



**NEWCASTLE  
CATHEDRAL**



# **ORGAN SCHOLARSHIP**

COMMENCING SEPTEMBER 2026

[newcastlecathedral.org.uk/vacancies](https://newcastlecathedral.org.uk/vacancies)

# ABOUT THE SCHOLARSHIP



<b>Duration of scholarship</b>	1 year, may be extendable for further years by mutual agreement
<b>Bursary</b>	£8,500
<b>Reporting to</b>	Cathedral Director of Music and St Andrew's Church Director of Music
<b>Date of issue</b>	September 2026
<b>Probationary period</b>	3 months
<b>DBS</b>	Enhanced DBS with Regulated Child Activities check required
<b>Safeguarding Training required</b>	Basic (C0) & Foundation (C1)
<b>Pre – interview checks (safeguarding)</b>	References will be taken up before interview, and all candidates are required to complete a Confidential Declaration Form at the point of application

# BACKGROUND



The Organ Scholarship is an opportunity for a gifted young musician considering a career in church/cathedral music to gain valuable experience through making a significant contribution to music at Newcastle Cathedral and St Andrew's Church. This is particularly suitable for a student at Newcastle, Durham, or Northumbria Universities, but we will also consider applications from gap-year candidates who would like to hold the Organ Scholarship alongside other part-time work in the area. Newcastle is a vibrant city with an exciting musical scene, and there is scope for the right candidate to enjoy other musical opportunities and possibilities of other musical work, should this be desired.

Music stands at the heart of the mission and ministry of both Newcastle Cathedral and the city centre parish church of St. Andrew, as we aim to change lives by engaging ever greater numbers of people in high-quality music-making.

As a thriving city centre cathedral and neighbouring parish church, our offering is distinctive. This role offers particular scope for someone with ambitions of working in cathedral music or a similar field to gain a wealth of practical experience within a supportive and nourishing environment, particularly in the areas of organ playing and choral accompaniment, but also in conducting, rehearsal management, singing, and administration.

For someone seeking to gain experience as part of a modern, complex, far-reaching and diverse music programme in an exciting and historic regional capital, this Organ Scholarship could prove ideal.

## MUSIC AT NEWCASTLE CATHEDRAL

Evensong is sung throughout the week (Monday to Thursday) and on Sundays at Newcastle Cathedral, along with Sung Eucharist on Sunday mornings. Central to music at the Cathedral is our **Cathedral Choir** with separate choirs of **Boy Choristers, Junior Girl Choristers and Senior Girl Choristers**, joined by professional Lay Clerks, and student Choral Scholars. The Cathedral Choir has enjoyed particular acclaim in recent years, with 'A Year at Newcastle' earning a 4-star review in BBC Music Magazine, and the latest album, 'O Nata Lux: Music for Advent, Christmas & Epiphany', has recently been released. The choir regularly broadcasts on BBC Radio 3 and BBC Radio 4, with another Choral Evensong broadcast planned for April 2026.

Various other choirs also form part of the Cathedral Foundation. Predominantly conducted by the Assistant Director of Music and usually accompanied by the Organ Scholar, these groups contribute on a regular basis to the sung services of the week and enable a greater number of singers to contribute to the worshipping life of the Cathedral. This includes our **Cambiata Voices** group for boys whose voices are changing or have changed, **Schola Cantorum** for adult upper voices (with significant student membership) and the **Cathedral Consort**, an exclusively student group for which student Section Leaders are offered a bursary.

We have an excellent relationship with a wide range of schools, including some particularly close partnerships, and a flourishing **Schools Singing Programme** that is currently working with 14 primary schools. We hope this will continue to grow in size and scope in the coming years as we continue as one of the pilot Anglican cathedrals in the National Schools Singing Programme. Children from our classroom sessions are invited to join one of our Training Choirs, and from this, there is progression into becoming a Probationer Chorister. In addition, children in Key Stage 1 have the opportunity to join **ChoriStarters**, and we have **Small Sounds** for pre-school children supported by the Cathedral Music Trust.



The Cathedral Organ (originally built by T.C. Lewis) is extensive and colourful. It is in need of a full rebuild, and an organ appeal is now underway, with a little more than half of the money raised for Phase 1, which will rebuild the Quire Organ (pictured).

That said, when handled with care, the organ can produce a wonderful musical sound, as is clear from recent recordings and broadcasts.

Additionally, we presently host the Wetheringsett Organ (pictured), a reconstructed Tudor organ on generous loan from the Royal College of Organists.

## MUSIC AT ST ANDREW'S



This church is a Grade 1 Listed building where worship has been offered for over 900 years. Situated in Newgate Street (and no more than 10 mins walk from the Cathedral, with good bus and Metro links), it is the 'oldest church of the city' offering the traditional BCP liturgy as the main act of worship.

The organ was built by J.J. Binns and maintained in good order. Sung Mattins, Evensong, Compline, and other traditional liturgies are a regular part of the liturgical output.

The choir is currently composed of **8 scholars from Newcastle University and their alumni**. All musicians are coordinated and directed by our Choirmaster, acting as 'line manager.' The vicar wishes to support and encourage a variety of quality music and remains open to creative suggestions in this regard.

The key point here is a genuine desire for mission partnership with the cathedral (as our 'mother church' and consequently the seat of excellence) rather than musical 'competition'. To that end, St. Andrew's provides Mattins, Compline and other services that neither conflict nor duplicate what is provided at the Cathedral, but rather seek to enhance the overall musical footprint of the city centre.

**For more information about both churches, please visit [www.standrewsnewcastle.org.uk](http://www.standrewsnewcastle.org.uk) and [www.newcastlecathedral.org.uk](http://www.newcastlecathedral.org.uk)**

# ROLE DESCRIPTION



The Cathedral Quire © Kevin Nixon Photography

## Responsibilities at Newcastle Cathedral

- Playing the organ, conducting, singing or observing at all Evensongs and other special services during Cathedral Term Time, and attending associated rehearsals as necessary
- Playing the organ for Sunday Morning Eucharist on three occasions of the year
- Performing recitals in the Cathedral lunch time series (usually at least one per term)
- Occasional assistance with supervision or rehearsing of the Cathedral Choristers

## Responsibilities at St Andrew's

- Playing the organ, conducting or singing for the Sunday Morning (11am) Service on 37 weeks of the year, at corresponding rehearsals and at monthly Friday Evensongs at St Andrew's Church, on 37 weeks of the year
- Playing for the following 'Red-Letter' Days at St Andrew's: The church's Patronal Festival (30<sup>th</sup> November), Ash Wednesday, Holy Week and Easter Sunday, Ascension Day, Thomas Cranmer
- Regularly attending and playing for Friday evening choir practice

# PERSON SPECIFICATION

## Essential

- Organist of at least Grade 8 standard, intending to work towards ARCO if not already achieved
- Good choral accompanist, excited by the cathedral choral repertoire, and keen to learn through gaining much practical experience
- A fluent player of hymns, seeking to inspire the congregation
- A good range of organ voluntaries, and the thirst to learn more
- Liturgical sensitivity
- Sympathetic to the ethos and purposes of Newcastle Cathedral and St Andrew's Church
- Good organisational habits including punctuality
- Willingness to work as part of a small and close-knit team, and the ability to respond quickly and positively to direction
- The drive to undertake adequate personal preparation
- A thirst for continual personal development
- Adherence to current best safeguarding practice, including the Cathedral's Safeguarding policy, and training as required
- Good manner with children and young people, and a desire to gain further experience working with children
- Interest in gaining more experience as a conductor
- Good sense of humour and patience

## Desirable

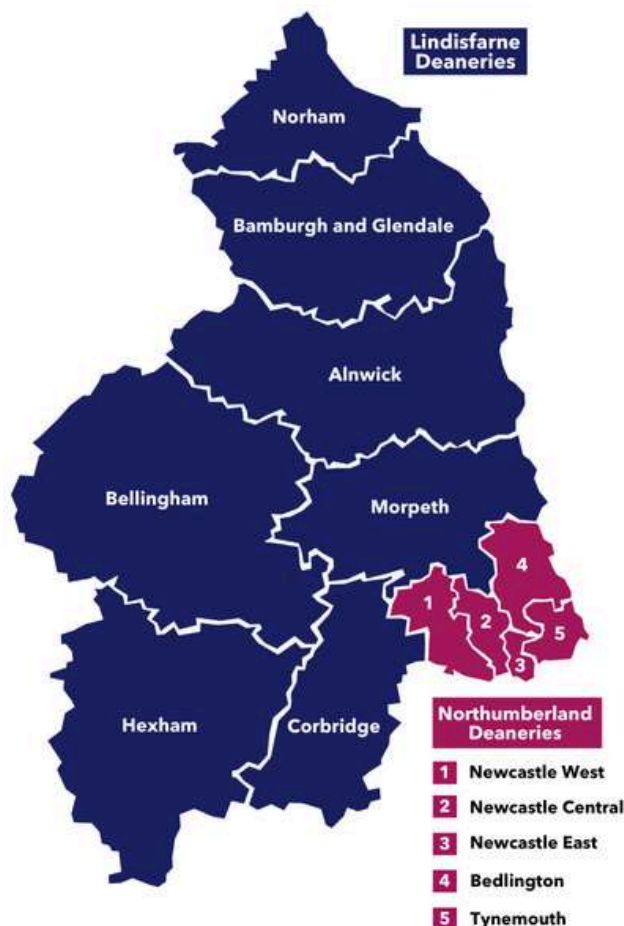
- Willingness to engage with the wider communities at Newcastle Cathedral and St Andrew's Church
- Some singing experience, and the willingness and ability to sing with the choirs when not playing, conducting, or observing
- Good working knowledge of the Anglican Choral repertoire
- Interest in a wide variety of music

# ADDITIONAL INFORMATION; THE DIOCESE OF NEWCASTLE

Newcastle Cathedral is the mother church of the Diocese of Newcastle, the Church of England's most northerly diocese. This Diocese in the 'land of the Northern Saints' was formed in 1882 and comprises 169 parishes across 2,110 square miles.

The Diocese covers the local authorities of Northumberland, Newcastle, North Tyneside and also small parts of County Durham and Cumbria. The 12 deaneries within two archdeaconries serve a population of about 800,000 people across a variety of communities ranging from sparse rural to large inner-city areas of deprivation.

The Diocese is led by the Bishop of Newcastle, the Rt Revd Dr Helen-Ann Hartley. A cohort of stipendiary and self-supporting clergy are resourced by a team of lay and ordained supporting ministers, active local ministry development groups and readers. A small administration team is based at Church House, North Shields, which also houses the Joint Education Team (this team also serves the Diocese of Durham), the Lindisfarne College of Theology and a Religious Resources Centre.



## 'SEEKING, SHARING, SENDING' VALUES



We are **seeking** through being open to God's transforming love; **sharing** through being generous with God's transforming gifts; and we are **sending** through being engaged in God's transforming work in the world.

## ADDITIONAL INFORMATION; CATHEDRAL VALUES

Inspired by Jesus Christ, the Light of the World, the Cathedral remains dedicated to serving its communities, striving to embody our three core values in every encounter and for all who come through our doors.



### **RADICAL WELCOME**

**We commit ourselves to learning how to offer a radical welcome to all who would enter or engage with the Cathedral and its life.**

In putting hospitality at the heart of our work, we recognise the privilege given to us who have found a home in this place. With this privilege comes a responsibility to continually open ourselves and the Cathedral's life to others, people of all faiths and none. We accept that such welcome can be deeply rewarding, sometimes costly and needs to be intentional. We learn together how to become both host and guest.

#### **We know that, among other things, this will involve:**

Generosity, respect, seeking inclusivity, having sensitivity, being non-judgmental, openness, vulnerability and availability, going the extra mile, making space for the other, finding our and other people's ease, without being intrusive.



### **INSPIRING WORSHIP**

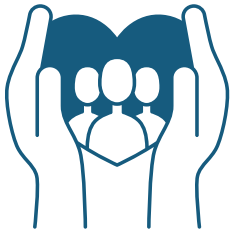
**We place a priority on seeking to facilitate inspiring worship in the everyday life of the Cathedral.**

As well as our framework of daily liturgies, our encouragement of beautiful music, our listening and offering of stimulating preaching, telling stories, or the simple act of lighting a candle, we seek to acknowledge that every possible encounter is an encounter with the sacred, lifting our eyes beyond ourselves and to that which gives meaning and purpose in our lives

We seek to share the Cathedral's heritage, glory in its beauty and celebrate the people of its present and past with this in mind.

We celebrate that 'worship' is not contained by us; it knows no bounds of age, gender, sexuality or status; rather it is, for us, a deeply human longing to encounter the divine.

**We realise that, among other things, this will evoke, provoke and encourage:** Awe, wonder, encounter, celebration, peace and stillness, variety, a framework to hold us, creativity, risk-taking, beauty, simplicity, mystery, challenge and comfort, joy and lamentation, laughter and tears, silence as well as playfulness.



## **EMPOWERING WORTH**

**In all that we do, we will seek to value others and to encourage them to value themselves. In our engagement with the City and Diocese, we will advocate for the creating of a society that values human worth.**

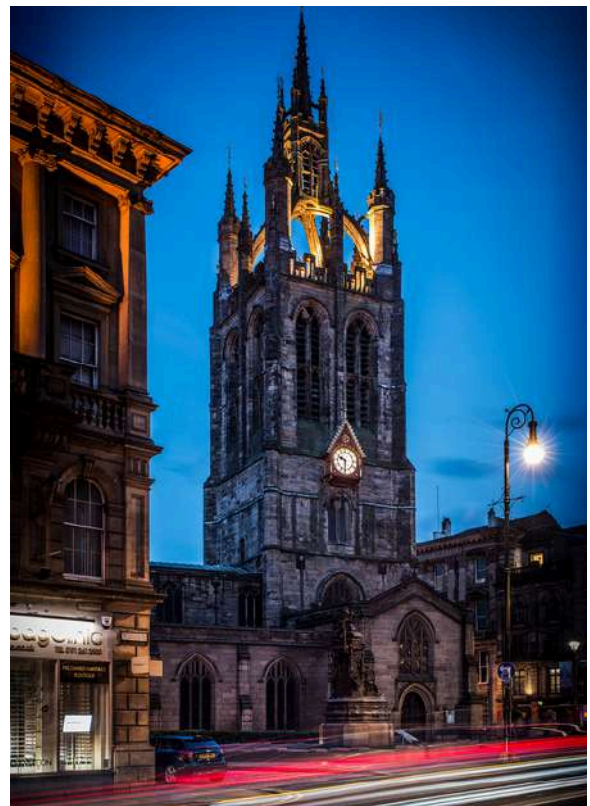
We are committed to making all our encounters nourishing, humane and gracious. We want to see the good in each other and ourselves: Encounters that help us to be alongside, to ‘be with’ one another as opposed to ‘do to’. What we yearn for in our individual relationships, we seek to facilitate within our city, its sectors, networks and common life. We seek to help hear and raise the voice of the forgotten and the marginalised, that we might be changed, in order that we might bring change beyond the Cathedral.

### **We understand this to involve being committed to:**

Mutuality, respect, walking with, empathy, challenging injustice, creating a refuge, giving dignity, challenging ourselves, listening, fighting for fairness, valuing uniqueness, bringing the best in each other, transforming a ‘safe place’ into a ‘brave space’ and turning ‘radical welcome’ to ‘radical belonging’.

## **SEEKING TO SHINE BRIGHTLY FOR EVERYONE**

We accept that our values are challenging and aspirational and understand all too well that we will not always get things right. We also know that if these values are to beat at the heart of our life together, we need to rely on each other’s commitment, support and kindness. These values will constantly be in a dynamic relationship. For those of us of Faith, we also trust in the grace and strength of Christ who, as we learn to love each other, we believe shares our common life. He is the foundation of a hope we thankfully share with those of goodwill, that all will be made new.



## ADDITIONAL DETAILS:

### PENSION

If eligible, the Cathedral will enrol the post-holder into the NEST Pension Scheme, in accordance with pension law. An employee's minimum contribution is currently 5%. Staff can contribute as much as they wish; the Cathedral will match contributions up to 4%. The contributions are based on basic salary. Staff have the right to opt out of the scheme if they do not wish to be a member. Whilst participating in the scheme, however, the post-holder agrees to pension contributions being deducted from their salary. If the post-holder ceases to be a member of the scheme for any reason, the Cathedral will re-enrol him/her automatically into a pension scheme as and when required by law.

### EQUALITY STATEMENT

The Dean and Chapter recognise that discrimination and victimisation is unacceptable and that it is in the interests of the organisation, its employees, scholarship holders and volunteers, to utilise the skills of the total workforce. It is the aim of the organisation to ensure that no individual receives less favourable facilities or treatment (either directly or indirectly) on grounds of age, disability, gender/gender reassignment, marriage/civil partnership, pregnancy/maternity, race, religion or belief, sex or sexual orientation.

### SAFEGUARDING

Newcastle Cathedral has an unwavering commitment to the safeguarding of all people and promotes the wellbeing of all staff, volunteers and visitors alike. We expect all of our staff and volunteers to share these commitments. To find out more, please visit [newcastlecathedral.org.uk/safeguarding](https://newcastlecathedral.org.uk/safeguarding).

We also have a commitment to the safe recruitment of ex-offenders. A policy on how such applications will be handled and what applicants should expect from Newcastle Cathedral can be found on the Cathedral website, as can our Whistleblowing Policy. To view these two documents, please visit [newcastlecathedral.org.uk/governance-and-policy](https://newcastlecathedral.org.uk/governance-and-policy).

An offer of employment is made subject to receiving a satisfactory Confidential Declaration, satisfactory references, and an enhanced DBS check with Child Regulated Activities.

### REFERENCES

References will be taken up before the interview, and all interviewees are required to complete a confidential declaration form before their interview.

## EMPLOYMENT ASSISTANCE PROGRAMME

At Newcastle Cathedral, the welfare of our staff and volunteers is of paramount importance. All staff currently have access to an Employment Assistance Programme (EAP), which is a confidential service that provides support and guidance with any personal or professional problems that may affect your overall health and wellbeing. There is a 24-hour helpline, an app available to download, and the service also covers partners living in the same household (as well as children 16-24 living in the same household).

## POLICIES AND PROCEDURES

You will also be expected to ensure that your activities are undertaken in compliance with regulations regarding Health and Safety (including fire and security), GDPR, Safeguarding, as well as the Cathedral's own internal policies and procedures.

## HOW TO APPLY

You need to submit two documents: a completed **Application Form** – [click here to download](#) – and a completed **Confidential Declaration** – [click here](#).

These should be emailed to [isabel.hunt@newcastlecathedral.org.uk](mailto:isabel.hunt@newcastlecathedral.org.uk) by the closing date. In the subject line, please specify that your application is for 'Organ Scholar'.

**Please refer to the Cathedral website, [newcastlecathedral.org.uk/vacancies](http://newcastlecathedral.org.uk/vacancies), for the closing and interview dates.**

### **Please note:**

- We encourage early applications, and interviews will take place as and when possible for candidates and the interview panel
- CVs are not accepted
- We are currently unable to provide sponsorship opportunities, so please bear this in mind when applying. If this situation changes, we will update the job pack accordingly
- Newcastle Cathedral's Director of Music, Ian Roberts, is pleased to have an informal discussion with any who might be interested in the scholarship. Please e-mail [ian.roberts@newcastlecathedral.org.uk](mailto:ian.roberts@newcastlecathedral.org.uk) to schedule a telephone appointment.
- Or if you'd like a conversation with our present Organ Scholar about his experience of the role, you would be welcome to contact him on [organscholar@newcastlecathedral.org.uk](mailto:organscholar@newcastlecathedral.org.uk)



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