

# BRISTOL CATHEDRAL

## JOB DESCRIPTION AND PERSON SPECIFICATION

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| Job title                   | Choral Scholar                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Reporting to                | Master of the Choristers                                                                                                                                                                                                                                                                                                                                                                                                                       |
| Full Time/Part Time (hours) | part-time                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| Hours                       | As per Choir Diary, at least 7 hours per week during term time.                                                                                                                                                                                                                                                                                                                                                                                |
| Remuneration and benefits   | <ul style="list-style-type: none"><li>Choral Scholars are paid £2,685 in their first year, and this figure increases in subsequent years (this does not include extra fees).</li><li>Choral Scholars are entitled to be away from six commitments (in agreement with the Master of Choristers and Organist) in a year for which the Cathedral will pay for a deputy.</li><li>Six singing lessons per year paid for by the Cathedral.</li></ul> |
| Other Benefits              | <ul style="list-style-type: none"><li>Discount in the Cathedral shop and café</li></ul>                                                                                                                                                                                                                                                                                                                                                        |
| Pre-employment checks       | This role will be subject to the following pre-employment checks: DBS ( <i>Basic</i> ), Right to Work in the UK and references. We also require the successful candidate to complete our <i>Basic</i> and <i>Foundation</i> Safeguarding training.                                                                                                                                                                                             |

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| Overall purpose of post                                                                                                                                                                                                                                                                                      |
| To promote and sustain the choral tradition and musical life of the Cathedral by singing in the Cathedral Choir as one of a team of 4 scholars, generally (ATBB) in a spirit of excellent attainment, affirmation and support within the music department. To support excellence in the Cathedral's worship. |

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| Context in which Cathedral jobs are carried out                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <p>Bristol is the largest city in the South West and the Cathedral is set on College Green, at the centre of this modern, vibrant and diverse city. The city has much to celebrate and enjoy – with a vigorous business and cultural life and a strong festival tradition. Originally a trading and merchant port it has become a centre for financial and business services, creative industries, distribution and retail. The Cathedral has been a Christian presence in the city for nearly 900 years and is part of the wider Diocese of Bristol which extends from Swindon through South Gloucestershire and North Wiltshire. We want to reach out to the city and make people welcome.</p> <p>We are open every day of the year, hosting 3 daily services of worship, alongside a wide and varied programme of events and activities. See <a href="http://www.bristol-cathedral.co.uk">www.bristol-cathedral.co.uk</a> for more information.</p> |

Our vision is to:

- Follow Jesus Christ
- Serve Others
- Transform Communities
- Worship God
- Support our Bishops and Diocese

The Cathedral has four values which are to be Open, Generous, Creative and Brave. We expect all members of the Cathedral team to act in a way that reflects these values.

| Responsibilities and accountabilities      | Nature and scope of role                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
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| Singing for statutory and special services | <p>Attend punctually all required choral rehearsals and services as defined by the Organist and Master of Choristers and detailed in the annual Choir Diary. The Scholars sing at:</p> <ul style="list-style-type: none"><li>• The Cathedral Eucharist and Choral Evensong on Sundays (with both the Cathedral Choir and Cathedral Consort).</li><li>• Choral Evensong on Mondays. This weekday may occasionally change to another day with due notice.</li><li>• Services on a Thursday at which the Consort sings. This includes, but isn't limited to, outreach Evensongs (for which there is an extra fee), Ascension Day, and Corpus Christi</li><li>• Choral Scholars will also be required additionally to sing on the following occasions:<ul style="list-style-type: none"><li>○ Wednesday in Holy Week.</li><li>○ Maundy Thursday.</li><li>○ Good Friday.</li><li>○ Saturdays on up to 10 occasions specified in the Choir Diary.</li><li>○ The Festivals of Nine Lessons and Carols, and two Carols by Candlelight concerts.</li><li>○ Christmas outreach carol singing.</li><li>○ Midnight Mass.</li><li>○ The Eucharist on Christmas Day.</li><li>○ The Summer Concert (for which a fee is paid).</li><li>○ Ash Wednesday (when in choir term)</li></ul></li><li>• There may be other fee-paying opportunities, such as BBC broadcasts, for which the expectation would be that Choral Scholars will participate, as required. Again, early notice would be given of these</li></ul> <p>Comply with systems for managing rotas and holidays in liaison with the Master of Choristers.</p> |

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|  | <p>Undertake personal practice and development to maintain and improve the individual voice and quality of singing. This includes regular singing lessons, paid for by the Cathedral (six per year).</p> <p>Work collaboratively with fellow musicians, Cathedral staff, congregation and volunteers in order to promote and sustain the worshipping community.</p> |
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| Generic responsibilities of all staff                                                                                                                                                                                                                                                                                        |
| All staff are required to follow the policies and procedures set out in the staff handbook. All staff are expected to pay particular attention to the requirements of the child and adult safeguarding policies and health and safety. All staff are expected to treat each other with respect and dignity in the workplace. |
| To undertake as requested other duties as may reasonably be expected.                                                                                                                                                                                                                                                        |

| Person specification            |                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                 |
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| Attributes                      | Essential (or expected to train/qualify to that standard)                                                                                                                                                                                                                                                                                                                                                                              | Desirable                                                                                                                                                                                                       |
| Qualifications and Training     |                                                                                                                                                                                                                                                                                                                                                                                                                                        | <ul style="list-style-type: none"> <li>A regular commitment to singing lessons with a professional teacher. A singing exam or diploma.</li> <li>Be undertaking higher education study within Bristol</li> </ul> |
| Experience                      | <ul style="list-style-type: none"> <li>Experience of singing in a major parish church or higher context</li> </ul>                                                                                                                                                                                                                                                                                                                     | Experience of singing in a choir with children <u>and</u> adults.                                                                                                                                               |
| Knowledge, skills and abilities | <ul style="list-style-type: none"> <li>Very high skill level in choral singing, with a pleasing voice (capable of occasional solo work)</li> <li>Excellent sight-reading skills and the ability to blend in a professional ensemble<sup>1</sup>.</li> <li>The ability to build and maintain effective working relationships with colleagues, volunteers and external partners.</li> <li>Strong verbal communication skills.</li> </ul> |                                                                                                                                                                                                                 |
| Behaviours                      | <ul style="list-style-type: none"> <li>A dedication to musical excellence</li> <li>A willingness to work flexibly and an openness to change.</li> <li>An ability to evaluate, learn and develop.</li> </ul>                                                                                                                                                                                                                            |                                                                                                                                                                                                                 |

<sup>1</sup> Please note: In the event of an applicant having a visual impairment reasonable adjustment would be considered.

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| General | <ul style="list-style-type: none"> <li>• To be in sympathy with the Cathedral's Christian mission and the values of the Church.</li> <li>• To act with integrity and honesty.</li> </ul> |  |
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| General notes                                                                                                                                                                                                                                                                                                                                                                                   |
| <p>This is a description of the job as it is currently defined. It is the practice of Bristol Cathedral to periodically review job descriptions as the priorities and requirements of the Cathedral change over time. The review would be conducted by the line manager, in consultation with the post holder. Bristol Cathedral reserves the right to make changes to the job description.</p> |

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| Date of issue | August 2026 |
| Review date   | August 2027 |