

# Job Description



|                           |   |
|---------------------------|---|
| <b>Job title:</b>         | Stone Conservator & Mason   |
| <b>Department:</b>        | Works   |
| <b>Reporting to:</b>      | Superintendent of the Works   |
| <b>Salary:</b>            | Competitive   |
| <b>Employment status:</b> | Permanent; Full time (38.5 hours per week)                              |
| <b>Location:</b>          | Wells Cathedral, Masons Yard, Palace Green, Wells,<br>Somerset. BA5 2PB |

## **Purpose of the role:**

This role is unique; it requires a deep understanding of the historical preservation principles alongside the technical proficiency to execute structural masonry and intricate decorative carving. You will be responsible for the 'life-cycle' of stone on our projects — from initial condition survey and cleaning to the carving of replacement finials and the setting of structural blocks.

## **Main duties and responsibilities:**

### Conservation & Preservation

- Conducting site surveys and documenting stone decay or structural failure
- Performing specialised cleaning
- Executing precision repairs using lime-based mortars and pinning techniques

### Stonemasonry

- Banker masonry: squaring, dressing, and molding stone from primary blocks
- On-site fixing: setting stone to precise levels using traditional lime mortars
- Identifying and sourcing matching stone types for historical replacement

### Artistic Carving

- Replicating eroded architectural details (crochets, moldings and lettering)
- Working from architectural drawings or 3D scans to restore lost historical features

## General

- Carrying out works to ensure compliance with relevant legislation in accordance with the historic status and continued use of the buildings; all as instructed by the Superintendent of the Works
- Contributing trade knowledge and experience to the Yard team
- Executing and reporting completion of works in a cost-effective fashion and on any outstanding works still required as requested
- Being responsible for the Yard facilities, tools and equipment, and any areas within which works are being undertaken. This will include ensuring locking up and setting alarms is undertaken as applicable.
- Communicating with team members and liaising with employees, residents, and other stakeholders, as required to execute duties, maintaining good working relations, and promoting the professionalism of the Yard team
- Complying with the Cathedral Health and Safety Policy and paying due care and attention to your own and others' safety, reporting all incidents, near misses, and unsafe occurrences to the Superintendent of the Works
- Undertaking any other duties as required by the Superintendent of the Works or Yard Team as appropriate to the post holder's position and competence

# About Us

## **The City of Wells**

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 St Andrew. Its picturesque surroundings include a charming market square and High Street, the Bishop's Palace, and the magnificent Vicars' Close, Europe's oldest continuously inhabited street.

## **The Cathedral**

Wells Cathedral is one of England's most beautiful and significant Cathedrals, which has been inspiring pilgrims for nearly 850 years. It is the seat of the Bishop of Bath and Wells and the Mother Church of the Diocese of Bath and Wells and plays an important role in the cultural identity of Somerset. The Cathedral represents the area's spiritual and cultural heritage and is for many a symbol of local pride, and a place that connects the present-day community to centuries of history and Christian tradition. Wells Cathedral has deservedly gained an enviable reputation for its lovingly maintained Gothic architecture, its world-class music, and its warm welcome to some 300,000 visitors each year, as well as around 150,000 people who come to the Cathedral for services, concerts, and events.

Underpinning the life, worship, and ministry of the Cathedral is a diverse organisation which oversees a diverse tapestry of activity. The Cathedral is also a regular host to a number of external organisations who provide concerts, events, and private and public gatherings, furthering our links with the community. Following the implementation of the Cathedrals Measure 2021, Wells Cathedral is registered as a Charity and is now dually regulated by the Charity Commission and the Church Commissioners. The Chapter is the governing body of the Cathedral, and the Chapter members are Trustees of the Charity.

Further details of the Cathedral's life may be found on the Cathedral's website:

[www.wellscathedral.org.uk](http://www.wellscathedral.org.uk)

## **The Works Department**

As well as maintaining the Fabric of the Gothic cathedral building, the Chapter has responsibility for an Estate, including Vicars' Close, the Deanery, and the modern houses currently occupied by Canons. The majority of the work on the Fabric of the Cathedral and the Estate is undertaken by an in-house Works Department ('Yard') maintenance team under the leadership of the Superintendent of the Works.

# Person Specification

## Essential

- Extensive experience in heritage masonry
- NVQ Level 3 in stonemasonry (or an equivalent qualification) or a degree in conservation or equivalent experience
- Technical proficiency with tools, hand chisels and lime wash
- Understanding of SPAB/Historic England standards or equivalent regional standards
- Physical ability to work at heights (scaffolding) and lift heavy materials safely
- Understanding of current Health and Safety legislation and responsibilities
- Ability to efficiently and effectively work following instruction and within an established team
- Ability to problem solve should a situation require it
- Ability to know when to report problems to the Superintendent of the Works
- Able to work autonomously without direct supervision or as part of a team
- Able to plan and organise own work to set deadlines
- Able to work co-operatively with colleagues of different disciplines
- Good oral communication skills and a polite demeanour
- Demonstrating commitment to safeguarding and promoting the welfare of children, young people, and vulnerable adults
- Someone with a steady hand and an eye for fine detail
- Someone not afraid to ask for help
- The ideal candidate is someone who respects the 'honesty' of a repair – knowing when to preserve original fabric and when a stone has reached the end of its structural life.

## Desirable

- Willingness to undertake training as part of continuing development
- Able to work in sympathy with the aims and ethos of the Church of England

# Main Terms & Conditions

| <b>Employment status:</b> | Permanent   |          |          |          |     |    |    |       |    |    |     |    |     |
|---------------------------|---|----------|----------|----------|-----|----|----|-------|----|----|-----|----|-----|
| <b>Location:</b>          | Wells Cathedral, Masons Yard, Palace Green, Wells,<br>Somerset. BA5 2PB   |          |          |          |     |    |    |       |    |    |     |    |     |
| <b>Hours of work:</b>     | Full time, 38.5 working hours per week. Core Yard hours are 8am–4.45pm (Monday to Thursday) and 8am–4.30pm (Friday), with a one-hour unpaid lunch break each day.   |          |          |          |     |    |    |       |    |    |     |    |     |
| <b>Remuneration:</b>      | Competitive   |          |          |          |     |    |    |       |    |    |     |    |     |
| <b>Discount:</b>          | A discount of 10% is available from the Cathedral Shop and The Loft Café.   |          |          |          |     |    |    |       |    |    |     |    |     |
| <b>Parking:</b>           | Limited parking is available in the Cathedral car park. Cars are parked at the risk of the owner.   |          |          |          |     |    |    |       |    |    |     |    |     |
| <b>Pension:</b>           | Defined Contribution Scheme. Contributions as % of salary:<br><table><thead><tr><th>Age</th><th>Employee</th><th>Employer</th></tr></thead><tbody><tr><td>&lt;50</td><td>3%</td><td>5%</td></tr><tr><td>50–55</td><td>4%</td><td>8%</td></tr><tr><td>&gt;55</td><td>5%</td><td>10%</td></tr></tbody></table>  | Age      | Employee | Employer | <50 | 3% | 5% | 50–55 | 4% | 8% | >55 | 5% | 10% |
| Age                       | Employee  | Employer |          |          |     |    |    |       |    |    |     |    |     |
| <50                       | 3%  | 5%       |          |          |     |    |    |       |    |    |     |    |     |
| 50–55                     | 4%  | 8%       |          |          |     |    |    |       |    |    |     |    |     |
| >55                       | 5%  | 10%      |          |          |     |    |    |       |    |    |     |    |     |
| <b>Expenses:</b>          | All reasonable working expenses will be met in line with Cathedral policy.  |          |          |          |     |    |    |       |    |    |     |    |     |
| <b>Holiday:</b>           | 6.8 weeks per annum inclusive of bank holidays. The holiday year runs from 1 January to 31 December. Annual leave is authorised by the Superintendent of the Works.   |          |          |          |     |    |    |       |    |    |     |    |     |
| <b>Probation:</b>         | This post will be subject to a probationary period of 6 months.<br><br>The post-holder will, during their probationary period, be required to satisfactorily complete learning in Health & Safety and in Safeguarding as deemed by the Cathedral to be relevant and appropriate to this post. The appointment is subject to the satisfactory completion of all pre-employment checks, including a basic Disclosure and Barring Service check. |          |          |          |     |    |    |       |    |    |     |    |     |

# How to Apply

## **Applications:**

Closing date: **Monday 16 March 2026, 9am**

A completed [Application Form](#) and [Equal Opportunities Monitoring Form](#) should be returned to the Human Resources Department by email to: [recruitment@wellscathedral.org.uk](mailto:recruitment@wellscathedral.org.uk)

## **Shortlisting:**

Shortlisting date: **Tuesday 17 March 2026**

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. Information provided on the application form will be viewed by HR, the recruiting manager, and interview panel. All applicants will be notified of the outcome of the shortlisting process.

## **Selection process:**

Interview date: **Wednesday 25 March 2026**

The appointment will be subject to the satisfactory completion of pre-employment checks, including references and a satisfactory basic DBS check.

## **Further information:**

We hope you find this pack provides all the information you need in order to consider your application for this post.

If you have any questions, or would like an informal conversation about the post, please contact the Human Resources department by email to [recruitment@wellscathedral.org.uk](mailto:recruitment@wellscathedral.org.uk).

The anticipated start date will be in April 2026.

# Safeguarding

We are committed to the safeguarding and protection of all children, young people, and adults, and the care and nurture of children within 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 positions of respect, responsibility, or authority where they are trusted by others; and
- Adhere to safer recruitment legislation, guidance, and standards.

Further information can be found in our Safeguarding Policy available on the Cathedral website at [www.wellscathedral.org.uk/safeguarding](http://www.wellscathedral.org.uk/safeguarding)

The successful candidate will be 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. All forms will be kept securely in compliance with the UK General Data Protection Regulation and the Data Protection Act 2018.