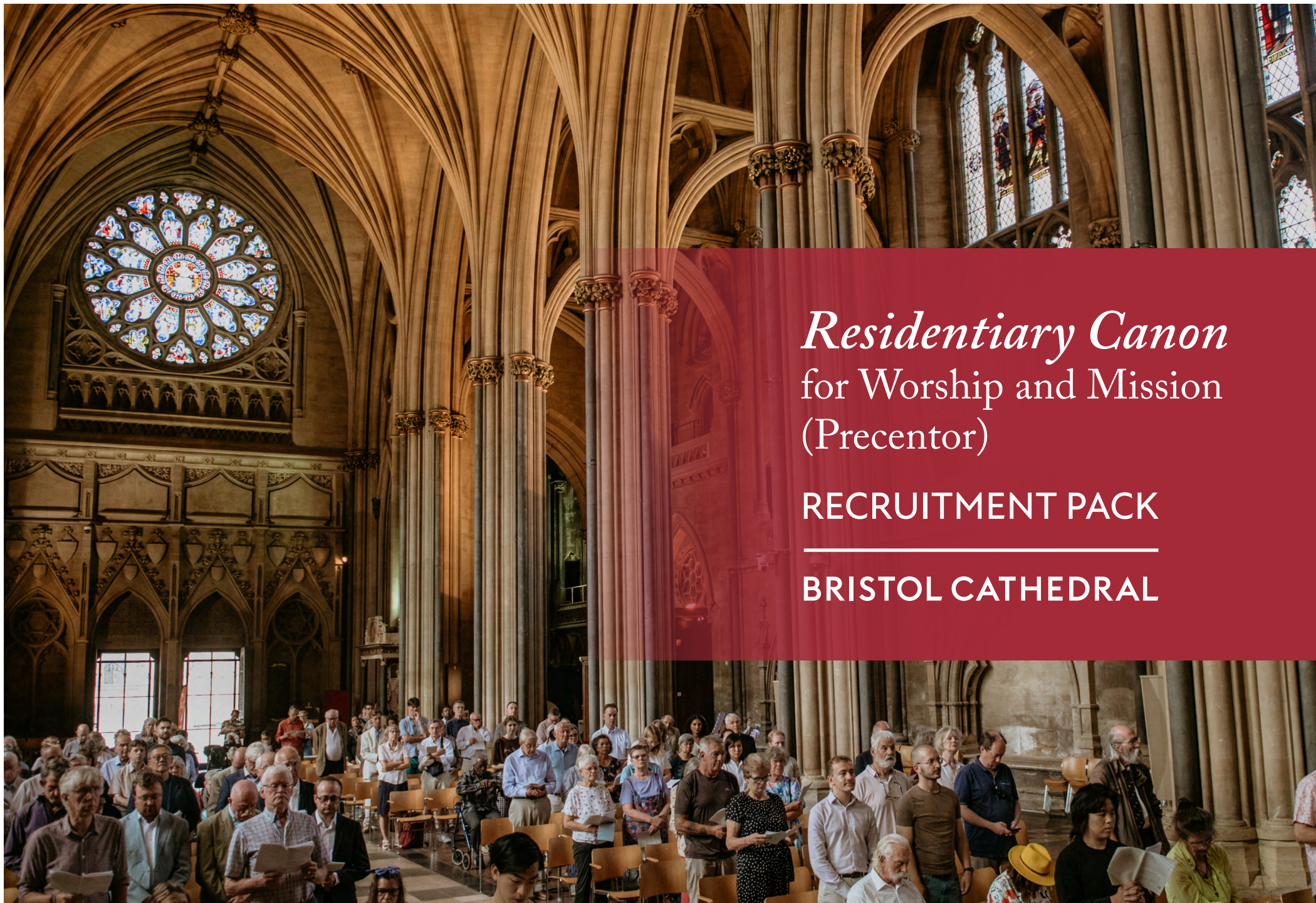




Residentiary Canon
for Worship and Mission
(Precentor)

RECRUITMENT PACK

BRISTOL CATHEDRAL



A MESSAGE FROM THE DEAN OF BRISTOL

Thank you for your interest in the role of Residentiary Canon for Worship and Mission (Precentor) at Bristol Cathedral.

This is a watershed moment for Music and Worship at Bristol Cathedral which offers the opportunity for an energetic, skilled, creative and outward-facing individual to make a significant contribution to the life of the congregation, our schools, city and diocese over many years.

This is an exciting role, combining opportunities to craft and shape worship with pastoral care and educational outreach. It offers the potential to use music as a tool of mission, inspiring a new generation of choristers and young people in lives of faith and participation in musical excellence.

We know that the wider community deeply values both the experience of the Anglican Choral Tradition and seeing and hearing their own cultures reflected in worship, whether that is gospel, bhangra, or Celtic music or poetry. We long to do more of this, working in partnership with the extraordinary individuals and organisations making music in Bristol.

Much of our thinking about music and worship has been shaped and reinforced by the outcome of a full review of our Music and Liturgy, which was undertaken earlier this year. Its report has shaped the role reflected in this pack, particularly in the role description.

Covid and a full refurbishment of the cathedral organ have meant a few years of physical disruption to our worship. Through this, our music department has continued to provide excellent music at the core of what we do.

Our choristers come from all over the city of Bristol and recruitment remains extremely healthy. They join Bristol Cathedral Choir School (BCCS), an Academy with a music specialism for their secondary education located next to the Cathedral. We are fortunate that this arrangement brings a level of diversity to our choir not found in many other cathedrals. Practically this arrangement reduces the cost of the choir while allowing extensive rehearsal time for our choristers.

Our relationship with BCCS has been carefully nurtured in recent years and there is scope for an even deeper and more creative partnership, not only supporting the life of our choristers, but exploring other kinds of music in the Cathedral, and offering young people a context for asking the big questions and developing their spirituality.

This is a demanding role which would suit someone with significant experience in parish ministry, who is now ready for more strategic and outward facing responsibilities. We are realistic about the range of skills reflected in the role description and recognise that you are unlikely to be proficient or competent in all of them.

What we ask, instead, is for open-mindedness, a willingness to learn and adapt to the context, and the capacity to lead and inspire others.

If something in this pack excites your curiosity, please do get in touch. If you feel called to apply for the role, we will be thrilled!

A handwritten signature in black ink that reads "Mandy".

The Very Revd Dr Mandy Ford
Dean of Bristol





OUR VISION AND VALUES

The current Dean of Bristol was appointed in 2020 with a remit to open the doors to an ever-widening local and regional demographic, so that the Cathedral would become truly Bristol's Cathedral, achieving a sense of ownership, loyalty and trust across the City and Diocese.

Working in partnership with the Diocese, a major consultation was carried out in 2021, resulting in a refreshed vision for a Cathedral that would be "Here with You": a place of welcome, worship and sanctuary for all.

We share our core purpose and values with the wider Diocese as we seek to:

- ✦ Follow Jesus
- ✦ Welcome Others
- ✦ Transform Communities

We recognise our vocation as a place of worship, the seat of the Bishop and the mother church of the Diocese.

We live by four values:

- ✦ Bravery
- ✦ Creativity
- ✦ Openness
- ✦ Generosity

These values help us to open our hearts to those in need, challenge unjust structures, especially racism and all forms of exclusion, and be imaginative in the ways in which we invite people over the threshold.

We have invested heavily in improving accessibility in recent years. Current projects include levelling floors and installing a lift to provide better access between the nave, Chapter House, Café, Garden and visitor facilities.

Work to address the legacy of slavery continues with a wide programme of events and talks together with a major arts commission. You can read more about our Racial Justice Work on our website.

ABOUT BRISTOL CATHEDRAL

Bristol Cathedral stands in the civic heart of a large city that has frequently been voted the best place to live in the UK. Bristol is renowned for its rich cultural life, thriving arts scene, festivals, sporting venues, restaurants and independent businesses, while beautiful countryside and coastline are within easy reach.

Home to a population of nearly half a million people, Bristol is a diverse and creative city, with long-established African-Caribbean, Pakistani, Indian and Somali communities contributing to its unique character and identity.

The Diocese of Bristol covers Bristol, South Gloucestershire, North Wiltshire and Swindon. Across the Diocese, more than 30,000 people worship regularly in over 200 churches, and around 15,000 children and young people attend our 72 church schools. Many of these children visit the Cathedral each year through educational programmes, diocesan services and family events.

We aspire for everyone who lives or works in Bristol and the wider Diocese to feel that Bristol Cathedral is their Cathedral: a place where they are known, welcomed and supported.

Founded as a 12th-century Augustinian Abbey and established as a Cathedral by Henry VIII in 1542, Bristol Cathedral combines a rich heritage with a strong commitment to serving today's communities. Alongside our worshipping life, we engage with a range of social justice issues, particularly homelessness, modern slavery, racial justice and environmental sustainability.

Our congregation reflects the breadth of the city we serve. Some have worshipped here for decades, while others are newer arrivals drawn by the quality of our music, liturgy and preaching. Around one fifth of those attending Sunday worship are visitors. Together, we seek to cherish the best of our tradition while proclaiming the Gospel afresh for every generation.

The Cathedral also hosts a rich programme of concerts, exhibitions, conferences and civic occasions throughout the year, welcoming thousands of visitors through its doors.





MUSIC AT THE HEART OF CATHEDRAL LIFE

In 2026, Bristol Cathedral commissioned an independent review of its musical provision to understand what is working well, what needs attention, and how music can play a greater role in the Cathedral's mission over the coming years.

The review heard from choristers, parents, clergy, musicians, congregation members and others connected with the Cathedral's musical life. One of its strongest findings was that the choral tradition is deeply valued, described as being "as integral to the Cathedral's identity as the stones or the sacraments."

The review found that the standard of music at Bristol Cathedral is high and widely recognised by the congregation, visitors and the wider community. Chorister training was identified as a particular strength, providing young people with outstanding musical education, confidence and lifelong skills. The Cathedral's long-standing commitment to equal opportunities for boys and girls, together with its partnership with Bristol Cathedral Choir School, was highlighted as a major success.

At the same time, the review identified significant opportunities for growth. While the Cathedral enjoys a strong musical reputation, it could play a greater role in Bristol's wider musical life through increased outreach, stronger partnerships and broader participation. The review also encouraged the Cathedral to explore ways of reflecting more fully the diversity of the city through its musical offering.

A key recommendation was the appointment of the next Residentiary Canon as Precentor, with strategic responsibility for music and liturgy. This role will help strengthen collaboration between clergy and musicians, ensure that music is fully integrated into the Cathedral's mission, and provide clear leadership for the future development of worship and music.

As Bristol Cathedral looks to the future, the aim is both simple and ambitious: to cherish and sustain a musical tradition of excellence while enabling it to reach, inspire and serve more people across the city and Diocese.

BRISTOL CATHEDRAL CHOIR SCHOOL

Bristol Cathedral Choir School is the oldest school in Bristol, tracing its history back to the Augustinian Abbey foundation of at least the 12th century. It maintains a rich musical tradition and a distinctive Christian ethos, with foundation governors including the Dean of the Cathedral.

Today, the school is one of the few remaining state choir schools in the country, educating both boys and girls. It is a comprehensive and inclusive school, serving pupils from across the city, and from all faiths and none.

The school has a broad demographic, including a significant number of SEND and Pupil Premium pupils. Academic outcomes are consistently strong, and the Sixth Form is heavily oversubscribed. The school now educates around 1,200 students, while a further 200 children attend Cathedral Primary School, which shares the site.

As a music-specialist academy, Bristol Cathedral Choir School dedicates more curriculum time to music than most state schools. Many students participate

in choirs, orchestras and ensembles, while choristers are given priority admission through the school's admissions criteria.

The Cathedral and Choir School enjoy a close and longstanding relationship. Collective worship takes place in the Cathedral three mornings each week, and both Bristol Cathedral Choir School and Cathedral Primary School use the Cathedral regularly for services, concerts and major festivals.

The Cathedral has recently secured funding for a part-time Chaplain to serve both schools, strengthening opportunities for pastoral care, spiritual development and worship.

For the next Precentor, there is significant scope to deepen this partnership further; supporting choristers and their families, strengthening links with the music department, and creating new opportunities for young people to explore faith, spirituality and musical excellence.



GOVERNANCE, LEADERSHIP & ADMINISTRATION

Since 2023, Bristol Cathedral has been governed by Chapter, acting as Trustees under the provisions of the Cathedrals Measure. The Cathedral is a separately constituted charity, regulated by the Charity Commission.

Chapter is responsible for the Cathedral's vision and strategy, stewardship of its resources and ensuring compliance with legal and regulatory requirements. All Chapter members are Trustees of the charity.

Chapter currently comprises eight lay members with a wide range of skills and experience, alongside the Dean and two Residentiary Canons. It meets six times each year.

The implementation of Chapter's strategy is led by the Senior Executive Team, chaired by the Dean. Alongside the Dean and Residentiary Canons, the team includes the Chief Operating Officer and departmental heads, including the Director of Music, Head Verger, Finance Director, Visitor Experience & Commercial Director and Development Director.

The Senior Executive Team meets fortnightly, fostering close collaboration across all areas of Cathedral life.

Working Relationships

The Music Department meets weekly, with participation from Bristol Cathedral Choir School, ensuring that both operational and pastoral matters are considered together. There are also regular meetings with the Lay Clerks and representatives of chorister families.

As a member of both Chapter and the Senior Executive Team, the Precentor will play a key role in shaping the Cathedral's future direction while working collaboratively across departments and with external partners.

Administrative Expectations

Residentiary Canons are responsible for managing their own diaries, overseeing budgets, contributing to the production of Orders of Service and managing a varied workload across worship, governance and mission.

Strong organisational, administrative and IT skills are therefore essential for effective ministry in this role.



THE HOUSE

A four-bedroom Georgian terraced house is provided for the office holder at 18 Ambrose Road, Clifton Wood, Bristol.

Located on a quiet one-way street in the sought-after Clifton Wood area of the city, the house sits between Clifton Village and Bristol's vibrant harbourside. The neighbourhood is known for its colourful houses, strong sense of community, and easy access to independent shops, cafés and restaurants.

The accommodation is arranged over four storeys:

- **Garden Level:** Kitchen and dining room opening onto a small south-facing garden with harbour views, together with a utility room and WC.
- **Hall Level:** Two reception rooms, currently arranged as a living room and study.
- **First Floor:** Two double bedrooms and a family bathroom.
- **Top Floor:** Two further double bedrooms, each with its own en suite bathroom.

The property does not include off-street parking, but resident permit parking is available and parking close to the house is usually straightforward.

The house is approximately a 15 to 20 minute walk from the Cathedral and is well placed for a range of local schools, including Cathedral Primary School, Bristol Cathedral Choir School, Ashton Park School and St Mary Redcliffe and Temple School. A number of independent schools are also nearby.

Bristol offers an excellent quality of life, combining the energy of a thriving city with easy access to countryside, coastline and green spaces.

Location:

<https://maps.app.goo.gl/N47T4uDkFSc6mxC8>

OUR CLERGY & SPIRITUAL LIFE

The Daily Office is the bedrock of Cathedral life. All full-time clergy gather for Morning Prayer at 8.15am and are often joined by members of the congregation. Since Covid, Morning Prayer remains live-streamed and is attended by a small but faithful online community.

The Cathedral's worship follows a rich daily and seasonal rhythm. During term time, Choral Evensong is sung at 5.15pm on most weekdays, with Evening Prayer replacing it on Thursdays. Boys and girls take an equal share in the choral tradition and come together as a Greater Choir for major festivals and celebrations.

Alongside the Daily Office, the Cathedral offers a daily Eucharist and an additional Monday morning Eucharist, providing space for clergy to worship together and pray in silence at the start of the week.

We seek to nurture a supportive and collegial clergy community. Clergy are encouraged to meet regularly for quiet days, social gatherings and shared reflection. All clergy are encouraged to have a Spiritual Director, engage with professional coaching or support where appropriate, and take regular retreat time.

Unlike some cathedrals, Bristol does not operate a traditional residential rota. Instead, each clergy colleague takes responsibility for the services on one weekday, helping to create a sustainable pattern of ministry and a healthy rhythm of work and prayer.

We are fortunate to be supported by a curate, a part-time NSM colleague, retired clergy serving as Honorary Minor Canons and Day Chaplains, and many dedicated volunteers who contribute to the Cathedral's worshipping life.



ROLE DESCRIPTION

Overall Purpose of the Post

The post-holder will lead the development and delivery of the Dean and Chapter's vision for music and worship, ensuring that the Cathedral's worshipping life reflects its vision, values and mission.

They will strengthen relationships with Bristol Cathedral Choir School and other key partners, helping to realise the full potential of music as a catalyst for mission, discipleship and community engagement.

As Precentor, they will provide strategic leadership for music and liturgy, while serving as the principal pastor to choristers and their families.

Job Details	
Job Title	Canon for Worship and Mission (Precentor)
Reporting to	The Dean of Bristol
Reportees	Director of Music; The Head Server; School Chaplain; Lead Volunteers for Readers and Intercessors.
Stipend	£35,700
Accommodation	The office holder will be required to live in a house provided by the Cathedral, approximately 20 minutes' walk from the Cathedral.
Contract	Common Tenure
Hours	Full Time
Annual Leave	6 weeks, including 6 Sundays
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.
Safer 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.

RESPONSIBILITIES & ACCOUNTABILITIES

As a Trustee and Chapter Member

As a Residentiary Canon you will hold responsibilities as both a member of the Cathedral staff team and as a member of Chapter and therefore a trustee of the charity.

More details on the responsibilities of trustees can be found on the Charity Commission website.

Our Constitution confirms that, as trustees of the Cathedral, Chapter directs and oversees the governance of the Cathedral and must in particular:

- Order the worship of the Cathedral and promote its mission
- Formulate, after consulting the Bishop, proposals relating to the general direction and mission of the Cathedral;
- Prepare an annual budget for the Chapter;
- Prepare an annual report for the Chapter and annual accounts for audit and subsequent approval;
- Keep under review the Constitution and the Statutes;
- Manage the property which is vested in the Chapter and the income from it and, in particular, ensure that any necessary repairs and maintenance in respect of the Cathedral and its contents and other buildings and monuments are carried out.

As trustees, all Chapter members must make sure that the charity is carrying out the purposes for which it was set up, and no other purpose.

This means that all Chapter members must:

- Ensure they understand their charity's purposes as set out in its governing documents
- Plan what their charity will do, and what they want it to achieve
- Be able to explain how their charity's activities are intended to further or support its purposes
- Understand how their charity benefits the public by carrying out its purposes.
- Ensure that the charity complies with its governing documents
- Comply with charity law requirements and other laws that apply to the charity

As Residentiary Canon

- Take a full part in the worshipping life of the cathedral community including daily prayer, Sunday worship and a wide variety of occasional, seasonal and civic services.
- Share in developing discipleship through leading programmes for baptism and confirmation, and in the wider teaching programme.
- Ensure that the Cathedral is a safe place for everyone, but particularly for children and vulnerable adults.

As a Member of the Senior Executive Team

You will work collaboratively with other SET members to:

- Lead and implement the vision and strategy for the Cathedral.
- Ensure that the resources of the Cathedral are well managed including active involvement in setting and monitoring departmental and Cathedral-wide budgets.
- Work collaboratively and communicate regularly with colleagues across the SET.
- Demonstrate the cathedral values of being open, generous, creative and brave.
- Lead a positive safeguarding culture.
- Represent the Cathedral at external meetings and events when needed to build and maintain effective networks in the city and diocese.

Shared Responsibilities of All Clergy

The postholder will:

- Undertake safeguarding training as required (Senior Leadership Level, renewed every three years).
- Participate in the Diocesan Ministerial Review programme.
- Adhere to the guidance contained in the Cathedral's Clergy Handbook.

Shared Responsibilities of All Staff

All staff are expected to:

- Participate in the Cathedral's appraisal and review process.
- Work collaboratively and flexibly with colleagues.
- Support visitors, volunteers and members of the public with courtesy and care.
- Undertake other duties reasonably required by the Cathedral.
- Follow the policies and procedures set out in the Staff Handbook.
- Support the Cathedral's commitment to safeguarding, health and safety, dignity at work, and its vision and values.

PERSON SPECIFICATION

	Essential	Desirable
Qualifications and Training	• An Anglican priest who has been in Holy Orders for at least six years • A secure knowledge of Anglican liturgy, Common Worship and the Book of Common Prayer	• A higher degree in music, liturgy or theology • Ability to sing sufficient to cantor choral evensong and teach new hymns to the congregation • Ability to read music
Experience	• Experience of ministry in a Cathedral or major civic church with a choral tradition • Experience of working with children and/or young people (e.g. school, youth work, church) • Evidence of capacity to grow congregations in size and maturity of faith and leadership • Experience of safeguarding in both school and church settings	• Line management responsibilities, including experience of appraisal and assessment • Budget holding responsibilities • Charity governance/trusteeship
Knowledge, skills and abilities	• Ability to form trusting and appropriate relationships with adults and children • Good listening and pastoral skills and a diplomatic approach. • Capacity to enable the discipleship of congregations through theological and spiritual teaching. • Strong teamworking skills • Strong organisational skills – ability to juggle different tasks and deadlines. • Desktop publishing skills • Excellent ICT skills including email, web and Microsoft office.	• Experience of leading collective worship or worship with children and young people in a parish setting • Experience of Sibelius or other musical notation software

Behaviours	• Committed to the daily office and the Eucharist as the bedrock of prayer • Spiritual maturity and resilience • Imaginative and creative, able to shape liturgy for a variety of audiences and purposes • A very good eye for detail • Self-reliant to be able to work independently and in a self-directed way. • A team player who will work with others to support the Cathedral's mission and ministry. • Comfortable with the Cathedral's inclusive approach. • Warm and outgoing, able to build relationships with a diverse range of people in leadership roles. • Compassionate and non-judgmental, able to share the love of God with a range of people • A demonstrable commitment to safeguarding young people. • Able to sensitively challenge	
General	• Due to the nature and specific duties of this role there is a genuine occupational requirement (under the Equality Act 2010) that the successful candidate will be able to demonstrate a mature and active Christian faith. • To act with integrity and honesty.	

General notes

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, in line with the procedures set out in the staff handbook.

APPLICATION PROCESS



The deadline for applications is
12 noon on Friday 25 September.

To apply, please complete the application form in full and submit it to:

hr@bristol-cathedral.co.uk

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



If you are shortlisted, the interviews will take place on
7 and 8 October. They will be in person and will take place at:

Bristol Cathedral, College Green, Bristol BS1 5TJ.

Overnight accommodation will be provided where required.



If you would like an informal conversation regarding this role, please contact the Executive Assistant to the Dean and COO, Cheryl Oxley, to arrange a phone call, online meeting or face-to-face meeting.

cheryl.oxley@bristol-cathedral.co.uk