



Job Description

Stonemason

July 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 none 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 who 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 comprising 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 to 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 within it, we are:

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

Role Summary

Thank you for your interest in joining the Works Department at Lincoln Cathedral. We are proud to offer an opportunity to contribute to the ongoing conservation of this iconic building.

The Masonry team is managed by the Associate Clerk of Works to serve the primary purpose of the Cathedral Works Department, restoration and conservation of the cathedral fabric and close property portfolio. Stonemasons undertake banking, fixing, conservation cleaning and carving duties in line with complex works programmes designed and delegated from the Cathedral Architect (Surveyor of the Fabric) and the Director of Estates and Property, following recommendations made in the Quinquennial Inspection report.

This role requires the stonemason to be located at the newly built cutting facility, located on Tillbridge Lane (Gelders Construction), Sturton by Stow, eight miles north of the Cathedral. Here you will work with a senior stonemason and be responsible on assisting in the stone cutting process that supplies dimensional stone for the Cathedral projects as well as general stone processing duties such as stone cropping, stone crushing, mixing mortars etc. In between these duties you will be based within the workshop at the cutting facility working stones for Cathedral projects. At times during quiet periods and where programmes require, you may be based at Lincoln Cathedral workshops working with other members of the stonemasonry team on tasks such as banker masonry, carving, fixing on scaffolded sites around the Cathedral, lime mortar repairs and pointing, conservation cleaning with various wet and dry methods.

High standards of workmanship, health and safety consideration and conservation ethic are essential for the privileged position of Stonemason on one of the UK's most prestigious medieval buildings.

Job Description

Job Title	Stonemason
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Department	Works Department
Reporting to	Associate Clerk of Works
Location	Lincoln Cathedral Cutting facility, Tillbridge Lane, Sturton by Stow Lincoln, LN1 2DS
Hours	38.75 hour per week
Salary	£26,000 - £33,978
Holidays	33 days/256 hours per annum inclusive of bank holidays
Contract	Permanent
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
Care of the building and objects <ul style="list-style-type: none"> • Carry out banker mason duties in the Masons workshop within the cutting facility unit, works department workshop, and other areas if required. • Carry out stone processing tasks such as cropping of ashlar stones, crushing stones and polishing of stone. • Ability to use sawing equipment in the production facility and on-site saws. • Carry out fixer mason duties on site. Sites will include ground level and substantial scaffolded structures (working at height is essential). Must be physically capable of lifting masonry and of good health with free movement due to sometimes restricted spaces. • Carry out conservation cleaning including air abrasives, high pressure steam cleaning and have the ability and willingness to learn new techniques which will be driven by conservation principles and ethics. • Carry out mortar repairs, pointing, shelter coating, limewashing, plastering and rendering where necessary. The ability to learn new skills where appropriate to benefit the team and deliver the project. • Carry out carving duties appropriate to your ability, allocated and set out by the Associate Clerk of Works. Ability to learn new skills and sometimes work alongside external carvers and masons to improve carving capability and capacity. • 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 cutting lists and prepare material schedules from project information and site circumstances. • Carry out setting out as allocated and set out by the Associate Clerk of Works. 	

- General organisation of work duties including use of tools, plant, PPE, materials, and consumables in line with project delivery.
- Carry out any other duties commensurate with the role.

Health and Safety

- Be responsible for ensuring that the Cutting Facility is kept in safe order and setting an example for other team members and external visitors. 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.
- 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.

Team responsibilities

- 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.
- 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.
- Deliver work to the highest achievable standard while adhering to project deadlines, requirements, and resource allocations. Balance commercial efficiency with a commitment to high-quality practices.

Person Specification

ESSENTIAL CRITERIA

1. Minimum Level 2 stone masonry qualification.
2. Extensive experience in banking and fixing stone masonry within a heritage construction environment.

3. Proven on-site experience in stone banking, fixing and cleaning with demonstrable practical skills across all areas.
4. Should skills be limited to either banking, fixing masonry or cleaning, demonstrable evidence that you can learn the new skills required to meet the person specification.
5. 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.
6. Organisation, time management, prioritising and the ability to handle a complex, varied workload.
7. Analytical and problem-solving skills. Decision-making ability in a fast-paced environment.
8. Attention to detail but also the ability to see the implications for the bigger picture.
9. A good working knowledge and understanding of safeguarding principles and practices.
10. Demonstrates empathy for the vision, mission and values of Lincoln Cathedral.

DESIRABLE CRITERIA

11. CITB SSSTS or equivalent qualification.
12. Knowledge and experience of working in stone processing / production / quarry environment.
13. First aid qualification.

Interview and selection process

Please submit your application using the application form. A CV is not a substitute for the application form but may be included as a supplementary document.

Closing date for applications: 15 August 2025.

Interview date: 22 August 2025.

Applications by email to: recruitment@lincolncathedral.com

- 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 age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation, or perceived sexual orientation.