

Post of Director of Music

We are delighted that you are interested in the new post of Director of Music in the Parish of Nettleham.

Nettleham is a large and thriving suburban village of 4,300 about three miles north of the growing cathedral and university city of Lincoln. It has a wide catchment, excellent primary schools, a busy commercial centre with a large range of shops, health centre, eateries, public transport links and community facilities. It is a welcoming village with a reputation for participation and quality of life. At its heart there are stone cottages, a village green, a delightful beck, open spaces and trees. Further out there is a fair amount of good quality later 20th century housing. The Parish Church of All Saints is a striking Grade I listed building mostly dating from the 13th Century, with some high quality additions from the 19th Century by Bodley and Garner, and a dramatic East Window of 1970 by John Hayward, made after a fire.

The church is flourishing and provides three functions. Primarily, it is the active parish church of this substantial community. Secondly, it is a centre of worship and nurture in the inclusive and sacramental tradition of the Church of England for a wider catchment. Thirdly, it is a place much enjoyed by the wider community for civic, social, cultural and heritage visitor functions, and frequently used for drop-in prayer. It is unlike most Lincolnshire Parish Churches in offering three Eucharists with different styles and constituencies every Sunday, as well as a Family Worship event and an evening office. Again, unusually, the morning and evening office is said in church daily, and there is a daily Eucharist. Liturgy is well prepared and offered with enthusiasm, and there is a team of servers at the 9.30 Eucharist and on Festivals and in Holy Week and Easter. Vestments are worn and incense is used at Festivals. The church shares a full time incumbent with a small church on the Riseholme university estate. There is a very active NSM curate, a Reader and a retired Bishop who plays a significant role. We have a 2 year training placement, and we are expecting to receive additionally a full time curate from next Petertide.

Music is central to our worship, our attraction and evangelism, and to the distinctiveness of our church. We are exploring ways of being a centre for “inclusive catholic evangelism”, and see the quality of music and liturgy as a big part of the offering that draws people in and uplifts them. It is therefore a critical moment in the development and progression of the church and we are looking to invest energy, prayer, time and money in building up our musical offering. We have gone for a model of providing a range of acts of worship with distinctive congregations rather than offering a bit of everything in a smaller range of services. The main act of worship on a Sunday is the 9.30 Sung Parish Eucharist, with organ, choir, introit, responsorial psalm, congregational and occasionally choral mass setting, motet and seasonal propers. The 8.00 is said, the 11.15 is a Family Eucharist a little more café style with simple but ideally live music, whilst the afternoon Worship@4 is very informal with recorded music or songs led by a guitar duo. 6.00 Evening Prayer is generally said at present, but once a month it includes healing and improvised piano music played by a distinguished composer/pianist who worships here, and there is an aspiration to have a choral service once a month – perhaps solemn vespers or perhaps a more Anglican Choral Evensong.

The organ is a moderate electro-pneumatic 2 manual and pedal by Cousans from 1970. It is undistinguished, and we have an ambition to improve or replace it, with a Director of Music playing a role in helping to lead that process. We hope early in the New Year to borrow an excellent small classical tracker organ classically voiced to provide an alternative in the chancel, with its better acoustic. The church has recently acquired a good quality Yamaha grand piano which is used for recitals and some worship. We have recently rented a space about 150m from the church which is warm and comfortable, and it is suitable for choir coaching or private teaching.

The choir is in need of some serious work. They are enthusiastic, and tackle a variety of repertoire with very open minds. Some are quite elderly. They see the need for change and will be incredibly supportive. We have begun to recruit a children's choir – we have an excellent two-form entry church junior school just across the road, with both a great Christian ethos and a very music-friendly head. Five cathedral choristers go to the school already. We occasionally draw on good singers from around the city and the wider area for special events, and would like to supplement our regular worship with both polyphonic repertoire and plainchant, as well as more contemporary church music – maybe creating an occasional motet choir. We have recently bought SATB editions of the latest A&M for the choir, and psalters and anthem books. Mass Settings include Thorne, Jones, MacMillan and Rutter. The Rector's preference is for relatively simple done well, rather than over-ambitious managed by the skin of the teeth. He is himself a musician and a choral director, and his wife, who currently coaches the choir at All Saints when she can, is employed as vocal coach to the Lincoln Cathedral choristers. A significant hike in the range and quality of the liturgical music and an increase in the numbers participating would be immensely welcome. The Rector and his wife would offer as much support and help as required, as would the excellent retiring organist and other good musicians in the parish.

The Director of Music would need to play the organ much of the time, and we are looking for an able and professional player. We have a recently retired organist who accompanies services very ably, and he will continue to be available. We hope quite soon to get together a Friends of All Saints Music group to support some remuneration for an assistant organist who might also be a keyboard player for our more contemporary worship if skilled in that way. The Director of Music would need to be broad minded about different styles of church music, so as to take an overall leadership role in the music for contemporary style services and children's worship as well building numbers and quality in our more traditional music. The church is engaging in a major application to the Heritage Lottery Fund, which, if successful, will make significant improvements to the church, its ordering and its facilities. The heritage projects include one to work with some identified world experts on understanding the shape, purpose and impact of liturgy and music in a parish church, with strong connections with the diocese (one of the Bishop's Manors was in the village), around the time of the construction of the tower, nave and altar – all between 1120 and 1150, so an interest in musicology and medieval liturgical chant would be a real bonus!

We are looking for a proactive colleague who will join us to build a great musical tradition in All Saints – we would like to become a major centre of liturgical music in the diocese. She or he will get tremendous support from our clergy and ministry team, our existing musicians, from the wardens and PCC and from our various congregations. The diocese is very supportive of our musical and liturgical plans.

The right candidate would be able to build up private teaching and/or performing in the area. The hours would suit someone working full time or part time in music education.

We hope that the information provided here will help you to decide whether the post is right for you. If you would like an informal conversation, please do not hesitate to call the Rector, Fr Richard Crossland, on 01522 754752.

Father Richard Crossland
Rector of Nettleham
Rural Dean of Lawres
rector@asn.church
01522 754752
07717 767879

November 4th 2019

Website: www.asn.church

Director of Music in the Parish of Nettleham

Job Description

Title of Office:	Director of Music
Responsible to:	The Rector
Responsible for:	Musical leadership within the Parish.
Main purpose of job:	<p>Responsible for liturgical music at the 9.30am Sung Eucharist at All Saints Shaping the musical element of 11.15 Family Eucharist and Worship@4 and playing occasionally.</p> <p>Supervising the music at the twice monthly BCP services at St Mary, Riseholme where there is a very competent organist, and hymns, occasionally festivals. Developing sung worship at some 6.00 Sunday services, occasionally choral Planning music for major Festivals and seasons Planning and delivering music for weddings and funerals Helping to promote concerts and the wider musical life of the parish Building and recruiting choir or choirs as seen fit, leading rehearsals and being responsible for its recruitment, morale, quality, discipline, training and admin. To lead in playing the organ for services and recitals, delegating where feasible To manage the music within budget. To have responsibility for overseeing the routine care and maintenance of the organs and piano. Involvement of in our heritage and community engagement projects To advise on future investment in musical resources and lead the fundraising</p>
Key relationships:	Clergy, assistant organist/s, choir members, administrator, vergers, churchwardens.
Management:	We are looking for someone with the skills, experience and dedication to lead music forward. A small music budget exists, but the parish is committed to eliminating an annual deficit and so expenditure is tightly controlled. It is vital that the Director of Music is able to work collaboratively with colleagues especially the Rector and Assistant Organists.
Resources:	<p>We currently offer per-session fees to an organist who would be happy to continue as assistant organist until another competent player has been found. We have two able pianists and a guitar teacher who provide worship leadership and accompaniment. We have a choir trainer and vocal coach who is happy to give support. We hope to raise a fund to make a more formal appointment of an assistant organist and also of a contemporary worship leader.</p> <p>Details of the organ at the Parish Church may be found on the parish website. We also have a grand piano at the Parish Church and a small single manual and pedal organ at Risehome. We may soon have a small classical organ with pedals on loan in the chancel.</p>
Priorities and aims:	<p>The Parish has a substantial music library, in need of weeding and refreshing.</p> <ul style="list-style-type: none">• Recruitment to and expansion of the choir, developing quality.• A particular focus on the recruitment and development of children and young people• Developing a realistic musical strategy• Good leadership of and communication with all musicians and stakeholders• The creation of music lists published in advance.• Engaging the whole people of God in the musical life of the parish.• Maintaining a safe environment and fully applying the parish safeguarding policy.
Long Term	<ul style="list-style-type: none">• Ongoing regular programme of recruitment• Developing high quality music• Replacement or development of organ as a more distinguished instrument

Director of Music in the Parish of Nettleham

Person specification and application details

It is essential that any applicant has:

- Previous leadership experience of choir training to a high standard
- A full understanding of the liturgical and spiritual importance of music
- A professional level of organ/keyboards playing and accompaniment
- Experience of recruitment of both children and adults
- Excellent organisational skills and is committed and punctual
- An ability to be a 'team player', an industrious individual and one who accepts the ultimate responsibility of clergy for the shaping of worship
- Good social and personal skills
- Self-awareness and maturity
- The ability to work well under pressure and to deadlines.
- The ability to work pro-actively and take initiative
- Strong awareness of safeguarding issues and policy

It is desirable that any applicant has:

- An excellent competence as an organist, FRCO and recitalist
- Experience of fundraising for revenue or capital projects in a church or similar
- A desire to be part of the worshipping community of an Anglican church.

Remuneration:

The salary will be based on qualification and experience, in negotiation with the successful candidate, at the professional end of an RSCM scale, payable monthly, in arrears. Payroll will be handled by the diocese, and NI and Tax will be deducted if required. A pension will be offered (Auto Enrolment) as required under law. Weddings and funerals are the first call at present for the Director of Music but if an Assistant Organist is appointed this may mean sharing by mutual agreement. These currently attract an additional fee of £100 per wedding, and £85 per funeral. These fees are currently being reviewed. The post is offered with six weeks annual leave pro rata (i.e. six Sundays per year). Dates for holidays will need to be agreed with the Vicar and in negotiation with the Assistant Organist to ensure suitable cover. There is a probationary period of six months, during which one week's notice is required from either party. Thereafter a minimum of one month increasing yearly to a maximum of 12 weeks. The post will be offered subject to the satisfactory completion of an enhanced DBS check and requires Diocesan Safeguarding training.

Appointment Process:

We are looking for a new Director of Music to start as soon as possible. To apply for this position, please email the Vicar attaching the completed application form no later than Friday 29th November. Please also provide details of two referees who will be contacted if you are shortlisted – they should be able to comment on your musical abilities, skills, experience and manner. Your incumbent should be one of the referees if you have a similar job. Those shortlisted will be required to complete a Confidential Declaration Form and to attend for an evening interview, to take a part of a choir practice. As part of the interview, candidates will be asked to:

- A. Organ: Prepare one own choice piece no longer than 5 minutes
- B. Hymn: Accompany the choir on the organ - hymn supplied in advance.
- C. Interview: Candidates will be interviewed by a small group and should be prepared to talk about their previous experience and how they would seek to enhance the musical life of the parish.
- D. Rehearse Choir: Candidates will be asked to warm up and rehearse with the choir for approximately 15 minutes. Piece notified in advance. Please note that upon request you will be able to access the organ at the Parish Church at an earlier date to practice with the instrument.