



Application Pack

Apprentice Stained Glass Conservator

Start date: 1 September 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

Job Description

Job Title	Apprentice Stained Glass Conservator
Department	Works Department
Reporting to	Head of Glazing
Location	Lincoln Cathedral and Estate
Contract	Fixed term for two years from 1 September 2025
Salary	Year 1 £24,299 and Year 2 £26,799 (subject to successful completion of year 1 of the foundation degree)
Hours	38.75 hours per week
Holiday	256 hours/33 days 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 Fund
<p>Job Purpose: Led by the Head of Glazing to serve the primary purpose of the Cathedral Works Department, conservation and restoration of the cathedral fabric and close property portfolio. Stained Glass Conservators (Glaziers) undertake surveying, conservation and restoration of the Cathedral's historic stained glass and plain quarry glazing in line with planned works programmes.</p> <p>The Apprentice Stained Glass Conservator will be enrolled on the foundation degree in Applied Conservation and Repair (Stained Glass Pathway) to start September 2025. The course is provided by the Cathedrals' Workshop Fellowship and is a new 2-year degree programme introduced to develop key trade skills for future sustainability.</p>	
<p>Care of the building and objects</p> <ul style="list-style-type: none"> • Carry out, under instruction, preventative and interventive historic stained glass and plain glazing conservation processes (including cleaning, edge-bonding, painting, and stabilisation processes) • Carry out under instruction bench based traditional glazing related activities (including setting out, cut lining, glass cutting, leading, soldering, cementing and associated tasks) • Undertake basic stained-glass documentation, including taking rubbings, taking photographic evidence, assessing lead work, glass, and painted detail condition. • Assist with the fabrication and installation of bespoke Environmental Protective Glazing schemes. • Undertake basic in-house metal fabrication duties. • Undertake, under instruction, basic leaded light production (including cutting glass, leading, soldering and cementing). 	

- Undertake, under instruction, traditional glass painting techniques, including selecting appropriate glass paint and medium type and reproducing original painted detail.
- Carry out bench and site glazing duties within the Cathedral and Close House properties, in the Works Department workshop, and mobile site workshops if necessary. Sites will include ground level and substantial 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.
- Carry out, under instruction, basic on-site glazing duties relating to the in-situ conservation, removal, and installation of historic windows and ferramenta (including transporting, fixing, assisting with taking of precise measurements and templates, stop-in repairs and lime mortar pointing).
- Carry out hack-out and putty pointing of traditional sash windows to the Close Properties, including the selection of historic glass types.
- Be able to understand schedules, specifications, and programmes of work. Assist with preparing material schedules from project information and site circumstances.
- Give presentations on occasion to the public / interested parties at events, exhibitions, and during workshop tours.
- Ability to take responsibility for your own professional development and to be accountable by completing relevant training records.

Health and Safety

- Be responsible for ensuring that the Cathedral is kept in safe order and setting an example for the Works Department team. House keeping is a minimum requirement and should always be exceptional.
- Working to CDM regulations in all pre-construction and construction phased works around the estate.
- 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.
- Ensure satisfactory blood lead level results are maintained.

Security

- Act as emergency point of contact for the Cathedral.
- Daily management of contractors including signing out keys and CDM compliance.
- Be first responder to a critical incident at the Cathedral concerning fabric and facilities.

Team Responsibilities

- As a representative of the Cathedral organisation the most exemplary behaviour is required. When wearing livered uniform and/or within the Cathedral vicinity, language, behaviour and personal presentation must be in line with this expectation.
- At all times ensure that behaviour and conduct are compliant with the Cathedral's mission, vision and purpose.
- Engage in regular team meetings and take part in the wider community and conversation.
- Aim to ensure that 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 other members of staff, interns, and apprentices to share skills and learn about associated heritage professions.
- 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.

Person Specification

ESSENTIAL CRITERIA

- Knowledge or interest in traditional building skills in particular stained glass/glazing
- Evidence of having worked with hand tools, ideally within the field of glazing or stained glass fabrication. Demonstratable evidence that you can learn the new skills required to meet the person specification.
- Proven ability to work outside and at heights, in a variety of weather conditions.
- Qualification Level 3 achieved in a relevant discipline.
- Minimum of 2 years' experience in a historic building environment and currently employed working with historic buildings
- Organisation and time management skills, with the ability to handle a complex & varied workload.
- Analytical and problem-solving skills.
- Attention to detail but also the ability to see the implications for the bigger picture.
- Knowledge and understanding of safeguarding principles and practices.
- Demonstrates empathy for the vision, mission and values of Lincoln Cathedral.

DESIRABLE CRITERIA

- Creative background or experience.
- Good IT and administrative skills.

Interview and selection process

Please submit your application using the application form as well as including your CV.

All applicants must have the right to work in the UK.

Closing date for applications: 30 April 2025

Interview date: First two weeks of May 2025

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 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 and 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 and 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.

