



WORCESTER  
CATHEDRAL

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# Application Pack

Two Principal Lay Clerks (Tenor & Bass) *September 2025*

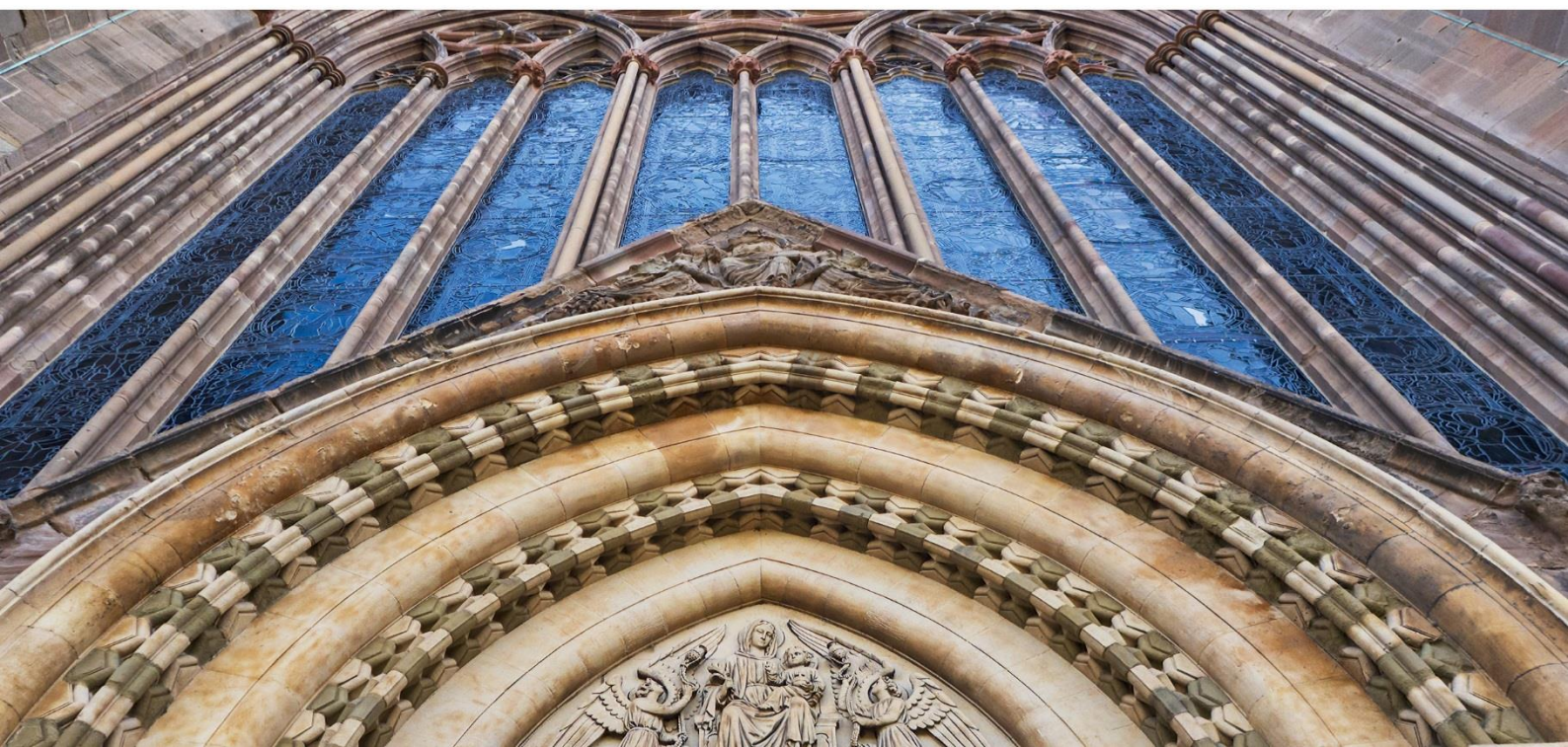


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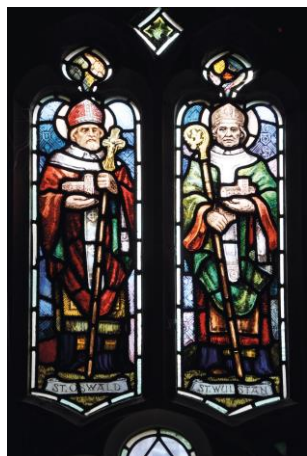
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# About Worcester Cathedral



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 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, and is chaired by the Dean. The Chapter is responsible for the strategy, oversight and delivery of the operational plan.

There is 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 achieved through donations, fundraising, earned income, investment income or other support.





# Worcester Cathedral Music Department

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 Benedict Braddock ( <i>from September 2025</i> )
Music Administrator	Mr Alan Sheldon

## Regular service timetable:

Monday:	17:30	Evensong
Tuesday:		Cathedral Choir day off
Wednesday:	17:30	Evensong (upper voices only)
Thursday:	17:30	Evensong
Friday:	17:30	Evensong
Saturday:	17:30	Evensong
Sunday:	10:30	Eucharist
	16:00	Evensong
	18:30	Evening Worship (voluntary choir)



# Worcester Cathedral Choir

Worcester Cathedral is justifiably proud of its long and distinguished musical tradition. The current cathedral choir is the direct descendant of the monastic choir which sang in the cathedral virtually since it was founded in 680. Evidence of the music sung in the cathedral during the 12<sup>th</sup> and 13<sup>th</sup> centuries can still be found in the cathedral library.

In 1541, King Henry VIII established the King's School to provide the choristers for the newly re-founded Church of England cathedral following the Dissolution of the Monasteries. The choir now comprises both boy and girl choristers who hold scholarships and attend the King's School.

A succession of notable directors of music have illuminated the worship in the cathedral, particularly Thomas Tomkins (appointed in 1596), Jeremiah Clarke (1806), Hugh Blair (1892), Sir Ivor Atkins (1897), Sir David Willcocks (1950), Christopher Robinson (1963) and Donald Hunt (1974). Worcester also has an indelible connection with Sir Edward Elgar (1857-1934) who spent many years of his life in and around Worcester and premièred many works in the cathedral, particularly at the Three Choirs Festival. The cathedral boasts a number of fine organs, particularly the quire organ built by Kenneth Tickell and commissioned in 2008.

The back row of the cathedral choir comprises nine professional lay clerks and three choral scholars. Six of the lay clerks are 'principal' lay clerks (two each of altos, tenors, and basses) who sing at all services during the week, and three 'assistant' lay clerks (one per lower voice part) who supplement the choir at weekends and major festivals. The choral scholarship scheme is designed to encourage young singers (one per lower voice part per year) to become part of the long-standing tradition of cathedral music which is such an important part of our musical heritage, both here at Worcester and nationally.

In addition to the cathedral choir, Worcester Cathedral is proud to have a voluntary choir (founded in the 1870s), a youth choir (founded in 2021) and a mixed adult chamber choir. The Worcester Festival Choral Society is also based at the cathedral and usually gives three concerts per year with professional soloists and orchestra.





# The Role



The role of a principal lay clerk is to sing at all services sung by the Cathedral Choir, including at major festivals during the cathedral's year. In a normal week, this involves singing at six services, following the timetable below. The cathedral choir's term dates broadly follow those of the King's School, with additional duties most notably in the week running up to Christmas and again in the week before Easter (Holy Week).

The standard weekly schedule for principal lay clerks is as follows:

Monday, Thursday, and Friday	5.00pm rehearsal, with Evensong from 5.30pm – 6.20pm
Saturday	4.30pm rehearsal, with Evensong from 5.30pm – 6.20pm
Sunday	9.45am rehearsal, with Eucharist from 10.30am – 11.45am 3.20pm rehearsal, with Evensong from 4pm – 4.50pm

Services normally take place in the cathedral; however, the choir does have an active outreach programme in the diocese and so occasionally lay clerks may be requested (with appropriate notice) to sing at other locations. There are also a number of services during the cathedral's yearly calendar for which attendance is mandatory, even if they fall outside regular term times. The choir also participates in concerts, tours, broadcasts and recordings, along with special services such as weddings and memorial services, for which additional fees are payable.

The cathedral lay clerks may also be invited to participate in the Three Choirs Festival, held annually in late July/early August and hosted in the cities of Gloucester, Hereford and Worcester on a rotational basis. Subject to a separate contract from the Three Choirs Festival Ltd., which is an independent charity, participation in the festival also commands an additional fee. The Three Choirs Festival is the longest running non-competitive classical music festival in the world, boasting over 300 years of history, and features some of the world's leading orchestras (the festival's current orchestra-in-residence is the Philharmonia), conductors and soloists. The cathedral choirs of the three cities play a central role in the festival, jointly singing services during the week (including a live Choral Evensong broadcast on BBC Radio 3) and performing their own concert. Lay clerks are also often invited to sing in the Festival Chorus to support performances of large-scale choral repertoire. The festival is to be held in Gloucester in the summer of 2026, returning to Worcester in 2027.





# The Role

**Job Title:** Principal Tenor Lay Clerk

**Department:** Music Department

**Reports to:** The Director of Music

## **Duties & responsibilities:**

- To sing as a member of the Cathedral Choir at all regular services, major festivals and feasts, and other special occasions as laid out in the music department's schedule;
- To participate in extra services, concerts, broadcasts, and recordings according to availability. Such events will command extra fees as notified in each case;
- 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.

## **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 a DBS disclosure.



# Person Specification

## REQUIREMENTS

The post holder must be able to demonstrate:

### Education, skills and experience:

- Significant experience singing in choral ensembles at a professional level;
- familiarity with a broad variety of sacred choral repertoire;
- high capability in sight-reading;
- an ability to hold a vocal part on their own;
- an ability to blend into the overall ensemble of the choir while undertaking solo work accurately, confidently, and musically;
- a willingness to act as a mentor to the cathedral's choral scholars;
- a sympathy with the mission and ethos of Worcester Cathedral, and the Church of England;
- a clear understanding of safeguarding and how this relates to the role.

### Personal qualities:

- excellent punctuality and personal presentation, with efficient time management skills;
- motivation to improve individual performance and a commitment to professional development;
- a desire to become a member of a close-knit team;
- a commitment to maintaining positive working relationships with colleagues, other members of cathedral staff, clergy, and chorister families;
- a desire to represent the choir and cathedral in a positive manner.





# Working for Us



## Salary

The current salary for a principal lay clerk at Worcester Cathedral is £9,268 per annum. Payments for additional 'special' services, concerts, recordings, broadcasts and participation in the Three Choirs Festival are in addition to this base salary.

## Pension Scheme

All eligible members of staff will be automatically enrolled into the occupational Staff Pension Scheme, operated by Royal London. Contributions will be payable by the member of staff at 4% of basic salary and a 5% contribution by the Chapter. There is also death in service cover offered to all staff. The Chapter may amend the pension scheme at any time.

## Professional Development

The cathedral music department takes seriously the ongoing musical development of its professional singers and will encourage this by providing regular feedback and financial support for external vocal tuition. There is a sung element to the cathedral's appraisal procedure for lay clerks.

## Employee Assistance Programme

On behalf of all cathedral employees, the chapter subscribes to an employee assistance programme from Health Assured – a way of providing confidential support to employees (and their families) on matters of health and well-being. All staff receive details of the scheme, which includes access to online resources, and a 24-hour telephone helpline.

## Staff Discount

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

## Post Availability

The projected start date for both posts is September 2025.





# How to Apply

Applications for the post of Principal Lay Clerk should be sent to:

Mr Matthew Hall  
Chief Operating Officer  
The Old Palace,  
Deansway  
Worcester, WR1 2JE

By post or e-mail: [jobs@worcestercathedral.org.uk](mailto:jobs@worcestercathedral.org.uk)

Your application should contain:

- A current CV and contact details;
- A brief covering letter explaining why you are applying for the post and how your skills and experiences match the requirements of the post;
- Details (name, address, telephone number and e-mail) of two referees who would be able to speak about your relevant experience and personal qualities. One must be your current employer (if applicable). References will usually only be contacted if you are short-listed for the post.

Should you have any queries about the post, please don't hesitate to contact the Director of Music, Mr Samuel Hudson ([samuelhudson@worcestercathedral.org.uk](mailto:samuelhudson@worcestercathedral.org.uk)), to arrange an informal conversation.

**Closing date:** 9am on Monday 19 May.

Interviews and auditions for shortlisted candidates will most likely take place in the week commencing Monday 2 June.







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



Worcester Cathedral is fully committed to Equal Opportunity policies.