



# Application Pack

*Organ Scholar*

*September 2025 – August 2026*



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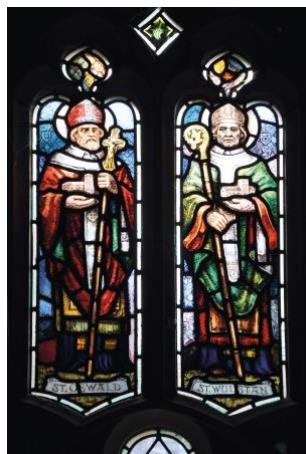
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# About Worcester Cathedral



Worcester Cathedral is a magnificent sight as it rises majestically above the River Severn. Worcester has been the seat of a bishopric since the seventh century, and the Cathedral was served by monks until the Reformation. St Oswald and St Wulfstan were among the bishops.

Since the eighteenth century, the Cathedral has been famous for its part in the annual Three Choirs Festival (the 2026 festival will take place in Gloucester Cathedral), the oldest choral festival in existence. Today, the Cathedral is the centre of a vibrant community of clergy and laypeople; offering the praises of God each day, serving the city and diocese of Worcester, and attracting visitors from all over the world.

The Cathedral community is diverse with over 100 staff and 300 volunteers. We are rightly proud of the tremendous heritage and number of partners we work with across the Cathedral to provide a warm welcome to our visitors to learn more about the history of the building, attend our many events and activities, and to experience the spiritual opportunities of the Cathedral.

The governance of the Cathedral is the responsibility of the Chapter, which comprises residentiary canons and lay canons with professional expertise. The Chapter is responsible for the strategy, oversight and delivery of the operational plan.

There are a team of Departmental Managers led by the Chief Operating Officer, who meet regularly and work collaboratively to achieve the annual objectives and plan. The Cathedral has a diverse range of income, all of which is either achieved through donations, fundraising, earned income, investment income or other support.





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# Worcester Cathedral Music Department

The Cathedral's Canon Precentor, Rev'd John Paul Hoskins is responsible for the worship of the Cathedral and as such represents the Music Department within the governing body of the Cathedral, the Chapter.

Other members of the Music Department currently include:

Organist and Director of Music	Mr Samuel Hudson
Assistant Director of Music	Mr Nicholas Freestone
Organ Scholar	Mr Jack McCabe (2024 – 2025)
Music Administrator	Mr Alan Sheldon

## Regular service timetable:

Monday:	17:30	Evensong *
Wednesday:	17.30	Evensong (boys & girls)
Thursday:	17:30	Evensong (girls and lower voices)
Friday:	17:30	Evensong (boys and lower voices)
Saturday:	17:30	Evensong *
Sunday:	10:30	Eucharist *
	16:00	Evensong *
	18:30	Evening Worship (voluntary choir)

*Services marked \* alternate between boy and girl choristers from one week to the next, all sung with the lower voices.*



# Worcester Cathedral's Choirs

**Worcester Cathedral Choir** consists of up to 18 boy choristers, 18 girl choristers, 9 lay clerks and 3 choral scholars. In September 2021 the cathedral implemented a series of changes to the configuration of the music department, one aim of which was to achieve parity between the boy and girl choristers of the cathedral choir. In this new model, both boy and girl choristers receive an equal scholarship to the King's School, and sing an equal number of services each week.

The lay clerks sing for six choral services each week. Six principal lay clerks sing for all of these services, with three assistant lay clerks joining them for services on Saturday and Sunday, and for major festivals. The back row is completed by three Choral Scholars.

The cathedral choir takes a central role in the **Three Choirs Festival**, held in the final week of July every year and hosted in turn by the cathedrals of Worcester, Hereford, and Gloucester.

**Worcester Cathedral Voluntary Choir** is directed by the Assistant Director of Music and also entered a new chapter of life in September 2021. The Voluntary Choir is now an upper voice ensemble for boys and girls, recruited from a variety of local schools. The choir sings at the weekly 6.30pm Sunday service.

**Worcester Cathedral Youth Choir** was formed in September 2021. Directed by the Assistant Director of Music, the choir aims to provide an opportunity for former choristers and other singers from the local area from year 9 and above to contribute to the cathedral's music. The choir rehearse once per week and sing at a number of services and concerts throughout the year.

**Worcester Cathedral Chamber Choir** is an adult choir of some 30 singers, directed by its founder and former Senior Lay Clerk, Stephen Shellard. The choir sings regularly at cathedral services, as well as at services and concerts in the local area.

**Worcester Festival Choral Society** is an autonomous group of approximately 120 singers linked to the cathedral, conducted by the Director of Music. They rehearse on Mondays every week in the cathedral, and present three concerts in the first two terms of each academic year.



# The Role



Worcester Cathedral are looking to appoint an organ scholar for the academic year 2025 – 2026.

The Organ Scholarship is suitable for a graduate or gap-year student and offers the opportunity to work with and learn from the thriving music department at Worcester Cathedral. Previous holders of the organ scholarship have gone on to organ scholarships at colleges in both Oxford and Cambridge, and have obtained positions as Assistant Director of Music at Winchester, Birmingham, St Edmundsbury and St Albans Cathedrals.

The organ scholar is the principal accompanist for both the Voluntary Choir and Youth Choir, and also shares in the accompaniment of services sung by the Cathedral Choir. The organ scholar can therefore expect to play up to three services per week, in addition to providing pre-service music for weekend services and major festivals as agreed with the Director of Music and Assistant Director of Music. There is also an opportunity to perform in the cathedral's lunchtime recital series, and to assist visiting recitalists as necessary. Occasional opportunities for directing the cathedral's choirs are also explored in the interests of offering as broad an experience as possible.

The organ scholar is also expected to attend morning chorister rehearsals (and lead them in the occasional absence of the Director of Music or Assistant Director of Music), and to assist with escorting choristers between the Cathedral and the King's School. The organ scholar will also take responsibility for management of the music library, ensuring music is distributed to and collected from all choir members as required by the choir directors.

The organ scholar is strongly encouraged to gain experience through singing in WFCS and to take as full a part in the Three Choirs Festival as possible, singing with the festival choirs, and assisting the cathedral organists at the organ console.

A full timetable will be provided upon appointment.



# Job Description



**Job Title:** Organ Scholar

**Department:** Music Department

**Reports to:** The Director of Music

**Overall purpose of the post:**

To provide an opportunity for the gathering of a broad range of experience, including in choral accompaniment, solo performance, choir training, and directing, working as part of a supportive team and in the professional environment of the cathedral music department.

**Duties & responsibilities:**

- To perform at weekly services, accompanying all those sung by the Voluntary Choir and Youth Choir, and contributing to other services as agreed with the Director of Music and Assistant Director of Music;
- To assist in the training of the cathedral choristers, attending morning chorister practice, and leading rehearsals in the occasional absence of the Director of Music or Assistant Director of Music;
- To share in the responsibility for supervising choristers and escorting them between the cathedral and school;
- To take full responsibility for management of the music library, and take on administrative duties (including preparation of printed musical resources) as required;
- To sing as a member of Worcester Festival Choral Society (WFCS);
- To take a full part in the Three Choirs Festival, singing in the Festival Chorus and Festival Youth Choir, as well as assisting at the console during festival weeks;
- To attend a weekly music department meeting;
- To take part in training as required;
- To ensure that all safeguarding and health and safety instructions are followed, and that care is taken to ensure safety for self and colleagues, reporting concerns immediately;
- To treat everyone in a way which reflects the Cathedral's values;
- To undertake as requested other duties as may reasonably be expected.

The Organ Scholar receives support from the Director of Music, the Assistant Director of Music, and the other members of the Music Department to help them achieve any targets set during their tenure.

**Health & Safety**

Under the Health and Safety at Work Act 1974, whilst at work, you must take reasonable care for your own health & safety and that of any other person who may be affected by your acts or omissions. In addition, you must co-operate with the Organisation on health & safety and not interfere with, or misuse, anything provided for your health, safety or welfare.

**Safeguarding**

All staff and volunteers are expected to demonstrate a commitment to safeguarding the welfare of all children and adults who may be vulnerable, who are involved with and/or visit the Cathedral. This will include adherence to policies and procedures, following good practice in relation to their own behaviour and conduct, and undertaking any safeguarding duties commensurate with their specific role. This role will require an Enhanced DBS disclosure.



# Person Specification

## REQUIREMENTS

The post holder must be able to demonstrate:

### Education, skills and experience:

- Experience in solo organ performance, and choral accompaniment in a church or cathedral context;
- An organist of grade 8 (or equivalent) standard;
- Confidence in sight-reading, and some proficiency in score reading, and transposition;
- A strong musical ear and sense of general musicianship;
- Ability to work in a team;
- Formal training on one or more further instruments, or singing (desirable);

### Personal qualities:

- Punctual and well-presented;
- Efficient in time management;
- Willing to engage with a range of tasks to assist with the smooth running of the music department;
- Self-motivated to improve individual performance and gain experience;
- Interested in engaging with the varied life of the cathedral and city;
- An ability to be flexible and adapt to a dynamic environment;
- A commitment to living harmoniously with others in shared accommodation.



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# Working for us

## Remuneration

The Organ Scholar receives an honorarium of £6,000, plus rent-free accommodation in an eighteenth-century flat above the Song School with spectacular views of the Cathedral, Malvern Hills and River Severn. The flat is shared with three choral scholars.

There are also opportunities for extra work in the surrounding area, and the Cathedral has a link with the Royal Grammar School, Worcester, where the organ scholar has traditionally been paid separately for work undertaken.

## Organ Lessons

An allowance is available for organ lessons, with a teacher agreed in consultation with the Director of Music.

## Staff Discount

All employees will receive a 10% discount on purchases in the Gift Shop and Café within the Cathedral.

## Employee Assistance Programme

All employees and their immediate family have access to a range of confidential support through our commissioned employee assistance programme.





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# How to apply

To apply for the Organ Scholarship for the academic year 2025 - 2026, please send your application by post or email to:

Matthew Hall,  
Chief Operating Officer,  
The Chapter Office,  
8 College Yard,  
Worcester, WR1 2LA

[jobs@worcestercathedral.org.uk](mailto:jobs@worcestercathedral.org.uk)

Your application should include:

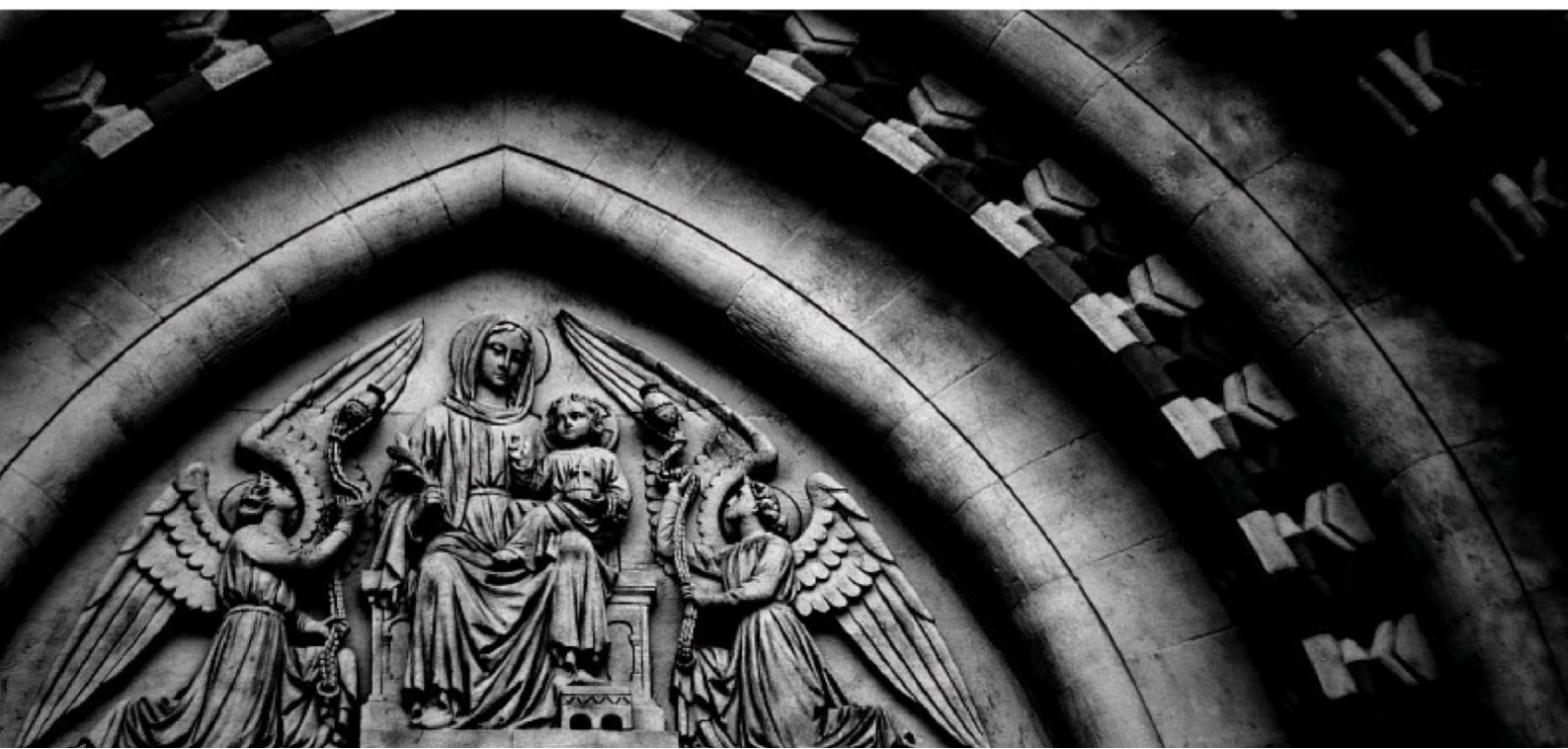
- a current CV including contact details, and availability if called for an interview on Thursday 5 December 2024;
- a brief covering letter explaining why you are applying for the post and how your skills and experience match the requirements of the role;
- and the details of two referees who can speak about your relevant experience and personal qualities. Please note that, if applicable, one of your referees should be your current employer, and that references will usually only be contacted if you are shortlisted for the role.

Should you have any queries about the role, please don't hesitate to contact the Director of Music, [Samuel Hudson](mailto:Samuel.Hudson@worcestercathedral.org.uk) (01905 732916).

**Closing date:** 9am on Friday 22 November 2024.

We will aim to contact all applicants by the end of Monday 25 November 2024.

Interviews and auditions for shortlisted candidates: Thursday 5 December 2024.





The Chapter Office  
Worcester WR1 2LA  
Enquiries: 01905 732900  
[www.worcestercathedral.co.uk](http://www.worcestercathedral.co.uk)



Worcester Cathedral is fully committed to Equal Opportunity policies.