



Background information to the post of Tenor Choral Scholar

The City of Wells and Wells Cathedral

Situated on the edge of the Mendip Hills in the County of Somerset, Wells is one of England's most beautiful and compact cities, built around the beautiful Cathedral of Saint Andrew. Its picturesque surroundings include a market square and high street, the Bishop's Palace, and the magnificent mediaeval Vicars' Close, Europe's oldest continuously inhabited street.

Wells Cathedral deservedly has gained an enviable reputation for its lovingly maintained Gothic architecture, its world class music, and its Ministry of Welcome to some 270,000 visitors each year, as well as around 150,000 people or so, drawn from local, national and international audiences, who come to the Cathedral for services, concerts, and lectures and a wide range of other special events and activities. The Cathedral is a great draw for visitors and was recently named one of the great Cathedrals of England by Sir Simon Jenkins.

Underpinning the life and worship of the Cathedral is a diverse organisation where a lot is achieved with modest resources. It oversees and delivers a broad and diverse tapestry of activities which includes a world class choir; a works and estates department; a team of virgers; a library and archives; a programme of education, learning and outreach; business services which includes communications, marketing, events and visitor services; finance, HR and administration functions; volunteer management and trading companies.

Funds to support the Cathedral as a place of worship and mission (involving maintaining our buildings, supporting those in liturgical roles, clergy, musicians and lay staff, and enabling the cathedral buildings to be open to all every day of the year) come from a variety of sources. These include grants, congregational giving, entry donations and other voluntary income, its commercial activities which currently comprise two shops and catering business, and income from investments and property.

More details may be found on the Cathedral's website: wellscathedral.org.uk

Wells Cathedral Music Foundation

The Music Foundation normally comprises eighteen boy choristers, eighteen girl choristers, nine Vicars Choral and three choral scholars. The Boy Choristers and the Girl Choristers usually sing separately with the Vicars Choral, but occasionally come together for larger events and tours. All the choristers are educated at Wells Cathedral School, an independent school and one of the four specialist music schools in the England. Pupils at the school are both boarding and day, and the age range is from 4 – 18.

The Music Foundation is under the oversight of the Precentor, Canon Nicholas Jepson-Biddle, and is under the direction of the Organist and Master of the Choristers, Prebendary Matthew Owens. He is assisted by the Assistant Organist, Mr Jeremy Cole, and the Senior Organ Scholar. There is a PA to the Organist and Master of the Choristers, Mrs Melanie Lawlor, who deals with much of the administration of the department. The Pastoral Carer of the Choristers is Mrs Di Armstrong, who is a vital link between Wells Cathedral School and the Cathedral. Finally, there are either one or two Junior Organ Scholars, who are normally sixth form students at Wells Cathedral School.

The Vicars Choral are answerable to the Organist and Master of the Choristers, and under the oversight of the Canon Precentor, who is also responsible for the pastoral care of the Music Foundation. The Foundation aims to work as a team and the Vicars Choral should be committed to collaborative working, both as a member of the department and also with ordained and lay colleagues in the Cathedral.

Wells Cathedral Choir was hailed in 2011 by an international jury from *Gramophone Magazine* as the greatest choir with children in the world, and the sixth greatest overall. The choir celebrated its 1100th birthday in 2009: boys first sang at Wells Cathedral in 909 and the full choral tradition dates back over 800 years. In 1994 the choral foundation at Wells was enriched by the addition of girl choristers.

The choir is at the heart of the worshipping life of the Cathedral, and sings a wide repertoire of music ranging from the Renaissance period to the present day. It sings throughout the cathedral's festival, launched in June 2008: *new music wells*, giving a number of premieres as well as featuring music from the previous forty years. It has premiered works by some of today's finest composers, including Lord (Michael) Berkeley CBE, Judith Bingham, Geoffrey Burgon, Bob Chilcott, Jonathan Dove, Gabriel Jackson, John Joubert, Sir James MacMillan CBE, Sir Peter Maxwell Davies CH CBE (former Master of the Queen's Music), Tarik O'Regan, John Rutter, Howard Skempton, Sir John Tavener, Judith Weir CBE (Master of the Queen's Music), Thea Musgrave, and many more.

Wells Cathedral Choir broadcasts regularly on BBC Radio 3 and its innovative recordings over the last eleven years for the Hyperion, Regent, Signum, and Resonus labels have won international praise: "wonderfully blended, and must rank as one of the top cathedral sounds outside London" (*BBC Music Magazine*); "currently enjoying a superb top line" (*The Observer*), and has had two discs made *Editor's Choice* in *Gramophone Magazine* which called the choir "probably the finest English cathedral choir at the moment" in "world-class form".

As well as the liturgical musical repertoire the choir performs larger scale choral works in concert, with recent collaborations including the BBC National Orchestra of Wales (Britten *War Requiem*), Jools Holland and his band (Jools Holland *Mass*), Wells Cathedral Oratorio Society (Britten *St Nicolas* and *War Requiem*), Aled Jones, Dame Felicity Lott, Dame Emma Kirkby, James Bowman CBE, and Wells Cathedral School Chamber Orchestra (at royal gala concerts at the Royal Opera House, Covent Garden, and St James's Palace, London). In September 2014 the choristers sang with the Berlin Radio Choir and the Berlin Philharmonic Orchestra under the baton of Sir Simon Rattle OM, in a performance of Bach's *St Matthew Passion* at the BBC Proms. Shortly afterwards they sang with The Script on the ITV *Pride of Britain* awards, which was screened to an audience of five million viewers.

The choir has toured extensively with tours to Paris (2006), the North West of England (2008), Germany (2009), The Netherlands (2010), Scotland (2011), Hong Kong and Beijing (2012), and a second tour to The Netherlands (2015).

Wells Cathedral Choir sings under the direction of **Matthew Owens** who has been Organist and Master of the Choristers since January 2005, having previously been Organist and Master of the Music at St Mary's Episcopal Cathedral, Edinburgh (1999-2004), Sub Organist of Manchester Cathedral (1996-99) and Conductor of The Exon Singers (1996-2011). He is also Conductor of the Wells Cathedral Oratorio Society, and served as President of the Cathedral Organists' Association (2010-13).

Matthew studied at Chetham's School of Music, The Queen's College, Oxford, the Royal Northern College of Music, and the Amsterdam Conservatorium. From 1994-99, he was Tutor in Organ Studies at the RNCM and Chetham's and worked for BBC Religious Broadcasting.

As a conductor he has premiered many works by leading composers from Jools Holland to Arvo Pärt, and John Rutter to Sir Peter Maxwell Davies. He is active as a composer himself, with works published by Oxford University Press, Novello, and the RSCM.

Jeremy Cole took up the post of Assistant Organist at Wells Cathedral in September 2017. He was previously Assistant Director of Music at St Martin-in-the-Fields, Trafalgar Square, and Assistant Conductor and Accompanist of the Holst Singers. He has worked with leading choirs such as Polyphony and the City of London Choir, and as a freelance organist, conductor, and piano accompanist.

Jeremy is Artistic Director of Illuminare Choir, who have championed new music.

Jeremy was Organ Scholar at Trinity College, Cambridge, and graduated with a degree in music in July 2013. He played the organ on Trinity College Choir's *Gramophone Magazine* award-winning disc of the music of Herbert Howells, and features as accompanist and organ soloist on their recently released recording of the music of Kenneth Leighton on the Hyperion label. Jeremy is a Fellow of the Royal College of Organists and has studied the organ with Colin Walsh, Stephen Farr, and David Briggs, and conducting with Stephen Layton.



Application Process

We hope you find this pack provides all the information you need in order to consider your application for this post. If, however, you have any further questions please initially contact Mrs Melanie Lawlor (tel. 01749 674483 or email musicoffice@wellscathedral.uk.net) who will redirect you to the appropriate person.

A copy of our privacy policy for job applicants can be found on our website.

Applications

The completed Application and Equal Opportunities Monitoring forms and a CV should be sent along with a covering letter describing what attracts you to this role, to: musicoffice@wellscathedral.uk.net

Candidates should also provide the names, addresses, e-mail addresses, and telephone numbers of three persons who are prepared to give written support to the application. One should be a priest, and the other two should be able to speak of the candidate's musical experience and ability.

Shortlisting

Shortlisting will take place on Tuesday 23 April. To ensure the fairness of the selection process, shortlisting will be based upon the information which you provide in your application and assumptions will not be made about your experience or skills. We will look for demonstrable evidence that you meet the criteria set out in the person specification.

All applicants will be notified of the outcome of the shortlisting process.

Interview

Auditions and interviews will take place on Friday 10 May. Further details regarding the selection process will be communicated at the time applicants are invited for interview. The appointment will be subject to satisfactory references.

Should you decide to apply for this post, we look forward to receiving your application.

Safeguarding

We are committed to the safeguarding and protection of all children, young people, and adults, and the care and nurture of children within our church communities. We will carefully select, train, and support all those with any responsibility within the Church, in line with Safer Recruitment principles. This means that we will:

- ensure that our recruitment and selection processes are inclusive, fair, consistent, and transparent
- take all reasonable steps to prevent those who might harm children or adults from taking up, in our Churches, positions of respect, responsibility, or authority where they are trusted by others
- adhere to safer recruitment legislation, guidance, and standards

Further information can be found in our Safeguarding Policy available on the diocesan website. All applicants are required to complete a Confidential Declaration Form as part of our recruitment process when an offer of employment is made. This form is strictly confidential and, except under compulsion of law, will be seen only by those involved in the recruitment/appointment process and, when appropriate, the nominated safeguarding lead or someone acting in a similar role/position. All forms will be kept securely in compliance with the General Data Protection Regulation, 2018 and your personal data will only be used for the purpose of recruitment and selection.

JOB DESCRIPTION

POST: Choral Scholar (Tenor)

KEY PURPOSE OF POST:

The principal duties of a Choral Scholar are to take your part in the services and concerts detailed under MAIN DUTIES AND RESPONSIBILITIES, below, which include all necessary rehearsals. The duties may be varied from time to time after consultation by the Chapter and the Choral Scholar.

LOCATION: Wells Cathedral

REPORTING TO: The Organist and Master of the Choristers

HOURS OF WORK: An average of 13.4 hours a week during choir term time. One day a week will be completely free of Cathedral duties.

MAIN DUTIES AND RESPONSIBILITIES:

1. Choral Scholars sing, under the direction of the Organists and under the supervision of the Precentor, in the following services: Evensong on four weekdays, Saturday, and Sung Eucharist, Matins, and Evensong on Sundays (including one Evensong service per term at a Church within the Diocese). Also the Advent Carol Service, Sung Eucharist at Christmas Eve Midnight and Sung Eucharist on Christmas Day and Matins, Sung Eucharist on St Andrew's Day, Ascension Day, the Three Choirs Festival, the Dedication Festival, the Cathedral Carol Service, the Christmas Candlelight Concerts, Ordination services, Evensong on Monday, Tuesday and Wednesday of Holy Week, Evening Eucharist on Maundy Thursday and Good Friday services – Matins at 10.00am and the final hour of 3 hour devotion, normally 2.00 – 3.00pm – and the Easter Vigil on Holy Saturday, a recording of Sunday Half Hour for BBC Radio 2, and not more than six other services during the year, of which one is the Diocesan Choral Festival. Attendance is also required at all rehearsals prescribed for these services.
2. The Tenor and Bass choral scholars also sing in the Wells Cathedral Oratorio Society's rehearsals and concerts, for which extra fees are payable.
3. Choral Scholars are required to chaperone one chorister rehearsal per week, and will also be required for administrative duties in the Music Office (averaging not more than one hour per week during term time).
4. For a minimum of one term, you will assist the Mistress of the Robes, by taking responsibility for the management and tidy order of the Vicars Choral and Choral Scholar Vestments.

GENERAL RESPONSIBILITIES:

1. Attend and participate in training courses as directed, including safeguarding.
2. Uphold the Cathedral's values.
3. Adhere to Wells Cathedral's policies and procedures, treating any safeguarding issues with the highest priority.

PERSON SPECIFICATION

Key Criteria	Essential	Desirable
Qualifications and Experience	<ul style="list-style-type: none"> • Demonstrate a good level of ability and experience as a choral singer • Good ability in sight-reading • Capable of singing three Sunday choral services and weekday Evensongs on a regular basis 	<ul style="list-style-type: none"> • Education to degree standard
Skills and Abilities	<ul style="list-style-type: none"> • Good organisational and interpersonal skills • Excellent team working skills, with the ability to work collaboratively • A musician who is keen to improve and learn, and to experience different styles of choral music 	
Work-related personal qualities	<ul style="list-style-type: none"> • Punctual, reliable, with a positive outlook, and integrity • A person who is stimulated by the high expectations of those around them • Flexibility in response to changing circumstances and a positive approach to innovation • The ability to work well within a team • Takes responsibility for own personal development 	<ul style="list-style-type: none"> • A communicant member of the Church of England

MAIN TERMS AND CONDITIONS

Hours of Work	Throughout the duration of this appointment, you will normally be required to work an average of 13.4 hours a week during choir term time. This includes the normal term pattern of Wells Cathedral School (usually 34 weeks) and an additional 2 weeks to cover the period up to and including Christmas Day, and Palm Sunday to Easter Day.												
Salary	<p>Salary of £4,968.90 per annum</p> <p>This includes payment for holiday and is apportioned equally over 11 months payable by monthly instalments in arrears on the 24th day of each month. Further fees for participation (as required) in recordings, broadcasts, concerts, extra services, and other selected events are also payable.</p> <p>There may be additional opportunities for work within other departments the Cathedral in agreement with your line manager.</p>												
Term	The role of Choral Scholar is offered as a fixed term contract as part of a paid internship. The term of employment will be from 1 September 2019 until 12 July 2020.												
Accommodation	<p>A shared house in Vicars' Close, Wells, will be provided in which the postholder is required to reside during term-time in order to perform their duties. Basic furniture is provided. Each month £131 will be deducted from salary for the payment of rent, council tax and water rates. All other bills are the responsibility of the Choral Scholars to pay directly. The Choral Scholars are required to maintain the property, including the gardens, in good order.</p> <p>A deposit of £150 is payable before the house is occupied; this will be refunded if the house is left in a satisfactory condition at the end of the internship.</p>												
Pension	<p>Option to join the defined contribution scheme. Contributions as % of salary:</p> <table><thead><tr><th>Age</th><th>Employee</th><th>Employer</th></tr></thead><tbody><tr><td><50</td><td>3%</td><td>5%</td></tr><tr><td>50-55</td><td>4%</td><td>8%</td></tr><tr><td>>55</td><td>5%</td><td>10%</td></tr></tbody></table>	Age	Employee	Employer	<50	3%	5%	50-55	4%	8%	>55	5%	10%
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Holiday	An entitlement to 5 weeks holiday plus an allowance for bank holidays per annum, pro rata, to be taken outside of working time or at such times as the Precentor may direct. Working time will include the terms of the academic year and holidays will generally although may not exclusively coincide with the holidays of the Wells Cathedral School.												
Location	The Cathedral, Wells												
Expenses	All reasonable working expenses will be met in line with Cathedral policy												
Probation	This post will be subject to a probationary period of 3 months												