

We are



WINCHESTER
CATHEDRAL

hiring

Lay Clerks

Be part of the story

Welcome to Winchester Cathedral! This is truly a great and glorious place, inspiring awe and wonder. Winchester Cathedral contains a unique heritage of the life of the English nation and its stones tell stories of Kings and Queens, statesmen and politicians. But here too you can also find the loving labour and imprint of monks and pilgrims, writers and artists and working men and women. Be part of the story which spans over 1,000 years.

About the role

An exciting opportunity has become available for 5 permanent Lay Clerks to join us at the Cathedral, working an average of 16 hours per week on an approximate annualised salary of £19,097 per annum. This will be made up of 2 Altos, 2 Tenors and 1 Bass Lay Clerk.

Working within the Liturgy and Music Department and reporting into the Director of Music, the post holders will play an important role in the Choral Foundation, providing the music for the statutory Cathedral services.



About Winchester Cathedral

Winchester Cathedral is called to renew, inspire and unite people in faith, hope and love. We live by our values of openness, excellence and kindness in all that we do.

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We also have opportunities for Deputy Lay Clerks for all three voice parts, so please get in contact if you wish to apply for these positions alternatively.

About what you will be doing

The Foundation also includes 22 boy choristers who attend The Pilgrims' School, which is situated within the Close, 20 Girl choristers aged between 11 and 18 who are drawn from local schools, and approximately 12 Lay Clerks. Between them, they normally sing eight services a week some of which are streamed so that our congregation across the world can access or watch the services in their own time.

Principal Duties:

Services:

The Cathedral Lay Clerks are full members of the Cathedral Choir, and their normal weekly pattern of statutory choral services is as follows:

Sunday

- 9.15 am Rehearsal (10.30 when there is only one sung service in the morning)
- 9.45 am Mattins*
- 11.00 am Eucharist* (on some Sundays, there is only one sung service in the morning)

- 3.00 pm Rehearsal
- 3.30 pm Evensong

Monday, Tuesday, Thursday

- 5.00 pm Rehearsal
- 5.30 pm Evensong (*Tuesday: Lay Clerks only)

Friday

- 5.00 pm Rehearsal
- 5.30 pm Evensong
- 6.15 pm Rehearsal until 7.00pm

Saturday

- 4.45 pm Rehearsal
- 5.30 pm Evensong

On Wednesdays, the choir is not normally expected to attend. Ash Wednesday, when it falls during term time, is an exception and Lay Clerks are expected to work.

Additional Duties:

- Additional rehearsals may be expected from time to time as advised by the Director of Music. On these occasions, as much notice as possible will be given.
- In addition to the above weekly duties, attend additional Cathedral services and events as arranged by Chapter. Typically, these would include but is not limited to the Liturgy of Holy Week, the Friends Festival, Carol Services at Advent and Christmas and some Feast days of the Church.
- Once or twice a year, fundraising concerts may also be included as a statutory attendance at the discretion of the Director of Music.
- Additional duties include attendance at staff meetings, termly Lay Clerk meetings, training and other music development opportunities, for which an allowance of hours is made.
- Winchester Cathedral takes part in the Southern Cathedrals Festival and there is an expectation for Lay Clerks to be involved in this for an additional fee.
- There are opportunities to earn fees for concerts (including the Southern Cathedrals Festival), broadcasts, weddings and memorial services

About your experience

We aspire to share our empathy for the vision, mission and values of the Cathedral with all of our employees and volunteers; showing commitment towards Safeguarding which is a requirement for all of our roles. In addition to this we are passionate about promoting a positive culture of equality, diversity and inclusion in which staff and volunteers can reach their full potential.

The ideal candidates will possess the following qualifications, experience, knowledge and skills:

- Essential – An excellent singer of professional standard and vocal qualities that work well in both ensemble and solo situations.
- Essential – Demonstrable core skills in solo singing, singing at sight and preparing music
- Essential – Experience singing in similar (Cathedral or college) choirs
- Essential - Familiarity with and knowledge of standard cathedral repertoire.
- Essential - The ability to work interpedently as part of a team and under pressure
- Essential - Capacity and desire to learn, develop and progress
- Essential - Good communication and interpersonal skills
- Essential - Commitment towards Safeguarding, Equality, Diversity and Inclusion
- Essential – Empathy for the Cathedral’s mission and values of Openness, Excellence and Kindness
- Desirable - Additional musical/instrumental expertise or performance
- Desirable – Higher Education in Music or related field
- Desirable – Sympathetic to the mission and ministry of Winchester Cathedral

About the process

The care and protection of children, young people and adults involved in Cathedral activities is the responsibility of everyone who participates in the life of the Cathedral Community.

All shortlisted candidates will be required to complete an application form and a Confidential Declaration form prior to interview. Successful candidates will be subject to pre-employment checks, including two satisfactory references, a DBS check where appropriate and Basic and Foundations Safeguarding training relevant to the role.

The closing date for this role is Friday 24th January. Stage 1 of the interviews will be held on Friday 7th February. This will consist of a Vocal audition followed by a competency-based interview for successful candidates. Stage 2 of the interviews will be held on a Tuesday afternoon, the date of which is to be confirmed, where the final group will sing together with the Lay Clerks at Evensong.

To apply, please send your CV and a brief supporting letter outlining your reasons for applying and highlighting any relevant skills or experience to Recruitment@winchester-cathedral.org.uk.

If you have any questions regarding this role, please contact Andrew Lucas – Interim Director of Music: Andrew.Lucas@winchester-cathedral.org.uk.

We are regrettably unable to accept applications from candidates who do not have the right to work in the UK or require sponsorship to work in the UK.

Please follow us on LinkedIn and visit our website to for further details and to view the benefits of working at the Cathedral.

Please let us know if you have any accessibility requirements at any stage of our application and recruitment process.



“Being a Virger, you get a window into the inner workings of Cathedral life. Along with opening and closing the Cathedral with massive cast iron keys, we might also build a stage for a concert, handle historical vestments, rescue Peregrine chicks or work on the mixing desk to ‘produce’ our worship for an online congregation. Whilst it is partly the variety that makes the job so enjoyable, it is the people I work with (staff and volunteers) that make it special.”

Dickon Kelly, Deputy Head Virger