



Application Pack

Joiner

March 2025



About Lincoln Cathedral

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

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

- 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

Our values reflect the qualities we believe are essential to our life and work, and which 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.

As an organisation, and individuals with in it, we are:

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

The Works Department

The Cathedral Works Department are employed by Dean and Chapter to conserve and restore the fabric of the Cathedral and Close Property portfolio. A specialist team of highly skilled crafts men and women in stone masonry, architectural conservation, joinery and glazing conserve the building all year round. This work is an annual programme of planned and reactive maintenance. Traditional heritage skills and modern construction maintenance combines to ensure that the buildings remain operational for the primary purposes set out above.

Job Description

Job Title	Joiner
Department	Works Department
Line Manager	Head of Joinery/Close Properties
Location	The Works Department, Lincoln Cathedral
Contract	Permanent
Salary	£27,000 - £31,302 - dependent upon qualifications & experience
Hours	Full Time - 38.75 hours per week
Holidays	33 days/256 hours per annum inclusive of bank holidays
Other	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.
Job Purpose	
<p>Cathedral Joiners work as part of a team carrying out the main purpose of maintaining/conserving Lincoln Cathedral and its portfolio of Close properties which are mainly residential with some commercial properties. The properties are listed buildings requiring specialist joinery skills to undertake repairs works and maintenance.</p>	
Key Responsibilities: - Care of the building and objects	
<ul style="list-style-type: none"> • Carry out all bench joinery duties in the Workshop /other locations as required • Carry out Joinery, carpentry and other duties on site. Sites will include ground level and scaffolded structures (working at height is essential). Must be physically capable of lifting materials and equipment and of good health with free movement due to sometimes restricted spaces. • Work with other trades on site to ensure smooth project delivery in line with the programme of works. • Carry out window repairs to listed buildings. • Carry out other ancillary tasks on residential properties. • Carry out complex setting out tasks for window conservation programmes. • Be able to read schedules, specifications, and programmes of work. Transfer project information to practical application and deliver projects in line with the project aims. • Take measurements on site, read and prepare material schedules from project information and site circumstances. • General organisation of work duties including use of tools, plant, PPE, materials, and consumables in line with project delivery. <p style="text-align: center;"><i>Undertake any additional duties that are in line with the responsibilities of the role.</i></p>	

Health and Safety

- As a representative of the Cathedral organisation the most exemplary behaviour is required. When wearing liveried uniform and/or within the cathedral vicinity, language, behaviour and personal presentation must be in line with this expectation.
- Be responsible for ensuring that the Cathedral is kept in safe order and setting an example for the Works Department team. Housekeeping is a minimum requirement and should always be exceptional.
- Working to CDM regulations in all pre-construction and construction phased works around the estate.

Team Responsibilities

- At all times ensure that behaviour and conduct are compliant with the cathedrals mission, vision and purpose.
- Engage in regular team meetings and take part in the wider community and conversation.
- Project delivery is in line with expectation and budget constraints.
- Work with the rest of the Works department team to deliver the collective aim of being a conservation centre of excellence.
- Work alongside apprentices, improvers, trainees and foreign exchange students to share skills and enrich the heritage profession.
- Work to the highest practical standard achievable whilst observing project allocations, time scales and requirements. A considered blend of commercial productivity and high-end practise is required.

Training will be provided for health and safety qualifications where necessary. Staff are expected to undertake the minimum necessary statutory compliant qualifications and aim to exceed with relevant courses to improve project delivery and craft skill.

Personal Specification

Essential

1. Minimum Level 2 NVQ qualification.
2. Minimum three years experience carrying out complex joinery work.
3. Demonstratable experience on site with construction projects in both commercial and heritage environments.
4. Excellent verbal and written communication skills with the ability to communicate at all levels, within the organisation and externally. Highly diplomatic with experience of dealing with a wide range of people.
5. Organisation, time management, prioritising and the ability to handle a complex, varied workload.
6. Analytical and problem-solving skills. Decision-making ability in a fast-paced environment.
7. Attention to detail but also the ability to see the implications for the bigger picture.
8. A can do attitude and target driven
9. A good working knowledge and understanding of safeguarding principles and practices.
10. Demonstrates empathy for the vision, mission and values of Lincoln Cathedral.
11. Interest in heritage properties.

Desirable

12. Experience of working on listed buildings
13. Other skills for example tiling/leadwork would be useful
14. Level 3 NVQ Carpentry and Joinery
15. First aid qualification
16. CSCS accredited.

Interview and selection process

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: Open until filled

Interview date: Actively interviewing

Applications by email to: 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 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.