

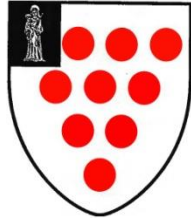


RESIDENTIARY CANON

with responsibility for the Cathedral's learning programme
and historic Library, and

Chaplain of St Oswald's Hospital (Almshouse)





A MESSAGE FROM THE BISHOP AND THE DEAN

Thank you for showing an interest in the post of Residentiary Canon of Worcester Cathedral and Chaplain of St Oswald's Hospital.

Worcester Cathedral is one of the great buildings of England with a rich history. Today it is a vibrant centre of worship and hospitality that seeks to serve the people of the Diocese of Worcester and all who come through its doors, in the spirit of the Rule of St Benedict.

The Cathedral is central to the life of the City and the Diocese (the latter covering Worcestershire and the Metropolitan Borough of Dudley).

St Oswald's Hospital is an almshouse in the city with a long history and a warm community of residents.

We hope that you will prayerfully consider whether this is a ministry to which God is calling you. May he bless you as you do so.



Bishop of Worcester



Dean of Worcester

POST OF RESIDENTIARY CANON and Chaplain of St Oswald's Hospital

The Ecclesiastical Secretary to the Crown, the Bishop of Worcester, and the Dean and Chapter of Worcester seek applications for the combined post of Residentiary Canon, with responsibility for the Cathedral's learning programme and historic Library. In respect of the Library, the new Canon will hold the title Canon Librarian. The post will be combined with that of Chaplain of St Oswald's Hospital, an almshouse in the city centre, historically connected to the Cathedral.

The Canonry is a Crown appointment. The nomination to the Crown will be made following a selection procedure conducted by the Bishop of Worcester, working in consultation with the Dean, the Ecclesiastical Secretary to the Crown (Helen Dimmock), and an advisory panel. The appointment of the Chaplain of St Oswald's Hospital will be made by the Dean and Chapter in their capacity as Trustees of the Hospital.

Our expectation is that this will be a full-time appointment, but we are open to the possibility that a less than full-time post might be suitable for those who, for personal, domestic, or academic reasons, may be interested in a part-time appointment. Those interested in exploring this possibility are invited to speak to the Dean in the first instance.

The new Canon will join the Chapter shortly before the retirement of the present Dean, and so will be a key member of the team that manages the vacancy and welcomes the new Dean.

The Chapter puts a priority both on equal opportunities and on diversity. We welcome applications from all. The cathedral clergy team at present lacks both women and people of UKME/GMH background. While the appointment will be made on merit, we particularly encourage applications from these groups.

It is hoped that the person appointed will take up their duties at the beginning of January 2023.

WORCESTER CATHEDRAL: ITS MISSION, ITS WORSHIP, AND ITS COMMUNITY

The view of Worcester Cathedral rising majestically over the River Severn is world-famous. There has been a Cathedral on this site since the foundation of the bishopric in 681, though the oldest part of the present building is the Norman crypt. The Cathedral is the focus of much of the history of Worcestershire from the days of the mediaeval chroniclers, through the turbulence of the Reformation (Hugh Latimer was Bishop here) and the Civil War (Charles II watched the Battle of Worcester from the top of the tower) to the foundation of the Three Choirs Festival in the early eighteenth century, and the twentieth-century associations with Geoffrey Studdert Kennedy (Woodbine Willie) and Sir Edward Elgar.

The Cathedral is a many-faceted community, and its mission is articulated in *A Vision for Worcester Cathedral in 2025*, which can be read on the Cathedral website www.worcestercathedral.co.uk.

This characterizes the Cathedral, with its Benedictine legacy in mind, as **a place of prayer, learning, and welcome**. It sets out the aspiration to be, increasingly, **a community welcoming everyone to share our amazing heritage; a place of breadth and depth in worship and prayer; a place of learning, discipleship, and nurture; a catalyst for campaigning and raising awareness on the environment and social justice; and a resilient organisation with stable finances**.

The Cathedral welcomes visitors from all over the world and maintains a policy of free admission with encouraged donations. The work of the Cathedral is supported by a staff (full-time and part-time) of 50, a community roll of 150, 400 volunteers, and the Friends of the Cathedral with a membership of 700. In addition to the regular and special services, the Cathedral hosts events for schools and other community groups, concerts, drama, and exhibitions.

The Covid-19 pandemic was a severe test of the resilience of the Cathedral's life and work. There was a serious impact on the Chapter's finances, through the closure of the Cathedral, its shop and café. The Chapter committed itself to a daily livestreamed act of worship, and not one day was lost from the beginning of the first lockdown. There is now a regular on-line congregation at 8.00 every day, and this livestreaming will continue as part of the Cathedral's mission and pastoral care. Through an appeal to the community and effective accessing of emergency funding from many sources, the Cathedral has recovered well from the financial shock of the pandemic, though the coming years will continue to be financially tough.

Post-lockdown, the daily celebration of the Eucharist and of Morning and Evening is once again at the heart of the life of the Cathedral. The Bishop presides at many of the principal celebrations in the course of the year, including the ordinations, confirmations, and the chrism eucharist. The Eucharist is sung on Sundays at 10.30 and on weekday Festivals in the evening, and said from Monday to Saturday at 8.00 and Wednesdays at 13.00. These services all follow Common Worship Order One (Contemporary). The Eucharist is said according to the Book of Common Prayer on Sundays at 8.00 and Fridays at 11.30. The

Cathedral Eucharist is held in the Nave or Quire according to the season of the year. Holy Week is celebrated in full according to Common Worship: Times and Seasons. Vestments are worn at all celebrations of the Eucharist, and incense is used on the principal feasts.

Morning Prayer is said according to Common Worship: Daily Prayer every day at 7.30. Evening Prayer is sung chorally according to the Book of Common Prayer on Sundays at 4.00 and on other days at 5.30. During the school term there is usually an additional Sunday service at 6.30, normally sung by the Cathedral's newly re-formed Voluntary Choir of boys and girls. The Cathedral's newly founded Youth Choir sing periodically during each term. There are civic services, carol services for many external groups, and an annual hospice service. The King's School, an important part of the Cathedral's foundation, uses the Cathedral for assemblies, and holds a weekly eucharist in the crypt.

The regular worshippers at the many different weekly services form a congregational community, with its own committee, stewardship scheme, and programme for learning, formation, and discussion. Many members of the Cathedral congregation are closely engaged in the Cathedral's Eco agenda.

THE CHAPTER

The Chapter comprises the Dean and three Residentiary Canons (including the present vacancy). There are currently three lay or non-executive members, which under the new Measure will be increased to five. The Chapter is the governing body of the Cathedral. The Dean 'governs on behalf of the Chapter' the life and work of the Cathedral. Each of the Residentiary Canons has a corporate charitable responsibility as members of the Chapter, as well as an executive responsibility for a particular area of Cathedral ministry. They work within the strategic framework and policies of the Chapter, and in close daily co-operation with the Dean and with each other. They are responsible to the Dean through an annual work review. As priests licensed by the Bishop under Common Tenure, they participate in the diocesan ministerial development review.

The Vice-Dean (Canon Stephen Edwards, installed 2019) has responsibility for the Cathedral's outward mission in the Diocese and in the local community of City, County, and Borough of Dudley, as well as for the pastoral care and spiritual nurture of the Cathedral community. He also leads on the Cathedral's Eco agenda.

The Precentor (Canon John Paul Hoskins, installed 2022) has responsibility for liturgy and music.

The Dean is a member of the Bishop's senior staff, and he, together with the rest of the Chapter, regards it as a priority for the Cathedral to be of service to the whole Diocese. The Bishop of Worcester lives next door to the Cathedral, and often comes to morning prayer in the Cathedral. The Chapter offices and the

Bishop's offices share the Old Palace, a Grade One Listed medieval building which has recently come into Chapter management. Peter Atkinson will retire after sixteen years as Dean in May 2023.

The Chief Operating Officer or Steward (Matthew Hall, appointed 2022) leads the cathedral staff, and works closely with the Chapter, in particular the Dean and Residentiary Canons. The Chapter is already implementing the provisions of the new Cathedrals Measure, with an enlarged non-executive membership of the Chapter, a new senior management group, and a nominations committee. The constitution and statutes are currently being revised.

THE CATHEDRAL LIBRARY

The Cathedral Library, one of the great cathedral libraries of England, is housed above the south nave aisle. It houses thousands of archival documents and books, including 34 incunabula and nearly 300 medieval manuscripts. The Worcester Antiphoner (1230) is one of the most important of medieval music books in existence. The medieval Cathedral priory was a seat of learning with a European reputation. The Library has recently undergone a major refurbishment, with a re-leaded roof, new insulation, and fire doors, with over £500k granted by the Cultural Recovery Fund. This follows a major project to clean and repair 2000 documents, including 18 royal charters, some of them Anglo-Saxon, which was largely funded by the Foyle Foundation.

The Cathedral employs a full-time Librarian and Archivist, Dr David Morrison. David is assisted by a team of volunteers, and by professional advisers. The Library is visited by scholars and researchers, and tours are regularly arranged for members of the public. A longer-term aspiration is to open an exhibition and reception area at ground-level. The Canon Librarian has an important role in supporting the Library team, and encouraging new ways of engaging the Cathedral community and general public in this part of the Cathedral's heritage.

THE LEARNING TEAM AND THE UNDERCROFT LEARNING CENTRE

The Cathedral's learning team welcomes thousands of schoolchildren and students each year. Its work is based in the undercroft of the medieval refectory, recently restored and equipped as the Undercroft Learning Centre. The project was funded by the National Lottery Heritage Fund and many other bodies and individuals, and has won awards both for the sensitivity of the design and the quality of the learning programme. The learning team is led by the Director, Daniel Parnell, who is assisted by a team of staff and volunteers.

King's School (re-founded 1541) is a large independent school for girls and boys, sharing the precinct with the Cathedral, and an integral part of the Cathedral community. The Cathedral also works in partnership with the University of Worcester, hosting the graduation ceremonies and jointly sponsoring an annual lecture on public policy and social ethics. Links with both institutions are excellent, but there is plenty of scope for building up the relationship further, as also with educational and training officers across the Diocese.

ST OSWALD'S HOSPITAL

St Oswald's Hospital is an almshouse which traces its history from a foundation by St Oswald, bishop of Worcester in the tenth century. Now occupying pleasant Victorian buildings, and situated a mile north of the Cathedral, the Hospital provides homes for residents in the form of twenty or so flats and maisonettes. The Chapter is the Trustee Body, and the Hospital is managed by the Dean (the 'Master'), the Chief Operating Officer of the Cathedral, and a small care and maintenance team. Hitherto, the community has been given pastoral care by a retired priest, living in the Hospital on a house-for-duty basis. There is a fine Chapel with a celebration of the Eucharist at 9.30 on Sundays and Wednesdays. The Chapter (Trustees) recognize that the appointment of a non-resident Chaplain with Cathedral duties will require some adjustment to the accustomed pastoral and liturgical duties. The future sustainability of the Hospital is under review, and the Chaplain will make their contribution to that discussion.

ROLE DESCRIPTION

1. In General

The person appointed to the combined role of Residentiary Canon and Chaplain of St Oswald's will have a life of prayer, a love of learning, an enthusiasm to communicate, and a pastoral heart. Their life of prayer will be rooted in the Cathedral's daily worship, as well as in the opportunities for worship in the Chapel at St Oswald's Hospital. They will delight in the riches of the Cathedral library, long to share them with others, and engage with enthusiasm in the work of the learning team. They will not need qualifications in library management or conservation, but they will have a readiness and humility to learn from those who so qualified. Their love of learning will be rooted, not necessarily in continuing academic studies, but certainly in a serious commitment to theological reading and study. Their pastoral heart will be evident in the care they give to the residents of St Oswald's and the sensitivity with which they nurture the Cathedral community in faith. They will essentially be a team-player, working well with the other members of the Chapter, staff, and community.

The person appointed may not have thought of themselves as a cathedral Canon, but there is no 'type' to which the successful candidate will necessarily conform. As has been said above, we put a priority on diversity and we are keen to receive applications from individuals from a wide variety of backgrounds.

2. Generic Role of Residentiary Canons of Worcester Cathedral

- a. All Residentiary Canons attend Sunday and weekday services as required by the Statutes, and engage in liturgical and preaching duties as directed by the Chapter.
- b. They share with the Dean and fellow residentiary Canons in the pastoral and preaching ministry of the Cathedral. They act as Canon-in-residence for an allocated number of weeks in the year.
- c. They attend Chapter meetings, meetings of the College of Canons, and other meetings, events and services at which Chapter members are expected.
- d. They are Trustees of St Oswald's Hospital.
- e. They contribute to the life and work of the Diocese and the wider church.

3. Specific Role of the new Residentiary Canon

The new Residentiary Canon will have responsibility for supporting and encouraging the Cathedral's learning programme and the work of the Library. In particular, they will:

- a. Support and advise the Cathedral's Librarian and Archivist and the library team, and will report to the Chapter for the work of the Library; and they will encourage the engagement of the wider community in this historic resource;
- b. Support and advise the Cathedral's Director of Learning and the learning team, and will report to the Chapter for the work of the learning team; and they will encourage the development of the Undercroft Learning Centre.
- c. Promote the Cathedral as a place for the discussion of theological, social, and ethical issues, through lectures and seminars, working not only with the Cathedral's learning team, but also diocesan staff, the King's School, and the University of Worcester;
- d. Provide programmes of learning, discussion, and nurture for those outside the faith, new to the faith, returning to the faith, or still growing in the faith; developing the Cathedral as a 'school of catechesis' for the Diocese.

4. Role of the Chaplain of St Oswald's Hospital

The Chaplain of St Oswald's Hospital will provide liturgical and pastoral ministry to the residents; will report to the Master (the Dean) for the liturgical and pastoral life of the community; and they will help their fellow-Trustees to articulate a plan for the development and future sustainability of the Hospital.

PERSON SPECIFICATION

The new Residentiary Canon will:

- a. Be a priest of the Church of England or of a Church in communion with the Church of England who has been in Holy Orders for not less than six years;
- b. Be personally committed to the daily office of Morning and Evening Prayer and regular participation in the Eucharist;
- c. Be committed to the mission of the Cathedral within the Diocese and the wider Church;
- d. Be a willing listener, mediator, and pastor; and be able to discern and nourish the gifts of others;
- e. Have a love of learning and a commitment to theological reading and study;
- f. Have a sense of the history and tradition of the Cathedral, and an ability to draw on them in the service of the Cathedral's mission;
- g. Be an effective communicator, in both the spoken and the written word, and a thoughtful and engaging preacher;
- h. Be a team-player, willing to contribute to the thinking of the Chapter and ready to implement its policy;
- i. Work well with all sections of the Cathedral staff and community, and appreciate and encourage the work of volunteers;
- j. Be an organised person, able to manage the competing demands of a complex organisation and a busy timetable;

- k. Will demonstrate an active understanding of safeguarding and the implications for their role.

SAFEGUARDING

Safeguarding children, young people and vulnerable adults is a priority for the Chapter. All Chapter members and staff are required to follow the Cathedral's safeguarding policy and procedures.

Safeguarding is a standing item at Chapter meetings. Regular training will be offered in safeguarding and associated matters but it is the responsibility of each member of staff to keep themselves up to date and familiar with current best practice.

TERMS AND CONDITIONS

- a. The appointment is that of Common Tenure under the Clergy Terms of Service Measure. Enhanced DBS disclosure will be required for this appointment.
- b. They new Residentiary Canon and Chaplain will, within the framework of the Cathedrals Measure, be responsible to the Dean, who will conduct an annual work review. Both in respect of the Cathedral and St Oswald's Hospital. As a priest licensed by the Bishop, under Common Tenure, they will participate in the diocesan ministerial development review (MDR).
- c. For the better performance of duties accommodation will be provided within the Cathedral precinct. The accommodation available is a comfortable nineteenth-century four-bedroomed house with a garden. There is no garage, but available parking on College Green.
- d. The stipend is that for a Residentiary Canon (currently in the Diocese of Worcester **£29,783**). Agreed removal and resettlement costs will be refunded. Council tax, water rates and buildings insurance are paid by the Chapter. The stipend will be adjusted pro rata for a less than full-time appointment.
- e. Working expenses, agreed within the Chapter budget, are reimbursed on production of receipts.
- f. The Dean and full-time Residentiary Canons each take a weekly day off (that is, a clear period of 24 hours and normally the same each week) which is free of all Cathedral duties. In order to manage the requirements of residence, and reflecting the balance of regular engagements in the week, it is hoped that the new Canon will be happy to take a Friday or Saturday. There will be a particular negotiation of time off in the case of a less than full-time appointment.

- g. The Dean and Residentiary Canons take turns to be 'in residence' throughout the year. This provides a constant liturgical presence as well as a point of daily reference for vergers and office staff. The two full-time Residentiary Canons each take the equivalent of four months in the year, and the Dean and the third Residentiary two months at a time, arranged in weekly unit, and allocated by an agreed rota. During weeks of residence the weekly day off is covered by a colleague. There will be a particular negotiation of residence duties in the case of a less than full-time appointment.
- h. The Dean and Residentiary Canons all take 36 days holiday each year. Within this allocation are included no more than 6 Sundays and the 'inside of weeks' following Christmas and Easter. The annual leave year begins on 1 January each year. Holiday times are negotiated between the Dean and Residentiary Canons to ensure that the requirements of residence are met.
- i. The Chapter supports the arrangements made in the Diocese for sabbaticals and the professional development of the clergy.

HOW TO APPLY

A Webinar for Interested Candidates

We can offer you help in discerning your calling to this role, and making an application, in a webinar (on Teams) for interested candidates on **Thursday 4 August from 12 noon to 1 p.m.** Participants in the workshop will be able to remain anonymous while hearing more from the Dean about the role and from the Ecclesiastical Secretary to the Crown about the appointment process. It is however not necessary to attend this webinar in order to make an application. To receive an invitation to this webinar please email Sara Ward at thedeansoffice@worcestercathedral.org.uk.

Applications

The deadline for applications is **12 noon on Friday 19 August.**

Those interested in the post (particularly those who might be interested in a less than full-time appointment) are warmly invited to contact the Dean, Peter Atkinson, on **07908 224 975** or peteratkinson@worcestercathedral.org.uk for an informal discussion. Please note that the Dean may be away from Worcester at the time, and not to give up trying to reach him at the first attempt.

Applications must be made on the Church of England clergy application form, which can be downloaded from the Cathedral website or the Church of England website (clergy resources). Applications should be sent to **Sara Ward** at thedeansoffice@worcestercathedral.org.uk or at **The Chapter Office, 8 College Yard, Worcester WR1 2LA, marked for the attention of Sara Ward**, who will respond to any queries about the application process. Applications may also be made via **Church of England Pathways**.

The personal statement should be related to the Person Specification (above), giving examples wherever possible. This evidence will be used in shortlisting candidates for interview.

Interviews

The selection and interview process will be held from **5 p.m. on Sunday 4 September to the afternoon of Monday 5 September**. Hotel accommodation for those requiring it will be offered on the Sunday night.

Those invited for interview will be asked to produce a video a 5-minute sermon to the panel, on a biblical text to be supplied to them when they are invited for interview. They will receive an invitation to interview no later than Thursday 25 August and asked to email it to the Dean's Office no later than Thursday 1 September. Please note that the panel will be interested in content and in delivery, but not worried about the technical quality of the production.

A Prayer attributed to St Benedict

Almighty God,
give us wisdom to perceive thee,
intellect to understand thee,
diligence to seek thee,
patience to wait for thee,
eyes to behold thee,
a heart to meditate upon thee
and a life to proclaim thee,
through the power of the Spirit of our Lord Jesus Christ.

