



# Truro Cathedral

*sacred space, common ground*

Organ Scholar 2022 - 23



# 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. We want to do this because people are at the heart of the Cathedral. We care for them, want to share our faith and values with them, want to listen and learn from them to enable mutual understanding and enrichment.

## 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.

### **Stewardship & Preservation**

We are guardians of the Cathedral and cherish its heritage and traditions. We protect, conserve and develop the beauty of the building, its history, fabric and contents. Through stewardship and education, we constantly aim to inspire successive generations to do the same.

### **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.

## About Truro Cathedral Choir

Truro Cathedral Choir has an unbroken tradition dating back to the 1880s when services took place in a wooden shed whilst John Loughborough Pearson's Gothic Revival cathedral was under construction. Today, the choir usually performs with its twelve adult professional singers, joined by either its eighteen boy choristers or its eighteen girl choristers. The twelve adult singers comprise seven Lay Vicars (permanent members of the choir) and five Choral Scholars (pre- or post-university students from all over the country and further afield). The boy choristers, aged 8 to 13, are educated at Truro School and its Preparatory department, and the girl choristers, aged 13 to 18, are educated at Truro School.

At the heart of the choir's duties are the seven sung services each week during term time, as well as special services in the periods leading up to and including Christmas and Easter. Tours have taken the choir to the Isles of Scilly, Spain, Germany, Austria, Italy and Switzerland. As well as regular appearances on Radio 3's Choral Evensong programme, the choir has given two Radio 3 Evening Concerts and has sung live on BBC1 as well as recording for BBC1, BBC2 and BBC4.

The choir records regularly for Regent Records. Recent releases have included music from the time of the First World War (including Parry's Songs of Farewell), music composed for Truro Cathedral by leading contemporary composers, and single-composer discs of music by Benjamin Britten, Louis Vierne, Maurice Duruflé, Philip Stopford, Gabriel Jackson and Dobrinka Tabakova. The choir's first DVD was released in 2015. The choir regularly webcasts services and has a large following for these on Soundcloud.

A substantial body of new music has been written specially for Truro Cathedral Choir in the past few years by, among others, David Bednall, David Briggs, Graham Fitkin, Howard Goodall, James MacMillan, Russell Pascoe, Howard Skempton, Richard Shephard, Philip Stopford and Dobrinka Tabakova.

### Truro Cathedral organs

The cathedral's **Father Willis** organ (4 manuals, 45 speaking stops) dates from 1888 and is widely considered to be one of Willis' greatest achievements. It attracts many players of international calibre to the cathedral each year. The **Byfield** organ in St Mary's Aisle (2 manuals, 12 speaking stops) dates from c1750 and was completely overhauled in 1984 and cleaned in 2002. In 1997 a chamber organ was built for the cathedral by the Northamptonshire builder **Kenneth Tickell**. Practice time is available on all three of the cathedral's organs and sensitivity must be shown regarding volume during opening hours. There is also generous practice time available on three pianos.

## Job Description

<b>Job Title</b>	<b>Organ Scholar</b>
<b>Hours of Work</b>	An average of 25 hours per week but with more hours during term time and fewer hours during half term breaks, after Christmas, in the holiday around Easter, and over the summer break.
<b>Permanent</b>	This is a fixed term post for one year
<b>Salary</b>	£10,850.00 per annum (of which £4,800.00 per annum is payable as a licence fee for accommodation in the Scholarly house; this is paid over eleven monthly instalments)
<b>Location</b>	Truro Cathedral, Truro Cathedral office and Truro Cathedral choir schools
<b>Line manager</b>	Christopher Gray (Director of Music)

### Overview

The Organ Scholar is a staff appointment and plays an important and integral part in Truro Cathedral's music foundation. Working closely with and acting as assistant to the Director of Music and the Assistant Director of Music, the Organ Scholar will play the organ for cathedral services as instructed. These will usually include accompanying the cathedral choir three times each week during term time and taking a share in extra services, with or without the cathedral choir, as they arise. The Organ Scholar will attend most rehearsals and services and will make an important contribution to the training of the new probationer choristers. They will also look after the music library and assist with looking after visiting recitalists and other administrative work. The nature of this role is such that flexibility of working hours is required: as well as there being periods (e.g. half term holidays or post-Christmas/post-Easter breaks) when there are minimal or no duties, there will be more intensive periods during term time. This role is subject to a criminal records check (DBS).

### Accommodation

To enable the Organ Scholar to properly carry out their duties and responsibilities, Truro Cathedral will provide the post holder with residential accommodation in a shared house within the cathedral grounds. A charge of £400 per month will be made for the provision of this accommodation deducted direct from the post holder's salary on a monthly basis.

### Key duties and responsibilities

The Organ Scholar attends most rehearsals and services. Duties vary according to the current post holder's abilities but there are three main areas of work:

- **Playing:** accompanying Evensong usually three times per week (and sometimes more) and playing for various special services as instructed.

- **Teaching:** working with the probationer boy choristers (especially the boys in Year 4) and helping the older choristers (boys in Years 5 to 8 and girls in Years 9 to 13) with tasks such as ABRSM theory. This work takes place at Truro School, the cathedral's choir school, as well as at the cathedral.
- **Administration:** taking full responsibility for the music library; assisting visiting organists with their recitals and practice time; and occasional other administrative work.

## **General**

1. Attend and participate in training courses as directed.
2. Maintain confidentiality at all times.
3. Take a positive and active part in the cathedral's annual appraisal/review system.
4. Uphold and have sympathy for the cathedral's vision and values.
5. Ensure awareness and observance of Truro Cathedral's policies and procedures.
6. Any other duties necessary for the smooth running of the cathedral and its business.
7. This job description will be subject to regular review and amended if necessary to meet the changing needs of the cathedral.

# Person Specification

## Organ Scholar

ATTRIBUTES	ESSENTIAL	DESIRABLE
<b>Job Knowledge &amp; Experience</b>	Demonstrate a high level of ability and experience as an organist, with potential to develop further at Truro.	Ability as a liturgical accompanist, and proficiency in improvising
	An interest in or experience of singing and/or choir training, especially with young people.	Experience of working with boys aged 8 to 13, and/or girls aged 13 to 18
	Proven ability or clear potential to help choristers achieve their full potential as musicians and people	
	Absolute commitment to safeguarding at Truro Cathedral and an appetite to contribute to policy discussions and stay up to date with developments	
	Ability to demonstrate wisdom and good judgement when managing relationships with people of all backgrounds in a close community	
<b>Job Skills</b>	Good organisational, administrative, communication (written and in person) and interpersonal skills	
	Excellent team working skills with the ability to work collaboratively, as well as on own initiative	
	Good problem-solving skills with the ability to prioritise workload	
<b>Education &amp; qualifications</b>		Education to degree standard
		A relevant diploma
<b>Personal attributes</b>	Punctual, reliable and with integrity	A maturity of character and a sense of humour
	Flexibility in response to changing circumstances, a positive approach to innovation	
	Takes responsibility for own personal and spiritual development	
	Shows a desire to develop the potential of all members of their team	

## Terms & Conditions

<b>Job Title</b>	<b>Organ Scholar</b>
<b>Contract</b>	This is a fixed term post for one year.
<b>Salary</b>	£10,850.00 pa (from which £4,800.00 pa is deducted for rent)
<b>Hours of Work</b>	An average of 25 hours per week but with more hours during term time and fewer hours during half term breaks, after Christmas, in the holiday around Easter, and over the summer break.
<b>Holiday</b>	24 days per year to be taken during times when the choir is not in residence
<b>Line manager</b>	Christopher Gray (Director of Music)
<b>Place of work</b>	Truro Cathedral, Truro Cathedral office and Truro Cathedral choir school
<b>Smoking</b>	The cathedral operates a no smoking policy
<b>Health &amp; Safety</b>	All staff are required to follow the policies and procedures set out in the employee handbook.  <b>Training:</b> This post requires first aid training, arranged by the cathedral once in post.
<b>Equal Opportunities</b>	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.
<b>Safeguarding</b>	Truro Cathedral's safeguarding policy provides a framework to promote the welfare and protection of children and vulnerable adults. It is available at <a href="http://www.trurocathedral.org.uk">www.trurocathedral.org.uk</a> or in the company documents area of BreatheHR.  <b>Criminal records check:</b> it is necessary for the post-holder to undergo a criminal records check before starting their duties.  <b>Chaperone license</b> – to be obtained from Cornwall Council following training – arranged by the cathedral in liaison with Cornwall Council once in post  <b>Training:</b> The postholder will be expected to attend appropriate safeguarding training to C2 level. This will be arranged by the cathedral once in post.