



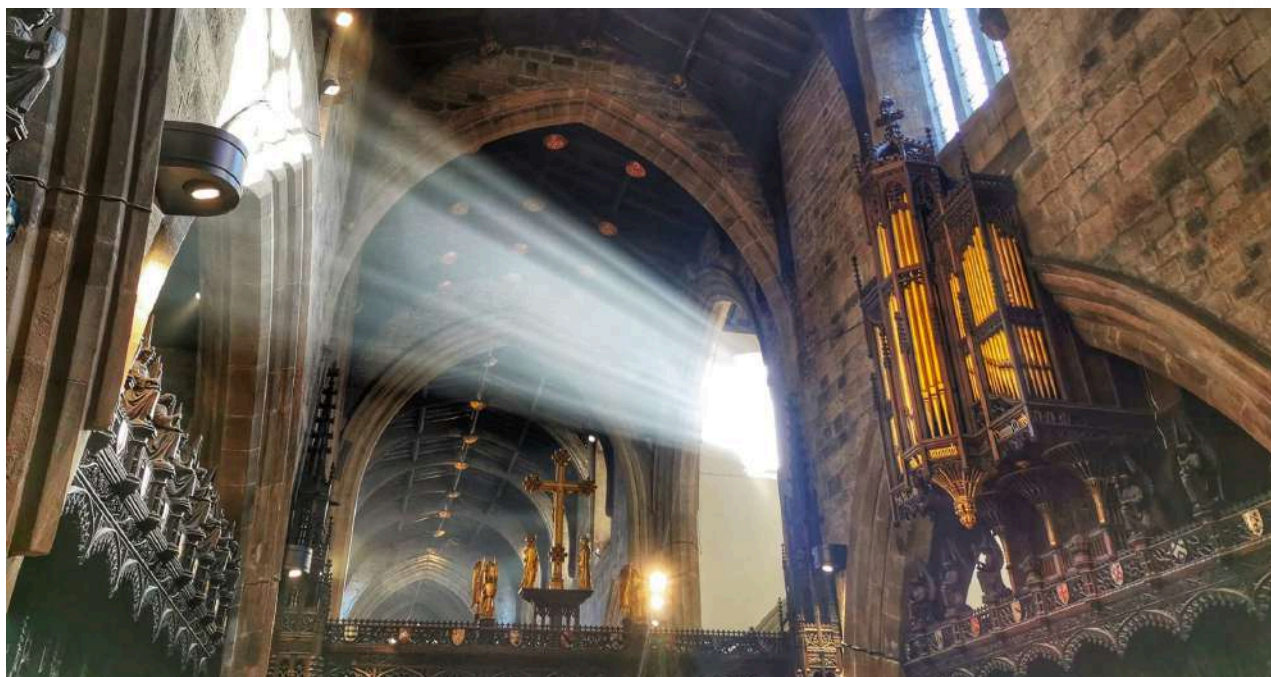
**NEWCASTLE
CATHEDRAL**



SCHOOLS SINGING PROGRAMME CHORAL DIRECTOR

COMMENCING SEPTEMBER 2026

CATHEDRAL AND ROLE BACKGROUND



Newcastle Cathedral is the Cathedral for the Church of England Diocese of Newcastle, which stretches from the River Tyne to the River Tweed. Christian prayer and worship are offered here daily, just as they have been on this site for over 900 years. Our music is fundamental to this life of worship and prayer, and our work with schools is key to our charitable and missionary aims.

Central to music at Newcastle Cathedral is our ambition to change the lives of children and young people through the opportunity to sing, through regular involvement in high-quality music-making as part of the school curriculum, and through the role of music in the life of prayer and praise at the Cathedral and associated churches.

The Choral Director will play a fundamental role in the planning, development and delivery of Newcastle Cathedral's music programme, including the Schools Singing Programme, supported by the Vinehill Trust.

CATHEDRAL VALUES



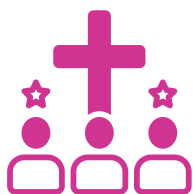
RADICAL WELCOME

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-judgemental, 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.

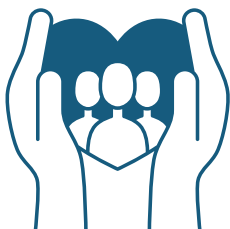
As well as our framework of daily liturgies, our encouragement of beautiful music, our listening and offering of stimulating preaching, telling stories, or the simple act of lighting a candle, we seek to acknowledge that every possible encounter is an encounter with the sacred, lifting our eyes beyond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

We accept these are challenging and aspirational values 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 will 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.



DETAILS OF EMPLOYMENT

Title	Schools Singing Programme Choral Director
Contract	Permanent
Remuneration (Reviewed annually)	£10,902 for 15 hours a week pro rata (£27,255 FTE)
Reporting to	Director of Music
Date of issue	September 2026
Probationary period	5 months
DBS	Enhanced DBS with regulated check checks required.
Safeguarding Training required	'Basic Awareness (C0), Foundations (C1) and Leadership (C2)
Pre-interview checks (safeguarding)	References will be taken up before interview, and all candidates are required to complete a Confidential Declaration Form at the point of application

ROLE DESCRIPTION

We currently work with 14 primary schools across a diverse range of areas in and around Newcastle.

Through Partnership Arrangements, each school has received an hour of classroom singing teaching per week, tailored to the National Curriculum targets and the Model Music Curriculum, a CPD offer for staff, online resources, general musical support, and performance opportunities at the Cathedral.

In addition, children from the classroom sessions have received invitations to join our Training Choir at the Cathedral, which can lead to becoming a Cathedral Chorister.

Our Cathedral Choir includes groups for Boy Choristers, Junior Girl Choristers, and Senior Girl Choristers. We also have Cambiata Voices for older boys with changing or changed voices, and this ensures that we have an offer for both genders from Year 3 to Year 13. Additionally, we have ChoriStarters for Reception, Year 1 and Year 2 children. We are also a pilot cathedral for the Cathedral Music Trust's Early Years Programme for pre-school children, 'Small Sounds'.

The Choral Director will play a vital role in the development of music at Newcastle Cathedral, teaching classroom singing sessions, and working with our Training Choir and Probationer Choristers.

Day-to-day responsibilities:

- To deliver whole-class singing sessions.
- To lead after-school choirs at the Cathedral or other associated venues.
- To develop lesson plans and share with class teachers/music leads.
- To foster effective working relationships, acting as an ambassador and advocate with schools.
- To assist in the development and implementation of the curriculum.
- To assist with occasional CPD for school staff.
- To establish progression routes into after-school choirs at the Cathedral.



PERSON SPECIFICATION

Knowledge and qualifications

- Passion for music education and the transformative role that singing plays in schools.
- Education to degree level (or equivalent experience).
- Knowledge of current issues, developments and effective practice in music education.
- Continual commitment to the adherence of the Cathedral's Safeguarding policy, and the willingness to undertake training as required.
- Sympathetic to the ethos and purposes of Newcastle Cathedral.

Experience

- Experience of working as a leader with children and young people.
- Experience of operating in a school setting.
- Experience of directing choirs
- Experience of performing a wide range of repertoire in school and performance contexts, including at the highest standard (e.g. broadcasts, commercial recordings)

Skills and abilities

- Natural ability as inspirer and educator of children.
- Ability to inspire teachers.
- Ability to plan and prioritise work, and work on own initiative without direct supervision.
- Ability to respond flexibly and resiliently to manage competing demands and work independently to deadlines.
- It is desirable to have the ability to lead a rehearsal from the keyboard.
- Communication and IT skills.
- Ability to perform all duties and responsibilities in the work locations, with reasonable adjustments if necessary (Equality Act 2010)

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.



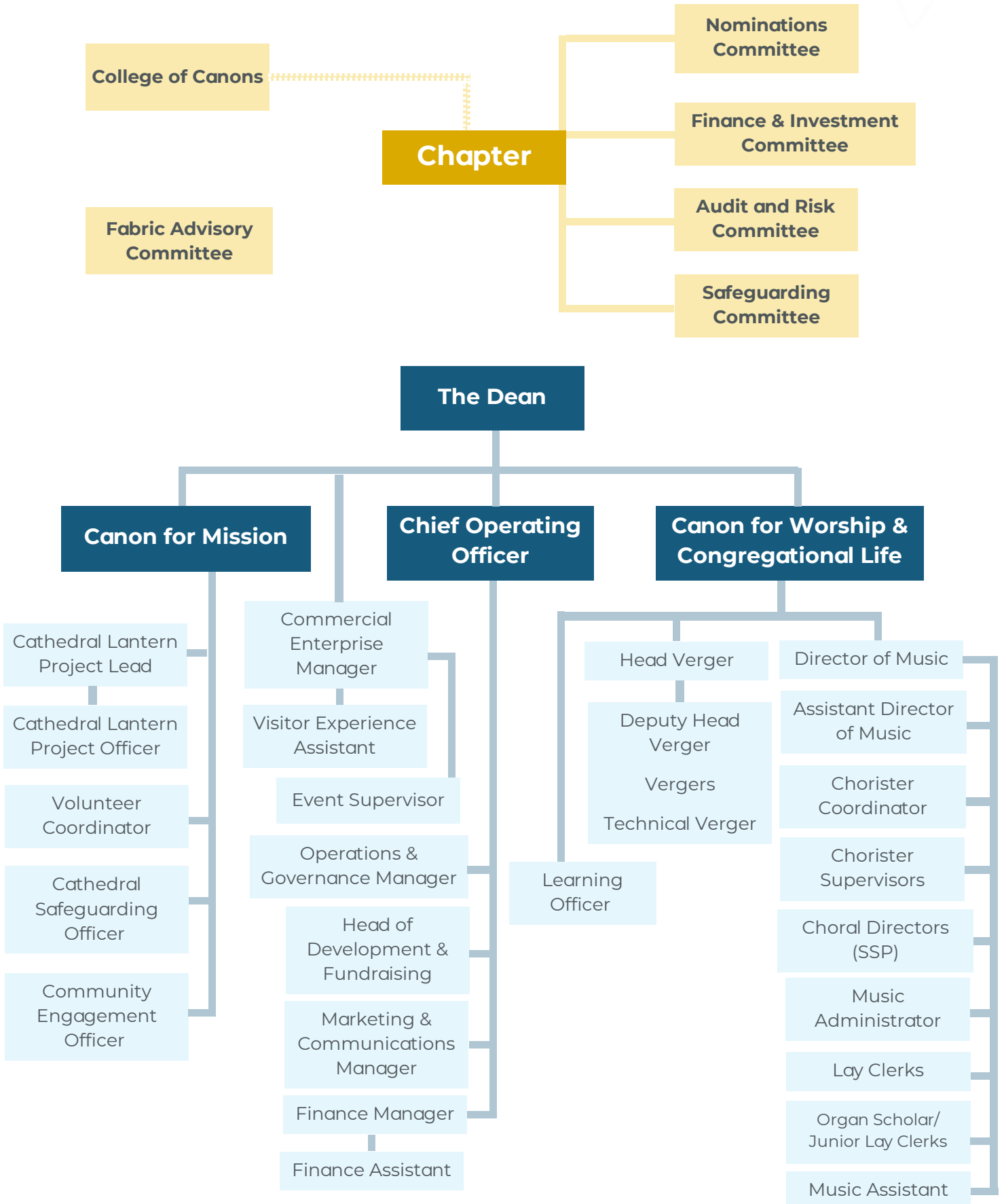
'SEEKING, SHARING, SENDING' VALUES



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.

ORGANISATION CHART

Last updated February 2026



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.

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.

An offer of employment is made subject to receiving a satisfactory confidential safeguarding declaration. The post-holder will be required to participate in safeguarding learning at the 'Basic Awareness' and 'Foundations' levels online. An enhanced DBS check with Child Regulated Activities is required.

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.

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).

HOW TO APPLY

The following completed documents should be emailed to isabel.hunt@newcastlecathedral.org.uk by the closing date:

- **Application Form** – [click here to download](#) the Word document
- **Confidential Declaration Form** – [click here to download](#)

In the Application Form and subject line of your email, please specify that you are applying for the 'Choral Director' position.

Please note that CVs are not accepted.

Please refer to the Cathedral website at newcastlecathedral.org.uk/vacancies for the closing and interview dates.

The Confidential Declaration Form must be hand-signed or electronically signed. Unfortunately, we cannot accept names typed into the signature field.

If you would like to submit a hard copy of the Confidential Declaration Form, you may do so by post to:

**Isabel Hunt
Cathedral House
42/44 Mosley Street
Newcastle upon Tyne, NE1 1DF**



**NEWCASTLE
CATHEDRAL**

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