



WORCESTER
CATHEDRAL

worcestercathedral.co.uk

Application Pack

Chorister Vocal Coach

September 2025



WORCESTER
CATHEDRAL

Contents

About Worcester Cathedral

Worcester Cathedral Music Department

Worcester Cathedral's Choirs

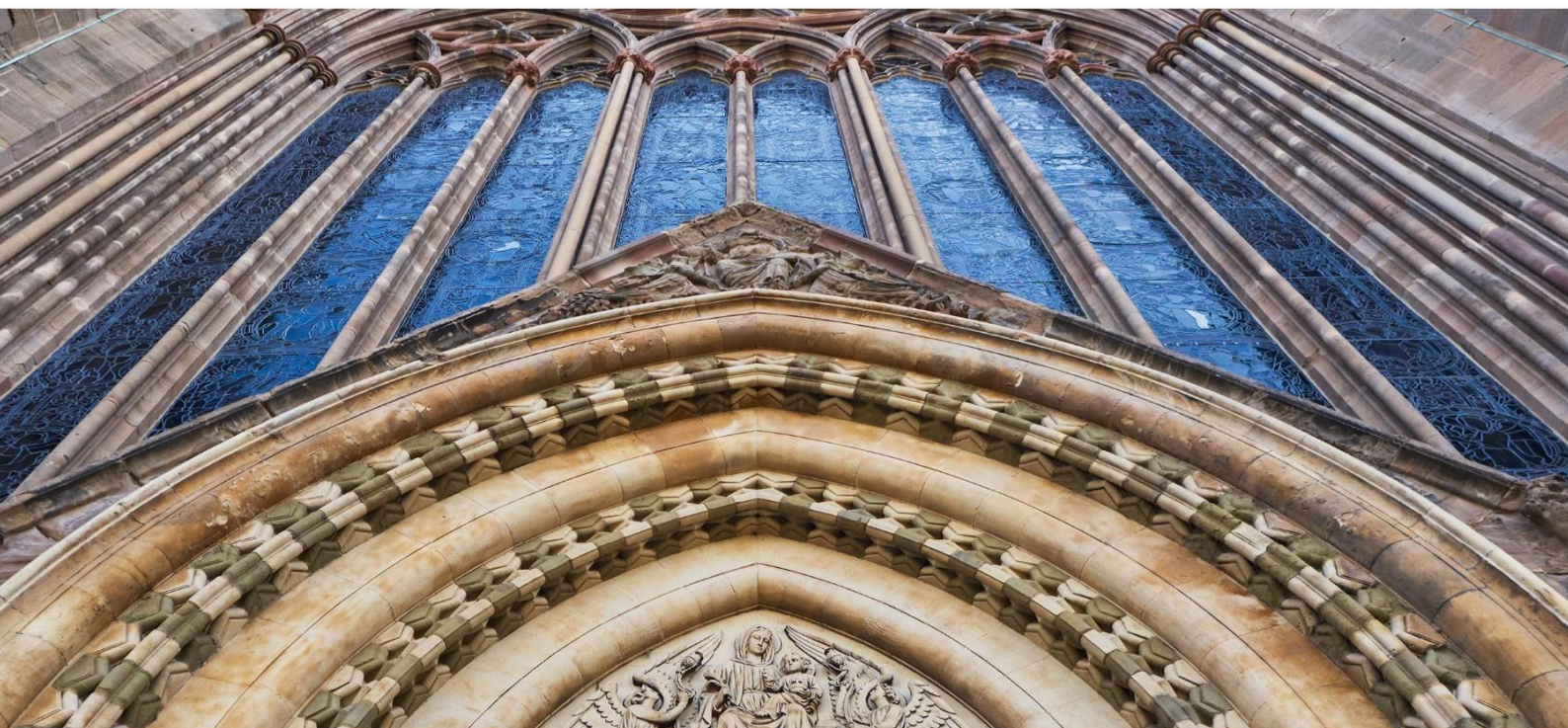
The Role

Job Description

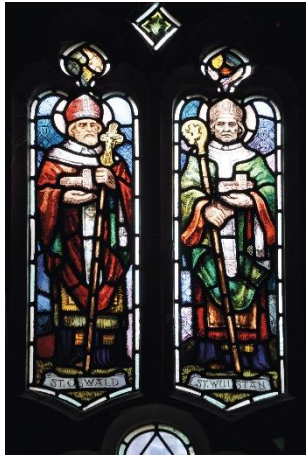
Person Specification

Working for us

How to apply



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.



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:

(Services sung by the Cathedral Choir unless otherwise stated)

| | | |
|------------|-------|---|
| Monday: | 17:30 | Evensong |
| Tuesday: | | Morning chorister rehearsal (no Evensong) |
| Wednesday: | 17.30 | Evensong (Choral scholars 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) |

* Evensong on a Friday is sung by Principal lay clerks only, and with trebles every other week.



Worcester Cathedral's Choirs

Worcester Cathedral Choir consists of up to 20 boy and 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 from September 2025 the boy and girl choristers will sing in one combined treble line. These arrangements are for the coming academic year only. The cathedral will consider keeping one combined treble line or resuming the running of two separate lines over the course of the year.

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, one of each voice part.

For the first time in September 2025, the music department is creating opportunities for sopranos to contribute regularly to the music of the cathedral. A group of 3-4 sopranos will be recruited to sing mainly at Evensong on Saturdays in term time, with occasional services on other days throughout the year.

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 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 and is directed by the Assistant Director of Music.

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.



The Role



Worcester Cathedral are looking to appoint a Chorister Vocal Coach to work with our senior school choristers (years 7 and above) from September 2025.

The Vocal Coach will provide each chorister with a weekly 30-minute individual lesson each week (4 teaching hours in total each week), focusing on singing technique and vocal health, and occasionally assisting with preparing choristers for solos allocated to them.

Working in consultation with the Director of Music, the Vocal Coach plays a crucial role in shaping the sound of the choir and creating a positive and encouraging environment in which all choristers can unlock their full vocal potential. The Vocal Coach will be asked to feed back to the Director of Music regularly on the progress of choristers, on vocal issues they are working on, and on how these issues can continue to be addressed within full choir rehearsals.

Our cathedral choristers often lead rich and varied musical lives outside of the choir, and as such there is a need for the vocal coach to be mindful of tuition in singing and music which may come from various other teachers within and outside of the choir.

We are seeking a vocal coach who is passionate about sound, working with individual voices and through them the sound of the choir to best equip our choristers for their time in the cathedral choir, and more widely, for singing throughout their lives ahead.



Job Description

Job title: Chorister Vocal Coach

Department: Music Department

Reporting to: The Director of Music

Overall purpose of the post:

To provide individual singing lessons to our senior school choristers, focusing on developing singing technique and maintaining vocal health, as well as assisting with preparing choristers for solos allocated to them.

Duties and responsibilities:

- Delivering ten teaching sessions per term, on a day and time agreed in consultation with the director of music.
- Coaching boy and girl choristers (from school year 7) individually, focusing particularly on singing technique and maintaining good vocal health.
- Identifying individual priorities for choristers to enable them to reach their full potential as solo and choral singers.
- Supporting choristers in preparation for solos in forthcoming services and performances.
- Planning the weekly lesson rota, with support and guidance from the music department of the King's School, Worcester.
- Reporting regularly to the Director of Music on the progress of choristers.

Health & Safety

Under the Health and Safety at Work Act 1974, 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 co-operate with the Organisation on Health and Safety and not interfere with, or misuse, anything provided for your health, safety or welfare.

Job Description

Safeguarding

This role requires an Enhanced DBS check.

The Cathedral is committed to safeguarding and promoting the welfare of children and adults at risk who visit our premises and precinct. All staff and volunteers are expected to actively demonstrate a commitment to a culture of safeguarding by:

- Understanding and adhering to cathedral safeguarding policy and procedures.
- Maintaining professional boundaries and demonstrating behaviour that prioritises safety and wellbeing.
- Taking responsibility for identifying and promptly reporting and safeguarding concerns in line with the policy and procedures.
- Undertaking safeguarding training and fulfilling any specific safeguarding duties required in their role.
- Actively contributing to an environment where everyone feels safe, valued and empowered to raise concerns without fear of reprisal.

Person Specification

This section outlines the knowledge, skills and abilities the job holder needs in order to fulfil the requirements of the post.

| PERSON SPECIFICATION | | |
|----------------------------------|--|---|
| Key Criteria | Essential | Desirable |
| Education, skills and experience | <p>A skilled vocal coach, with knowledge and experience in the training of children's voices</p> <p>Understanding of the young voice and how to support choristers as their voice develops</p> <p>Familiarity with the cathedral tradition and repertoire</p> <p>Basic keyboard skills appropriate to leading coaching sessions at the piano</p> <p>A clear understanding of safeguarding and how this relates to the role</p> | <p>Certified qualifications in vocal and/or musical tuition and performance</p> <p>Experience as a professional singer at a high level</p> <p>Understanding and experience of working in a cathedral context (or similar), and of the schedule of a cathedral chorister</p> |
| Personal qualities | <p>A positive individual, able to enthuse and engage boy and girl choristers in use of their voice and membership of the choir</p> <p>Punctual and well-presented</p> <p>Efficient in time management and well-organised</p> <p>An ability to be flexible and adapt to a dynamic environment</p> <p>Passionate about the cathedral tradition and the musical and wider benefits of choristership</p> | |



Working for us

Remuneration

The Chorister Vocal Coach will be paid as an external freelance contractor, with invoices submitted monthly, half-termly, or termly in agreement with the Director of Music. Lessons are organised in parallel with the peripatetic teaching scheme at the King's School, with the hourly rate set by the King's School is matched. The current rate is £43.60 per hour.

Working Patterns

The post holder will work with our senior school choristers for 30 minutes each per week, totalling 4 teaching hours per week.

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.

Post Availability

The projected start date for this post is September 2025.



How to apply

To apply for this post, please send your application by post or email to:

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

jobs@worcestercathedral.org.uk

Your application should include:

- a current CV and contact details;
- a brief covering letter explaining why you are applying for the post and how your skills and experience 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), to arrange an informal conversation.

Closing date: Applications will be considered upon receipt, with interview dates arranged as soon as mutually convenient.





The Chapter Office
Worcester WR1 2LA
Enquiries: 01905 732900
www.worcestercathedral.co.uk



Worcester Cathedral is fully committed to Equal Opportunity policies.