



Vacancy Detail

Overview, Role Detail and Person Specification

Sydney Nicholson Organ Scholar

Twelve-month fixed-term position

16 hours per week at £9.90 per hour (£8,236 per annum)



This post will be offered subject to receiving satisfactory references, providing evidence of the right to remain and work in the United Kingdom, and an enhanced criminal record check with the Disclosure and Barring Service (DBS). Manchester Cathedral is proud to be an accredited Living Wage Employer.

Overview

Preamble

The Collegiate Church of Manchester was first founded in 1421 by Charter and Royal Licence from King Henry V. The College was dissolved by Act of Parliament in the reign of King Edward VI and was in the year 1553 re-founded by Queen Mary; it was again dissolved in the reign of Queen Elizabeth who thereupon granted it another Charter. The existing Charter was granted by King Charles I with the object of continuing and restoring the old College and founding it anew and by that Charter the College, consisting of a Warden and four Fellows, all being priests, was incorporated by the name of the " Warden and Fellows of the College of Christ in Manchester founded by King Charles " with perpetual succession. The Charter also provides that there shall be "forever in the said College two Chaplains or Vicars, being Clerks, and four men, being either Clerks or laymen, and four boys skilled in music, to perform daily prayers and Divine service in the Chapel of the College."

The Ecclesiastical Commissioners Act 1840 enacted that the Warden and the Fellows should be styled respectively the Dean and the Canons.

By Order in Council dated the 10th day of August, 1847, it was ordered that the Collegiate Church of Manchester should be constituted and become and should forever thereafter be a Cathedral Church and the seat of a Bishop and should be invested with all the honours, dignities and privileges of a Cathedral Church or Episcopal seat and that the Dean and Canons of the said Cathedral Church should be the Dean and Chapter thereof.

The Dean and Residentiary Canons are seized of the Rectory of the ancient Parish of Manchester, and the Dean, as well as being Chairman of the Chapter, is the Rector of the Residuary Parish of Manchester. As such, the Dean still acts as Chairman of the meeting of parishioners and Annual Church Parochial Meeting which have continued to be held according to ancient usage for the Residuary Parish of Manchester, at which Church Wardens continue to be elected annually and at which all other things necessary to be done at a meeting of parishioners and Annual Parochial Church Meeting continue to be done.

The finances of the Cathedral Church are governed by the Parish of Manchester Division Act 1850 and the Parish of Manchester Revenues Measure 1933 and other legislation.

A new Constitution and Statutes were drawn up by a Transitional Council established in accordance with the Cathedrals Measure 1999 and came into effect at Pentecost, 2002. New measures to strengthen governance and operational frameworks for England's cathedrals received their final approval by General Synod in November 2020; the new Measure has since been referred to Parliament and received Royal Assent in April 2021.

Vision

Led by the Holy Spirit we seek to:

- **be a sign** of the presence of God in the world as sacred space for worship, prayer, hospitality and sanctuary;
- **witness** to the inclusive gospel of Jesus Christ in word and deed;
- **encourage** and support Christian pilgrimage, spiritual formation and Christian education;
- **be a place of excellence** in supporting the ministry of the bishop, the diocese and its parishes, together with other churches in the city;
- **celebrate our diversity** as a city and diocese; engage prophetically for justice, peace and reconciliation in God's world;
- **engage in critical theological reflection and action** in collaboration with other agencies and especially with the universities;
- **preserve and develop** our heritage;
- **celebrate human flourishing** through music and the arts.

Background

The Cathedral is a praying community, founded as a Collegiate Church in 1421 and established as a Cathedra in 1847. Our spiritual life is sustained by the Daily Office and the celebration of the Holy Eucharist, and stands within the broad tradition within Anglicanism. Theologically we sit within the broad liberal tradition within the Church of England whilst at the same time being open to other traditions within the Church.

It is the seat of the Bishop of Manchester and plays its part in promoting the life and mission of the Diocese of Manchester, whose mother church it is. The Dean and Chapter ensure that the Cathedral plays its part in praying for and supporting the ministry of the bishop. The Cathedral Chapter aspires to excellence in liturgy and music, and asks visiting choirs and others responsible for planning or leading worship or other events here to share our aspiration. We are proud of our world class musicians and choir. Our choristers are recruited from the world renowned Chetham's School of Music next door to the Cathedral and form our statutory choir.

The Cathedral Chapter believes that the Gospel of Jesus Christ commits us to just and loving relationships and to offering generous hospitality irrespective of age, gender, sexual orientation, race, disability, religious conviction or social status. To this we seek to live as an inclusive community of faith seeking to offer generous hospitality to all people. We are committed to developing the Cathedral as a place of hospitality for Christians of all traditions, people of all faiths or none, and for our civic life.

The clergy team comprises the Dean and three Residentiary Canons (a Canon Missioner, Canon Precentor and the Archdeacon). There is also a retired Cathedral Chaplain who helps to lead worship and provide priestly ministry to the community; there are also a group of Honorary Day Chaplains, mostly retired, who assist with pastoral care in the Cathedral during the daytime.

The Chapter recognises that at the heart of the life of the Cathedral are the Eucharist and the Opus Dei. We are committed to modern, inclusive, imaginative and accessible worship; as cathedral for the Diocese, the worship offered on diocesan occasions seeks to be non-partisan, excellent and engaging.

Music is central to the worshipping life of Manchester Cathedral and is fully supported by the Cathedral Chapter, which encourages the highest possible standards and creative imaginations in the musicians it employs. The Cathedral Choir consists of a mixed top line of boys and girls who attend the internationally renowned Chetham's School of Music, next to the Cathedral, from the age of eight until thirteen. At that point, many re-enter the school as instrumentalists and remain until they complete their secondary education. This affords them an unparalleled musical education in a city renowned for its musical prowess. The Lay-Clerks are all professional singers in and around Manchester. The Choir is directed by the Organist & Master of the Choristers, Christopher Stokes. The Cathedral Voluntary Choir, on the other hand, is a mixed adult choir that rehearses on Friday evenings ready for the Sunday evensong. It also participates in a number of extra services and events in the Cathedral and throughout the diocese and is directed by the Sub-Organist.

The Cathedral Chapter offers two organ scholarships at the Cathedral – the Sydney Nicholson Organ Scholarship and the Junior Organ Scholarship. The Sydney Nicholson Organ Scholarship is an ideal opportunity for a gap-year, or post-graduate, student to experience all aspects of Manchester Cathedral's music. The scholarship was renamed in 1995 to commemorate Sir Sydney Nicholson (1875-1947), who was Organist & Master of the Choristers of Manchester Cathedral from 1908-1918, before being appointed Organist of Westminster Abbey. In 1927 he founded the School of English Church Music, later the Royal School of Church. Sir Sydney did much to encourage the young and promote good standards in church music and it is fitting that we should remember his achievements in this way. The scholarship is open to anyone who is over the age of eighteen and not in secondary education. The holder of the scholarship is the senior organ scholar within the Cathedral and is appointed from the beginning of September to the end of August each year. The Sydney Nicholson Organ Scholar is an important member of the music department and provides plenty of opportunities to accompany choral services, direct the choir(s) at some services, play a part in the training of the Probationer Choristers and also to gain some administrative experience. The Sydney Nicholson Organ Scholar also acts as the Music Librarian. Each year an organ student from Chetham's School of Music is also offered the role of Junior Organ Scholar at Manchester Cathedral. This provides valuable performing experience at an early stage.

Development Project

The Manchester Cathedral Development Project, launched in 2010 by the Bishop of Manchester, supports the mission of the Cathedral by the sustainable repair and renewal of its fabric and facilities for the 21st century. Almost £12 million was raised in the succeeding decade. A second phase of the project has been designed and tested over the past five years. The priorities of the second phase are as follows:

- To realise the West End development, including improved visibility for the Cathedral, level access at the West Door, and toilet provision, making connections with Cathedral Square and the Glade of Light memorial garden, in collaboration with Manchester City Council;
- The opening of the Tower for tours, as a new source of income, digitally and in person;
- The relocation of the Sacristy to the Champneys south east wing;
- The creation of improved facilities for learning and heritage interpretation;
- The provision of income-generating commercial accommodation, based on the Bishop Wickham Library and related infrastructure, and on the events marquee; and,
- The improvement of working conditions for staff and volunteers of the Cathedral.

The output from the project will benefit the entire community, including worshipping congregations and visitors, those in need or distress, and those involved in music, learning and heritage interpretation.

Role Purpose

The Sydney Nicholson Organ Scholar will often accompany choral services, occasionally direct choirs at services, play a part in the training of the Probationer Choristers and the Junior Organ Scholar, assist in the department's administration and also act as the Music Librarian. They are tasked with playing the organ to the highest standards, whether in accompaniment or in practice, and should endeavour to enhance their organ repertoire to a standard suitable for Cathedral services and concerts.

The successful candidate will be able to demonstrate exemplary team working skills and have the capacity to work flexibly and effectively. They will be expected to demonstrate strong organisational and interpersonal skills, well-developed personal management skills; they will be creative, energetic, open and collaborative to help ensure that the Music Department can be a place where those seeking to learn more about the musical traditions of our Cathedral can be assisted in their search.

Responsibilities

The Sydney Nicholson Organ Scholar is appointed from the beginning of September to the end of August each year, will work approximately 16 hours per week and is required to:

- Play for, or conduct, the Friday evening Voluntary Choir rehearsals that run from approximately 6.30pm to 8pm (the Voluntary Choir is mixed and has about 30 members);
- Play for some evensongs on Sunday at which the Voluntary Choir sings (4pm for a 5.30pm service);
- Accompany either the Voluntary Choir or the Cathedral Choir for occasional Diocesan and special services;
- Accompany (or conduct) the Voluntary Choir in concerts in the Cathedral and on occasions when it sings out of the Cathedral (during the August Bank Holiday weekend, the Voluntary Choir sings services at another UK cathedral – the senior organ scholar is expected to accompany the choir on such visits);
- Play for weekday evensong at 5.30pm when the Organist or Sub-Organist is away (the rehearsal for this is normally at 4.50pm);
- Act as console assistant on a regular basis;

- Play for occasional special services, which are generally simple in style and afford a good opportunity to play current repertoire before and after the service;
- Share the playing of the Sunday services (congregational-style worship with John Merbecke’s setting) with the Junior Organ Scholar during the periods when the Cathedral Choir is not in residence unless a visiting choir has been arranged and who bring their own organist (which include the Sunday after Christmas, Low Sunday and the months of July and August);
- Agree holidays and absences with the Organist & Master of the Choristers in advance of taking them;
- Act as librarian, in conjunction with the Worship & Music Administrator, for both the Cathedral Choir and the Voluntary Choir;
- To participate in a planned programme of professional development in order to maintain growth in professional skills and knowledge;
- To ensure that Manchester Cathedral remains a safe and secure environment whereby children, young people and those who may be vulnerable for any reason are able to visit, worship and pursue their faith journey in accordance with ‘Safeguarding Children and Adults at Risk Manchester Diocese Handbook of Policy and Procedures’ at all times;
- To bring to the attention of the Cathedral Administrator any matters relating to the health and safety of staff, clergy, volunteers and visitors;
- To engage with the Cathedral’s commitment to deliver value for money services that optimise the use of resources by maintaining a cost conscious approach when undertaking all duties and aspects of the role.

This role detail is a guide to the work you will initially be required to undertake. It may be changed from time to time to meet changing circumstances and you may be asked to perform other duties appropriate to the role as may be required by the Dean. It does not form part of your Contract of Employment.

Person Specification

Qualifications

	The successful candidate should have:	Essential/ Desirable	Tested by* A, I, P, T
1	A music qualification;	Essential	A
2	A demonstrable commitment to continuing professional development.	Essential	A

Background & Experience

	The successful candidate should have:	Essential/ Desirable	Tested by* A, I, P, T
3	Previous experience of accompanying or conducting services;	Desirable	A, I
4	A commitment to the musical traditions of prayer and worship that underpin cathedral life;	Essential	A, I
6	A proven track record of working effectively within a team and on own initiative.	Essential	A, I

Knowledge

	The successful candidate should have demonstrable knowledge of:	Essential/ Desirable	Tested by* A, I, P, T
7	The current trends in cathedral organ and choral music provision;	Desirable	A, I
9	Microsoft Office (particularly Word, Excel, and Publisher) and be fully IT literate.	Essential	A, I

Skills & Competencies

	The successful candidate should demonstrate:	Essential/ Desirable	Tested by* A, I, P, T
10	Excellent organ playing skills both in repertoire and accompaniment;	Essential	A, I, T
11	A proven ability in recent choral work with both children and adults;	Essential	A, I, T
12	Excellent interpersonal skills;	Essential	A, I
13	Self-motivation and be unafraid of being accountable;	Essential	A, I
14	The ability to work collaboratively in a team of clergy & laity for a shared purpose;	Essential	A, I
15	The ability to work flexibly in a highly complex and busy Cathedral.	Essential	A, I

A = Application form, I = Interview, P = Presentation, T = Test/Audition

Terms and Conditions

- Prospective scholars will be auditioned by the Organist and Sub-Organist. An interview with the Organist and Canon Precentor will then follow (dates to be confirmed).
- Whenever possible, ample notice of statutory and special services, in addition to the regular Friday/Sunday evening commitment, will be given.
- In the case of the Senior Organ Scholar being unable to fulfil any extra duty owing to less than reasonable notice of requirement, the Music Department will be responsible for booking a deputy. If however, the Senior Organ Scholar, having agreed to undertake a Cathedral duty, is unable to fulfil that commitment, (illness excepting), any deputy fee will be extracted from the scholarship.
- For the scholarship to work successfully there is an overriding need for both flexibility and good communication. If the post-holder is a student at either Manchester University or the RNCM it is essential, for the smooth running of the Cathedral music programme and the fulfilling of educational course demands that the Organ Scholar plays his/her part in keeping channels of communication open regarding work load and flags up commitments well in advance.
- The duties of the Sydney Nicholson Organ Scholar will involve substantial, unsupervised contact with children, young people and/or vulnerable adults. As such, applicants will be required to complete a self-declaration form as part of the application process. The successful candidate will be required to undertake an enhanced criminal records check before the scholarship can be confirmed; as such, they will be asked to apply for an Enhanced Disclosure through the Disclosure and Barring Service (DBS) (England & Wales) and be required to uphold and conform to the requirements of the Cathedral's safeguarding policy and procedures.
- To ensure that Manchester Cathedral remains a safe and secure environment whereby children, young people and those who may be vulnerable for any reason are able to visit, worship and pursue their faith journey, the appointee will be expected to undertake all mandatory diocesan safeguarding training.
- The post will be for one year but with the possibility of being extended for an additional year.

- This role does not qualify for auto enrolment into our pension scheme but you do have the right to join our pension scheme (and remain a member of during the continuance of your employment).
- Free car parking is available to staff at a designated city centre car park (this is non-contractual and subject to review).
- This post will be offered subject to receiving satisfactory references, providing evidence of the right to remain and work in the United Kingdom (and the enhanced criminal record check with the DBS as mentioned above).
- Mandatory training on GDPR, health and safety, and security will be provided.
- Manchester Cathedral is committed to respecting your privacy and protecting your personal information. We will only use the personal information you provide during the application process to assess your suitability to work with us. You can review our Privacy Notice for Applicants online from the outset of the application process, which clearly outlines how your personal data is used and your legal rights regarding its use.

Organisational Chart

