scholars).

There is a strong musical tradition at the Cathedral led primarily by the Cathedral Choir which sings Evensong on five evenings in addition to normal Sunday services. Traditionally the girl choristers sing Evensong on Mondays and Thursdays. The choir has released many recordings, has broadcast on Radio 3, appeared on television and was featured in the Ridley Scott film "Napoleon". This year the girl choristers undertook a weekend tour to Merton College; Oxford and the boy choristers sang at Durham Cathedral.

Lincoln Cathedral Consort is the mixed-voice, volunteer chamber choir of Lincoln Cathedral, which performs services and concerts at the Cathedral and around the Diocese under the direction of Jeff Makinson, Organist and Assistant Director of Music. The Consort regularly sings services throughout the year and sings at high-

profile events such as the Lincolnshire Police Carol Service, and the Lincolnshire County Council Service. The choir frequently sings in parishes throughout the diocese and beyond, and even tour outside of England occasionally. The Consort performs many centuries of music, from sacred to secular, including a specially commissioned work by Thomas Hewitt-Jones, written in 2013.

Ready Steady Choir meets on a Saturday morning 11am-12pm and is aimed at primary school children. The choir sings fun pieces while improving their musicality and works towards a few different concerts throughout the year. A regular favourite is a carol concert in December. Children in Ready Steady Choir often go on to audition for the Cathedral Choir, but this is not required.

The Youth Choir is aimed at high school and university singers between the ages of 14 and 21. It was formed to give some continued singing experience to those choristers whose voices have broken and have left the choir, as well as singers who may not have had any cathedral experience before. They currently sing Evensong every second Saturday during term time with the Lay Vicars and Choral Scholars of the Cathedral Choir, as well as at some special services.

The cathedral organ was built in 1898 by Father Willis and is one of the finest in the country. It was rebuilt by H&H in 1960 and again in 1998, with further work in 2017. There are numerous recordings and web broadcasts available. There are regular Summer Organ Recitals, that have been given by some of the finest players in the world. Please refer to the website for further details, stop list, etc.

## **Role Summary**

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Organ 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 playing experience with a view to future work as a professional organist. Scholars are appointed for a year, which may be renewable for a second year by mutual agreement. Organ Scholars take a full part in the life and work of the Music Department alongside the Director of Music and Master of the Choristers (Aric Prentice) and the Organist and Assistant Director of Music (Jeffrey Makinson). They also support the work of 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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**Salary:** Currently £15,975 including statutory holiday pay, paid in equal instalments over the eleven months of the scholarship. This is reviewed annually at the discretion of the Chapter.

**The Chapter of Lincoln is a living wage employer.**

**Contract:** Fixed 11-month contract (September 2025 to July 2026).

**Hours of work:** Your normal hours of work for choral services including rehearsals are 35 hours per week during term time (36 weeks during the 11-month period).

**Location:** The Song School, 16 Minster Yard

**Accountable to:** Director of Music

**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

**Holidays:** Organ 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. If they are requested to cover duties on a Sunday when the choir is not in residence, then time off in lieu will be given.

**Other:** Organ tuition with Dr. Colin Walsh, Organist Emeritus is provided by the cathedral. 10 hours tuition during the academic year. Tuition for ARCO and FRCO paperwork and keyboard skills also available.

## Key Accountabilities

Working within the music team at the cathedral, it is anticipated that the holder of this post would experience the following range of responsibilities:

<b>Cathedral</b>
Accompanying the cathedral choir for a share of services.
Training and supervision of choristers.
Tuition and performance in a wide range of situations.

- To play the organ 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 musical tradition of Lincoln Cathedral.
- To work with the Director of Music and Organist in leading choir rehearsals.
- To share with the other organ scholar in planning and delivering tuition in Music Theory to all choristers.
- Directing the choir(s) (or sections of the choir) for rehearsals and services under the guidance of the Director of Music.
- Through personal practice, study and appropriate lifestyle ensure that you are prepared for 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 currently includes Monday, Tuesday and Friday mornings and Monday, Tuesday, Thursday and Friday afternoons).
- To attend safeguarding training as directed by the Cathedral both at commencement of and during employment.

It is expected that each organ scholar will be available for 9 nominal sessions (morning, afternoon or evening) each week, with the remaining session used for personal professional development. Wednesdays are normally a day with no duties. On occasions when the Music Department is required to sing at services on a Wednesday, Thursday is normally taken as an alternative day with no duties.

### Services:

The organ scholars will contribute to the playing at the following services:

- Evensong on Tuesday, Thursday, Friday, Saturday (all 5.30pm) Sunday (3.45pm)
- Sung Eucharist on Sunday (10.30am) and occasional other Sunday offices
- Choral Mattins on Sunday (9.30am).

Please note, that the organ scholars will not be expected to attend all services, but are encouraged to be present to observe at all times when they are not the nominated organist for a service.



### **Chorister rehearsals and training:**

To take a part in rehearsing the choristers and providing theory tuition, including attendance as follows:

- Chorister rehearsals: Monday, Tuesday and Friday mornings, 7.55am to 8.40am
- Music theory sessions: Monday, Tuesday, Thursday and Friday afternoons, 4pm to 4.30pm

### **Rehearsals with the choir:**

- Monday, Tuesday, Thursday, Friday and Saturday 4.30pm
- Sunday 8.30am and 2.45pm

### **Organ rehearsal time prior to services:**

- Monday, Tuesday, Thursday, Friday and Saturday 4pm
- Sunday 8.45am and 2.30pm

### **Organ rehearsal at other times:**

During the day, organ practice is restricted within the cathedral. However, organ rehearsal throughout the day can be flexible, depending on other activities on the ground.

- Subject to other events in the cathedral diary, the following times are available for rehearsal in the cathedral:
  - Monday, Tuesday, Thursday, Friday and Saturday 9am to 10am
  - After the cathedral has closed following the final service of the day
- There is a three manual digital organ available for practice at any time during the day.

### **Chaperoning:**

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

- Monday, Tuesday and Friday 8.30am - 9.30am approx.
- Monday, Tuesday, Thursday and Friday 2.45pm - 4.00pm 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 Organ Scholars are expected to take part as required 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 an Organ Scholar might participate.

## Person Specification

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<b>REQUIREMENTS</b> The post holder must be able to demonstrate:	<b>ESSENTIAL (E) DESIRABLE (D)</b>
<b>Absolute Integrity &amp; Values:</b> 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.	E
<b>Knowledge, Experience and Personal Attributes:</b> <ul style="list-style-type: none"> <li>• Proven ability to perform to a high standard (at/approaching ARCO standard for pre-University, or at/approaching FRCO standard for post-university)</li> <li>• Excellent sight-reading skills</li> <li>• Experience of directing choirs</li> <li>• Experience of directing choirs in a professional environment</li> <li>• Ability to provide basic musical training to probationers</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>• Commitment to following best safeguarding practice as appropriate to the role, including enhanced DBS checks and training</li> <li>• Knowledge of a wide repertoire including both Anglican and European traditions</li> </ul>	E  E E D  E E E E E  E  D
<b>Special Features:</b> <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>	



## 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: To be determined**

**Interview date: To be determined**

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

- Lincoln Cathedral is committed to the safer recruitment process
- Lincoln Cathedral is committed to the safeguarding and welfare of all children, young people and adults who may be involved in and/or visit the Cathedral.

**Offers of employment are subject to providing proof of the right to work in the UK, satisfactory references, and, where appropriate, a Disclosure and Barring Service (DBS) check at enhanced level.**

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

### **Health & Safety:**

Under the Health and Safety at Work Act 1974, whilst at work, you must take reasonable care for your own health & safety and that of any other person who may be affected by your acts or omissions. In addition, you must cooperate with the Organisation on health & safety and not interfere with, or misuse, anything provided for your health, safety, or welfare.

### **Safeguarding:**

All staff and volunteers are expected to demonstrate a commitment to safeguarding the welfare of all children and adults who may be vulnerable, who are involved with and/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 commensurate with their specific role.

### **Inclusivity and Diversity:**

Lincoln Cathedral is committed to building an inclusive and varied workplace, welcoming people from all backgrounds. All staff are expected to be compliant with all legislation, best practice and the values of the Cathedral.

### **Equality Statement**

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.