



# Truro Cathedral

*sacred space, common ground*

**Organ Scholar 2020-21**



# 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.

## 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>	£8,450.00 per annum
<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 Truro Cathedral's strong choral tradition. 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. Truro Cathedral Choir consists of 20 boy choristers, 18 girl choristers, 7 lay vicars and 5 choral scholars, as well as the Organ Scholar. This role is subject to a criminal records check (DBS).

### 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 c 1750 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.

## 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 often 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.

## 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 £200 per month will be made for the provision of this accommodation deducted direct from the post holder's salary on a monthly basis.

## 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. Adhere to Truro Cathedral's policies and procedures.
5. Other duties as are necessary for the smooth running of the business.
6. This job description will be subject to regular review and amended to meet the changing needs of the cathedral

## 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>	£8,450.00 pa (from which £2,400.00 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>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.  This role is subject to a criminal records check.