

Derby Cathedral Chapter

Job Description

Job Title	Choral Director for Schools
Reporting to	Director of Music
Hours of work	35 hours per week
Salary	£24,000 per annum plus mileage
Location	Derby Cathedral and schools in Derby and the surrounding area
Working with	Music Department and schools on the Music in Schools programme

Overall Purpose of the Post

The Choral Director for Schools will play a key role in leading the delivery of whole class singing sessions for the Music in Schools programme, Derby Cathedral's schools' singing programme, which is part of the National Schools Singing Programme. In addition, the successful applicant would be required to direct the Cathedral's Junior Choir, and to support and assist with the development of the Cathedral Choir.

Nature and Scope of the Role

Music at Derby Cathedral

Music is at the heart of the life of Derby Cathedral, where a flourishing choral tradition sees the singing of at least five choral services each week during term time. The Cathedral is home to three choirs; the Cathedral Choir, Junior Choir and Voluntary Choir, and the Music Department also offers a programme of concerts each year. Our recently established Music in Schools programme takes our tradition of choral excellence to schools in the local area, enabling greater access to music for all children across Derby and Derbyshire. The Cathedral is a hub delivery partner of the Derby and Derbyshire Music Partnership.

Music in Schools Programme

Our Music in Schools Programme launched in September 2021 and is in the process of expanding following our joining of the National Schools Singing Programme. Since 2021, we have reached over 300 children, bringing them a high-quality musical education through school based whole class singing sessions. The sessions aim to cover many elements of the model music curriculum through practical exploration, following an incremental approach to build skills and knowledge. Termly performance opportunities are available, including the Celebration Concert, where pupils on the programme sing alongside the Cathedral Choir in a concert in the Cathedral. We also offer progression opportunities with Derby Cathedral Junior Choir and Derby Cathedral Choir, more details of which can be found below. Our aspiration is that the programme will expand further in the coming years, and as our first full-time Choral Director for Schools, this role, for the right candidate, would come with the prospect of eventually managing a team of Choral Directors for Schools, which work across Derby and Derbyshire.

The Junior Choir

The Choral Director for Schools would be the Director of the Cathedral's Junior Choir, our pre-Chorister age choir for children aged 5 to 9, which meets weekly on a Friday teatime. The Junior Choir sing often at services and concerts both at the Cathedral and elsewhere, including a performance each term at the main Cathedral Eucharist and at Choral Evensong. Subject to demand, and for the right candidate, it may also be possible to set up other after-school choirs in other parts of the city or county.

The Cathedral Choir

The Choral Director for Schools would be expected to support and assist with the Cathedral Choir through occasional attendance at rehearsals, services, concerts, and other events. The Cathedral Choir generally comprises 20 Boy Choristers, 20 Girl Choristers, Junior Choral Scholars, and a team of professional Lay Clerks (normally 6 at each service), and works to the very highest levels, singing at least five choral services each week during term-time, with a repertoire spanning from plainsong to the present day. On top of the almost daily singing of services, the Cathedral Choir sings at some of the most important civic events in the life of the city and the county of Derbyshire, regularly undertake tours both within the UK and internationally, CD recordings, BBC broadcasts, and concerts with other professional ensembles. Previous collaborations have been with the Heart of England Orchestra, Sinfonia Viva, and the Sixteen, to name a few. The Cathedral Choir also joins annually with the Cathedral Choirs of Coventry, Leicester and Southwell for the East Midlands Four Choirs' Festival Evensong. Choristers are drawn from over 20 different schools from across Derby and Derbyshire, and they are selected solely on their musical potential and ability to commit to the Cathedral Choir's rigorous schedule.

For a suitable candidate, the option of additional work as a Lay Clerk in the Cathedral Choir and/or as a Chorister Singing Tutor would be offered as and when a vacancy arose.

Main Duties

- Deliver outstanding whole class singing sessions in schools on the Music in Schools programme.
- Maintain excellent relationships and regularly liaise with teachers and headteachers.
- Ensure that termly class reports and lesson plans are written to demonstrate that we are offering the very best provision to pupils on the Music in Schools programme.
- Establish progression routes for pupils to the Cathedral Junior Choir and the Cathedral Choir.
- Direct the Cathedral Junior Choir for weekly Friday rehearsals, at services and concerts, both at the Cathedral and elsewhere.
- Assist and support with the running of the Cathedral Choir.
- Attend regular Full Staff and Music Department meetings.
- Contribute to the continued development of the Music in Schools programme and the wider development of the Cathedral Music Department.
- Take an active responsibility for continued professional development, through attendance of conferences and courses, as required.

Generic Responsibilities of all staff

As the Cathedral is run by a small team, all staff and contractors are expected to act flexibly and cover for each other when required. Duties may include:

- Undertake as requested other duties as might reasonably be expected.
- Follow the policies and procedures of the Cathedral, paying particular attention to the requirements of the policies and procedures for the safeguarding of vulnerable adults and children.
- Treat everyone with respect and dignity in the workplace.

Person Specification

	Essential	Desirable
Qualifications and Training	<ul style="list-style-type: none"> • Educated to degree level • Safeguarding training (training will be provided) 	<ul style="list-style-type: none"> • Music degree
Experience and Skills	<ul style="list-style-type: none"> • Experience and excellence in choral teaching with children of a wide range of ages and abilities • Awareness of and adherence to the very best safeguarding practices 	<ul style="list-style-type: none"> • The ability to direct a rehearsal from the piano
Personal qualities	<ul style="list-style-type: none"> • A passion for music education • The ability to work flexibly and independently • Excellent teamwork skills • Excellent IT and communication skills 	<ul style="list-style-type: none"> • Willingness to engage with the Cathedral community • Sympathetic to the Church of England and an interest in the Cathedral's music • A commitment to continued professional development

Terms and Conditions of service

Remuneration	£24,000 per annum plus mileage.
Pension	Proposed employed contributions of up to 9%, to be confirmed.
Office Accommodation	A workstation is provided in the Music Office at the Cathedral, along with a laptop and a work mobile phone for remote working. Free parking is available at the Cathedral.
Working time:	See main duties. – Hours of work follow the pattern of choir term time.
Health and Safety	Under the Health and Safety Act 1974, whilst at work, you must take reasonable care for your own health and safety and that of any other person who may be affected by your acts or omissions. In addition, you must cooperate with the Cathedral on health and safety and not interfere with, or misuse, anything provided for your health, safety or welfare.
Disclosure and Barring Service (DBS) Check	This appointment is subject to a satisfactory Enhanced Check from the Disclosure and Barring Service.
Safer Recruitment	The successful applicant must complete the necessary safeguarding training before commencing in their role. This position is subject to a three-month probationary period.

How to Apply

To request an application form (CV is not an acceptable substitute but may be attached as an additional document if required), please email office@derbycathedral.org or telephone the office on 01332 341201.

Interview and Selection Process

Please submit your application using the application form and provide a personal statement (max. 1000 words). As part of the selection process, it is likely that you will be asked to teach a whole class singing session with a group of children. Applications should be received by email to office@derbycathedral.org no later than 5.00pm on Friday 5 May. Interviews are likely to take place towards the end of the week commencing 8 May.

If you are invited for interview, you will be asked to produce evidence of your eligibility to work in the UK. This position is offered subject to two satisfactory references and a DBS check at enhanced level.

Equality Statement

The Cathedral is committed to the principles of equality and diversity in employment and aims not to discriminate on grounds of gender, age, appearance, race, sexuality, class, ability, culture, nationality, political belief, trade union activity or religious belief. It is the intention of the Cathedral Chapter to ensure that the principle outlined in the Equal Opportunities Policy are embedded into our planning, decisions and actions which extends to the treatment of job applicants, employees (including former employees) clients, visitors, and pilgrims. To ensure that Chapter's Equality and Diversity policy is operating effectively (and for no other purpose) we maintain records of employee' and applicants' racial origins, gender and disability. Ongoing monitoring and regular analysis of such records provide the basis of appropriate action to eliminate unlawful direct and indirect discrimination and promote equality and diversity.

Safeguarding

At Derby Cathedral we take safeguarding very seriously and it is central to Chapter's care for the life and work of the Cathedral. Safeguarding means the action we take to promote a safer and healthy culture for everyone connected to the Cathedral. The Cathedral's safeguarding policies are available on the website. The successful applicant will need to complete basic and foundation training before commencing this role.