

DERBY CATHEDRAL CHAPTER
JOB DESCRIPTION, PERSON SPECIFICATION

Job Title	Chorister Singing Teacher
Reporting to	Director of Music
Hours of work	4 hours per week for 30 weeks of the year
Salary	Highly competitive
Location	Derby Cathedral, Iron Gate, Derby
Working with	Music Department

Overall Purpose of the Post

To provide first-rate vocal tuition for the Choristers of Derby Cathedral, assisting them with the singing of a rigorous schedule of services and performances.

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. Inspiring Worship and Music is one of the six key focus areas of the Cathedral's Strategic Development Plan, which can be found on the Cathedral website. 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 musical 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.

The Cathedral Choir

The Cathedral Choir generally comprises 20 Boy Choristers, 20 Girl Choristers, Junior Choral Scholars (boys with changed voices and girls singing alto), and a team of professional Lay Clerks (normally 6 at each service). The Cathedral Choir works to the very highest levels, singing at least five choral services each week during term-time, with a repertoire spanning from plainsong to newly commissioned works. 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 undertaking tours both within the UK and internationally, CD recordings and 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. Recent former Choristers have won Choral Scholarships to Cambridge, Royal Holloway and other Cathedrals, and former Choristers now occupy positions at Trinity College Cambridge, Portsmouth Cathedral, Westminster School, The London Oratory and Leicester Cathedral.

Music in Schools Programme

Our Music in Schools Programme launched in September 2021 and, since joining the National Schools Singing Programme last year, regularly works with over 800 children each week in 13 different schools. Our whole class singing sessions bring children a high-quality musical education. 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 a 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. In addition, we hope to help launch more choirs at other churches in the Diocese in the coming years.

The Junior Choir

The Cathedral Junior Choir is our pre-Chorister age choir for children aged 5 to 9, which meets weekly on a Friday teatime and is directed by the Choral Director for Schools. 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.

The Voluntary Choir

The Cathedral Voluntary Choir is a chamber ensemble who meet every Friday evening, and sing on some of the Sunday services throughout the year when the Cathedral Choir is unavailable. It performs a wide range of sacred music, from the renaissance polyphony of William Byrd, to works by living composers written specifically for the choir. As well as supporting the musical worship at the Cathedral, the Voluntary Choir also performs in other locations around the Diocese and country. The choir is a very sociable group and sings to an excellent standard. They are directed by the Cathedral's Assistant Director of Music.

Development

As one of the most rapidly expanding Cathedral Music Departments in the UK, Derby Cathedral is looking at expanding its music provision to grow new choirs in other churches in the Diocese, to establish a community choir for adults with little or no music reading ability, and to grow the Music in Schools programme to reach a greater number of children across Derbyshire.

For more information on Music at Derby Cathedral, please visit our social media pages – Facebook and Instagram @DerbyCathedralMusic, X @DerbyCathMusic

Main Duties	
<ul style="list-style-type: none"> • To undertake advanced vocal tuition with the Boy and Girl Choristers and Junior Choral Scholars. • To support the Choristers and Junior Choral Scholars in preparation for services and other performances. • To assist Choristers and Junior Choral Scholars in preparation for Royal School of Church Music Voice for Life awards, auditions and other singing examinations. • To provide an excellent technical grounding in Choristers and Junior Choral Scholars, which promotes an awareness of maintaining good vocal health within a busy singing schedule. • To regularly liaise with the Director of Music and their team on the progress of Choristers and Junior Choral Scholars. • To adhere to the very best safeguarding practice at all times. 	
Hours of Commitment	
Monday or Thursday	3:30pm – 5:30pm (Girls)
Tuesday or Friday	3:30pm – 5:30pm (Boys)
Additional Work	
<p>For a candidate with the right skillset and experience, additional work as a Deputy Lay Clerk or as a cover deliverer on our Music in Schools programme may be offered, subject to availability and at the discretion of the Director of Music.</p>	

Generic Responsibilities of all staff
<p>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. You could be asked to:</p> <ul style="list-style-type: none"> • 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 • Diploma in singing or postgraduate vocal degree
Experience and Skills	<ul style="list-style-type: none"> • An outstanding vocal tutor with a proven track record of working with young people • A comprehensive knowledge of vocal pedagogy and vocal health • Awareness of and adherence to the very best safeguarding practice 	<ul style="list-style-type: none"> • A knowledge of Anglican choral repertory • Experience at working with changing voices • Experience at preparing young singers for choral scholarships, auditions and examinations • Basic keyboard skills
Personal qualities	<ul style="list-style-type: none"> • A passion for working with young people • An excellent communicator • The ability to work flexibly and independently • The ability to work collaboratively as part of a team 	<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	Highly competitive. This role is offered on a self-employed basis and the post holder will be responsible for their own tax and national insurance contributions.
Wellbeing	Derby Cathedral holds the wellbeing of its team as very important, and a wellbeing programme is currently being prepared.
Working time	See main duties.
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)	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
Interview and Selection Process
<p>Please submit your application using the application form and provide a personal statement (max. 1000 words).</p> <p>Applications should be received by email to alexander@derbycathedral.org no later than 5.00pm on Friday 16 August. Interviews are likely to take place in late August and will include the teaching of a short singing lesson to a Cathedral Chorister.</p> <p>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.</p>
Equality Statement
<p>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.</p>
Safeguarding
<p>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.</p>