



Truro Cathedral

sacred space, common ground

Canon for Worship and Welcome



Our Vision, Ambition and Values

Vision

Our vision for Truro Cathedral is to create **Sacred Space** in which the holiness of God is encountered in an open and inclusive way and **Common Ground** where issues shared by the whole of humanity can be explored.

Ambition

Inspired by the Gospel of Jesus Christ, we work to build a welcoming, inclusive and engaging environment that, through the delivery of a diverse and inspiring programme of worship, events, educational activities and community outreach, fulfils and spiritually enriches all who experience Truro Cathedral.

Values

Love & Unity

We care for one another with compassion and kindness and our work is embedded in a spirit of love and cooperation as we come together to succeed in our mission for the cathedral.

Dignity & Respect

We respect others and value diversity, embracing our similarities and differences with gentleness, self-control and a willingness to learn. We welcome expressions of spirituality, respecting and valuing those with different faiths or no faith.

Accountability & Integrity

We act with honesty, openness and integrity in everything we do. We use the resources entrusted to us wisely and effectively with transparency and accountability. We demand high standards of professionalism from ourselves every day, always striving to deliver excellence in our work.

Creativity & Courage

We are bold and challenge ourselves and others to question the norm. We explore new options and take intelligent risks, confident that we do so in a supportive environment. Committed to continual development, we embrace change and nurture personal growth.



Introduction from The Bishop of Truro

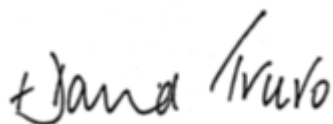
Truro Cathedral occupies a unique place in the life of Cornwall. As the mother church of the Diocese, it is a place of prayer and pilgrimage, worship and welcome, civic celebration and personal encounter with God. At the heart of our only city, it serves thousands of people each year, including worshippers, visitors, schools, community groups and those seeking reflection, hope and belonging.

The Cathedral is entering an important new chapter. Following a significant period of reflection and change, substantial progress has been made in strengthening governance, safeguarding, culture and organisational life. Building on these foundations, we are committed to shaping a healthy, confident and sustainable future that enables the cathedral to flourish in its mission and ministry.

We are seeking an individual who will contribute to this vision and help us continue to grow as a living Christian community whose worship inspires, whose hospitality embraces, and whose witness points people towards Jesus Christ. The successful candidate will join a dedicated team of clergy, staff and volunteers and play an important role in supporting the cathedral's ministry, serving the people of Cornwall and strengthening our partnership with the wider Diocese.

Rooted in the Anglican tradition and engaging confidently with contemporary Cornwall, Truro Cathedral seeks to combine reverence with warmth, excellence with accessibility, and a commitment to serving the common good while remaining centred on the Gospel.

This role offers an exciting opportunity to contribute to the cathedral's future as a place where people encounter God, discover community and find hope.



The Rt Revd David Williams

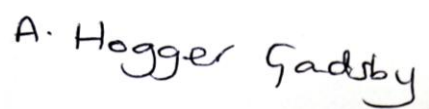


A message from the Interim Dean

Truro Cathedral is a special place, with a call to serve the local community in Truro, Cornwall, and the Church across the Diocese of Truro. We are prayerfully looking forward to the appointment of a clergy and Chapter colleague who has a passion for worship and welcome, and who recognises the significant role of music in our mission to tell others of Jesus Christ. If you are missionally minded, with an ability to develop our musical offering and the warmth of our welcome in collaboration with our wonderful staff team, we would be delighted to hear from you.

Truro Cathedral's foundation in the late 19th century gave expression to a historically keen sense of Christian and civic identity in Cornwall, where the witness of the missionary saints of the Celtic church is honoured and celebrated. The age of industry, with its great strengths in tin mining, engineering, and China clay extraction, was powerful at the time of our foundation. It has largely given way to thriving tourism, culture and heritage industries alongside technological research and innovation. The backbone of agriculture, food production and fishing continues to echo the distinctive environment of the Cornish peninsula.

Cornwall and the Isles of Scilly (and the two Devon parishes within the Diocese of Truro) are places where people live in towns, most of which are small by national standards, and villages characterised by a strong sense of local identity and by significant variations in personal and societal wealth. Today, the cathedral witnesses to the distinctiveness of community life in the southwest of England and takes its place as one of the symbols of a very distinctive culture. We hope you will consider joining us!



The Reverend Canon Ali Hogger Gadsby

Role Description

Role Title	Canon for Worship and Welcome
Line manager	The Dean
Direct reports	Director of Music and others as required

Overview and general duties

The Canon for Worship and Welcome will be a Residentiary Canon, playing a full part in the senior leadership, management and governance of the cathedral. They will play a full part in the worshipping life of the cathedral on a daily and weekly basis, preaching and leading worship regularly. They will be expected to work within the context of the whole of Truro Diocese, taking on such wider responsibilities as may be requested by the Bishop and agreed with the Dean.

The team at Truro Cathedral is not large, and close collaboration with colleagues, both ordained and lay, is vital for the effective delivery of our shared mission. Responsibility for all key areas is therefore shared with both the Dean and other colleagues, who will also share in their delivery.

Key Duties and Responsibilities

This role is classified as a Position of Trust.

This post carries primary responsibility for all duties traditionally associated with the Precentor, alongside care for our space as a welcoming place for all:

- Crafting liturgy for our regular Sunday and mid-week patterns of worship, and oversight of these services, including, with other clergy, responsibility for growing the congregations. This includes a particular emphasis on crafting and offering liturgy which represents a welcome across the breadth of Church of England worship.
- Overseeing and developing lay involvement in our services.
- Growing our creative engagement with children and young people, including cathedral choristers
- Creating opportunities for visitors to pray as part of their visit to the cathedral
- Working closely with the Bishop, Diocesan colleagues and other partners in creating liturgy for Diocesan and special services and events, actively extending a warm invitation to churches in the Diocese to take part in the worshipping life of the cathedral (perhaps, for example, by the introduction of deanery evensongs).
- Managing liturgical departments, including
 - o The Director of Music and the music department
 - o Cathedral Servers (volunteers)
 - o The team of those assisting in worship
- Service rotas, on behalf of the Dean

- Coordination, in collaboration with the clergy responsible for pastoral care, of occasional offices (baptisms, confirmations, weddings and funerals)
- Welcoming of new worshippers, and coordination of welcome materials and programmes
- Provision or coordination of seasonal groups (e.g. Advent and Lent courses)
- Working closely with the Chief Operating Officer to collaborate in leading the departments delivering our welcome.
- Such other responsibilities as may be required for the effective delivery of the cathedral's mission.
- Ensure best practice in safeguarding, particularly in relation to children and young people.

Skills and experience required

The Canon will bring with them demonstrable experience in:

- Creating and maintaining a culture of liturgical welcome.
- Designing and leading traditional and contemporary forms of worship.
- Singing the offices (the interview will include a singing test).
- Creating opportunities for prayer and development of spiritual life for visitors and the community.
- Administrative efficiency and attention to detail, including the ability to use IT as required.
- Potential for senior management, with skills in managing complex projects and delivering strategic goals on time and within budget.
- Effective and generous collaboration, with an ability to gain the trust of people across the range of the Church of England.
- Building relationships with partners, including those from a wide variety of backgrounds and beliefs.
- Management of multi-use buildings.
- Creative theological thinking to address contemporary contextual challenges.
- A lively faith and spiritual practice which informs and sustains their life and ministry.
- A fresh approach to ministry in a traditional setting, making the most of opportunities to reach out to new and diverse communities.

We are looking for someone who will be at home in and sustained by a cathedral environment, who will relish the opportunities offered by this place to reach those who would not naturally see themselves here. They will not be daunted by the many challenges of a demanding and busy contemporary cathedral, with limited resources, but will see these as part of their own development, working closely with others.

We welcome applications from those at any stage of their life or ministry. We would be especially pleased to welcome those at an earlier stage in ministry, for whom this is a calling to the creative opportunities rather than any perceived status offered by cathedral ministry. (However, please note that to be a Residentiary Canon it is legally required to



have been in orders for six years – but potential applicants may be considered who do not fulfil this criterion, as Residentiary Canon designate). We would be delighted to welcome applications from those of a Global Majority Heritage and women who are underrepresented in senior leadership in the Diocese.

We hope to interview as a priority those who would enable the cathedral to promote and encourage diversity through its senior appointments. We hope that the role will be of interest to those who may not have previously considered working in a cathedral, perhaps for reasons of age or cultural background, and who would therefore bring a distinctive contribution to our shared life.

Terms & Conditions

Role Title	Canon for Worship and Welcome
Line manager	The Dean
Stipend	£35,700
Accommodation	Accommodation provided by the cathedral is available for the office holder.
Hours	Full time
Annual Leave	252 hours
Working arrangements	Normally based at the cathedral, where desk space in a shared office will be provided, with flexibility to work from home on occasion.
Safe recruitment	The office holder will be subject to an Enhanced DBS check with Barred List Check, satisfactory references and proof of right to work in the UK. Safeguarding training to Senior Leadership level is required and will be provided.
Smoking	The cathedral operates a no-smoking policy
Health & Safety	All team members are required to follow the policies and procedures set out in the team handbook.

Equal Opportunities	Truro Cathedral operates under the principles of Equal Opportunity, insisting on and promoting equality of opportunity and access to all, regardless of age, race, colour, ethnic or national origins, gender, marital status, sexual orientation, disability or impairment, income, education, religious beliefs or cultural heritage. This applies in all we do, including our campaigns and employment practices, membership of committees, all stages of recruitment or selection processes, working practices, conditions of work, and allocation of resources.
Safeguarding	Safeguarding – Everyone Matters – Everyone’s Responsibility Truro Cathedral strives to be trauma-informed and is committed to developing safer policies, cultures and practices. Truro Cathedral’s safeguarding policy provides a framework to promote the welfare and protection of children and vulnerable adults. It is available at www.trurocathedral.org.uk or in the company documents area of BreatheHR. Training: The postholder will be expected to attend safeguarding training up to and including ‘Senior Leadership’ level. This will be arranged by the cathedral and may be required before a start date can be agreed.

Application Process

The deadline for applications is 5pm, 23rd October 2026

To apply, please complete the application form and recruitment monitoring form in full and submit to: HR@trurocathedral.org.uk

Please note that a CV will not be accepted in place of a completed application form.

If you are shortlisted, the interviews will take place in the week beginning 9th November 2026. They will be in person and will take place at:

Truro Cathedral Offices, Old Cathedral School, Cathedral Lane, Truro, TR1 2FQ.

Overnight accommodation will be provided where required.

If you would like an informal conversation regarding this role, please contact Susie Merelie, HR Administrator, to arrange a phone call, online meeting or face-to-face meeting.

HR@trurocathedral.org.uk