



**NEWCASTLE
CATHEDRAL**



2x JUNIOR LAY CLERKS
1x TENOR & 1 BASS

newcastlecathedral.org.uk/vacancies

CATHEDRAL AND CHOIR 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 central to this is the Cathedral Choir.

Newcastle Cathedral Choir consists of independent treble lines of girl and boy choristers and a professional back row of Lay Clerks and Junior Lay Clerks. Our boy and girl choristers attend a variety of schools around the city and region, and we have a strong relationship with various schools in the city and a thriving Schools Singing Programme.

Many of those who choose to come to worship in the congregation at the Cathedral do so because of the role of the Cathedral Choir in enabling inspirational worship. Music at Newcastle Cathedral is building a reputation, not only for the opportunities that we offer to children and young people from all backgrounds but also for the high musical standards as part of worship achieved by our combined front rows of young people and professional back row.

Our album, 'A Year at Newcastle', which included works hitherto unrecorded, was well received in the national music press, including a 4-star review in BBC Music Magazine. A new disc of Advent, Christmas and Epiphany music has recently been released. Newcastle Cathedral Choir broadcast on BBC Radio 4 in 2022 and 2023, on BBC Radio 3 Choral Evensong on Easter Day 2025, and most recently, on BBC Radio 3 during Holy Week in 2026.

With a broad repertoire, including a wealth of early music, the Cathedral Choir has championed some of the best in contemporary choral music, in recent times boasting first performances of commissioned works by John Casken and Jonathan Dove.

The Cathedral Choir is travelling to London to sing at St Paul's Cathedral in August 2026. Our last international trip (prior to the pandemic) included performances in Brussels, Antwerp, Ghent and Bruges. From time to time, the Cathedral Choir has teamed with St Nicholas Baroque to present larger-scale works at significant times of the year, and this has included period performances of Handel's 'Messiah' and Bach's 'St John Passion', in which Lay Clerks have had the opportunity to sing solo arias.

CATHEDRAL VALUES



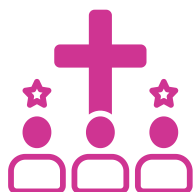
RADICAL WELCOME

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.

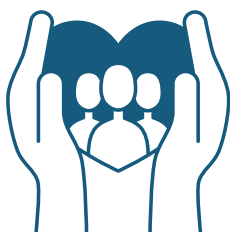
As well as our framework of daily liturgies, our encouragement of beautiful music, our listening and offering of stimulating preaching, telling stories, or the simple act of lighting a candle, we seek to acknowledge that every possible encounter is an encounter with the sacred, lifting our eyes beyond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



TERMS OF EMPLOYMENT



Title	Junior Lay Clerks (1x Tenor, 1x Bass)
Contract	Fixed one year, with the possibility to extend by mutual consent. Flexible – with fees paid on a sessional basis
Remuneration (Reviewed annually)	Rehearsal & Service: £28.32. An hour of extra rehearsal (Usually over Sunday lunchtime): £13.39. Weddings/funerals: £73.81. Concert (with up to 3 hours of rehearsal on the day): £56.65
Reporting to	Director of Music
Date of issue	September 2026
Probationary period	3 months
DBS	Enhanced DBS with regulated check checks required.
Safeguarding Training required	Basic Awareness (C0) & Foundations (C1)
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 are currently looking for two suitably talented and experienced singers (a bass and a tenor) who wish to gain experience in making music at a high level as part of a professional cathedral choir. The Junior Lay Clerks sing at Eucharist and Evensong on Sundays during Choir Term Time, at all major festivals of the year, and other special occasions.

This is the opportunity for singers of the highest quality to contribute to the worshipping life of the Cathedral. The roles are particularly suited to students (undergraduate or postgraduate) with experience of singing at a high standard, a good technique, and already developed sight-reading skill.

Junior Lay Clerks (Senior Choral Scholars) are required to have signed up to at least 80% of the dates offered in the termly list of dates and fees (recognising that, where possible, only one member of each voice part should be absent at any given time). Additionally, Junior Lay Clerks and Lay Clerks must commit to a number of 'red letter occasions'. These are:

- Christmas Eve Nine Lessons and Carols
- Christmas Eve Midnight Mass
- Christmas Day Eucharist
- Maundy Thursday Liturgy
- Good Friday Liturgy
- Easter Sunday Eucharist & Evensong

The following are the standard hours of commitment on a Sunday during term time:

- 9am Rehearsal
- 10am Eucharist
(usually finishes c.11:15am)
- 2:45pm-3:45pm Rehearsal
- 4pm Evensong
(usually finishes c.5pm)

On some occasions, there may be an additional rehearsal following Eucharist for which an extra fee is paid.



In the average year, the following services and events will also be offered:

- The Advent Procession
- St Nicholas Patronal Festival (Newcastle)
- Epiphany Carol Service
- St Cuthbert Patronal Festival (Durham)
- Ash Wednesday Eucharist
- Ascension Day Eucharist
- 2x Ordination Services
- Hadrian Choirs Festival
- Chorister Alumni Evensong
- 'Letter Patent' Evensong to mark the start of the legal year
- All Souls' Requiem
- At least 2x Christmas Concerts

For particularly suitable candidates, there may be the opportunity to take on extra work or train with a view to future working as a Choral Director on our flourishing and further developing Schools Singing Programme

Additionally, we will soon be looking to appoint a number of students to the role of Section Leader for our Cathedral Consort, which sings Evensong on most Tuesdays during term time. This will be an additional and independent appointment process, but it would be possible for a suitable candidate to concurrently hold the roles of Junior Lay Clerk and Consort Section Leader.

PERSON SPECIFICATION

Essential

- Ability and drive to sing to the highest professional standards consistently
- Wide experience of singing in a choral ensemble of professional standard
- Excellent sight-reading skills
- A well-trained voice, with beauty of sound, impeccable tuning, good range, and flexibility
- Ability to consistently reach the highest professional standards
- Sympathetic to the ethos and purposes of Newcastle Cathedral

PERSON SPECIFICATION (CONTD.)

Essential (contd.)

- Willingness to work as part of a small and close-knit team, and the ability to respond quickly and positively to direction
- Experience of solo singing, and confidence as a verse singer
- The drive to undertake adequate personal preparation
- A thirst for continual personal and professional development
- Continual commitment to the adherence of the Cathedral's Safeguarding policy, and the willingness to undertake training as required
- Good sense of humour and patience

Desirable

- Willingness to engage with the wider Cathedral community
- Good working knowledge of the Anglican Choral repertoire
- Interest in a wide variety of music



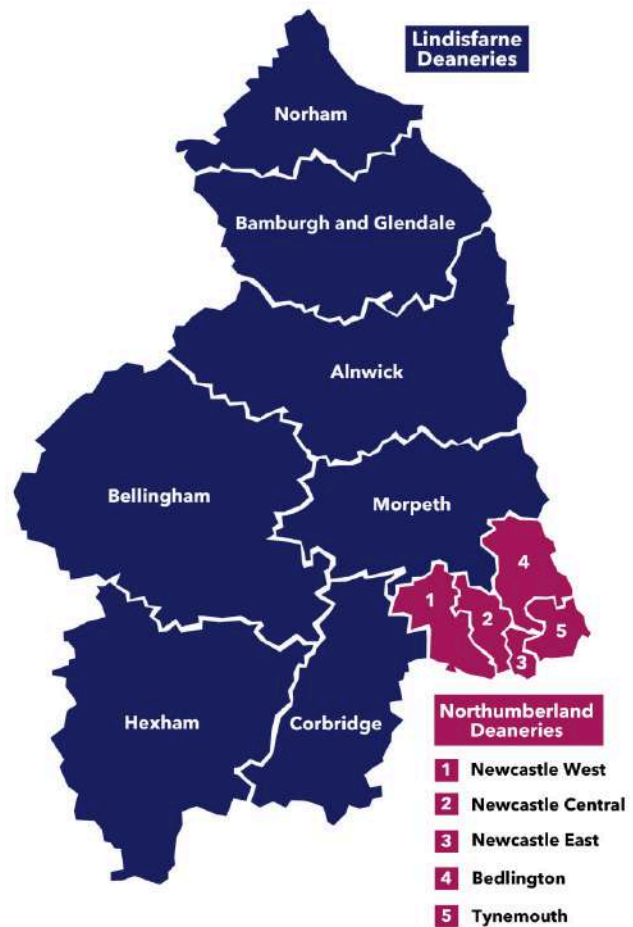
Photo: North News & Pictures

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.



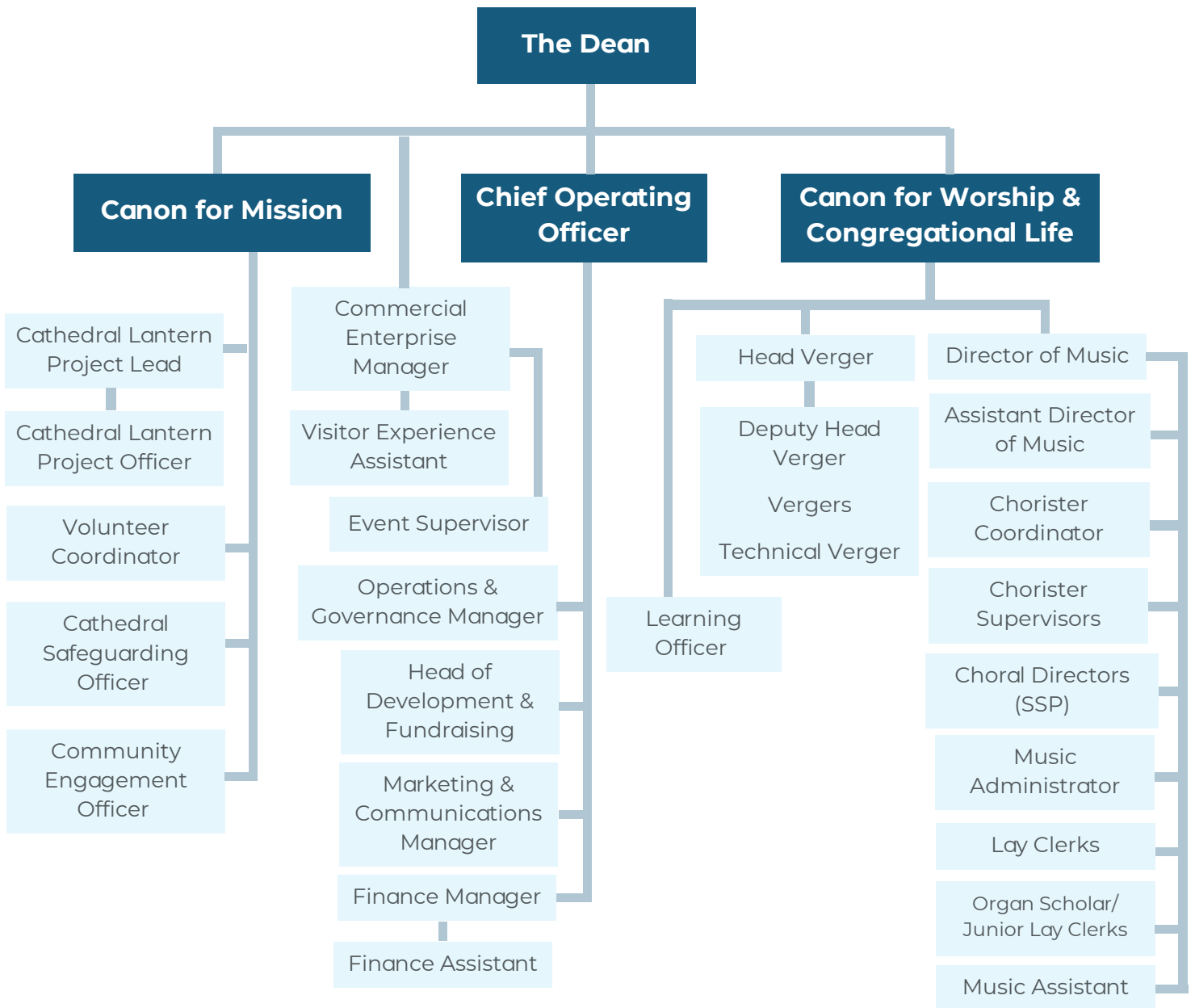
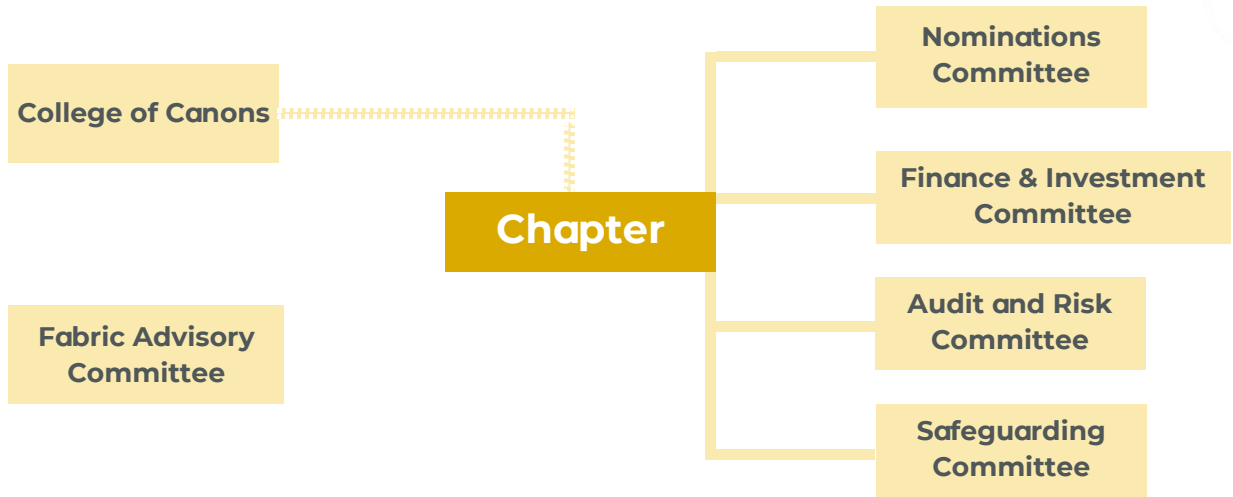
'SEEKING, SHARING, SENDING' VALUES



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

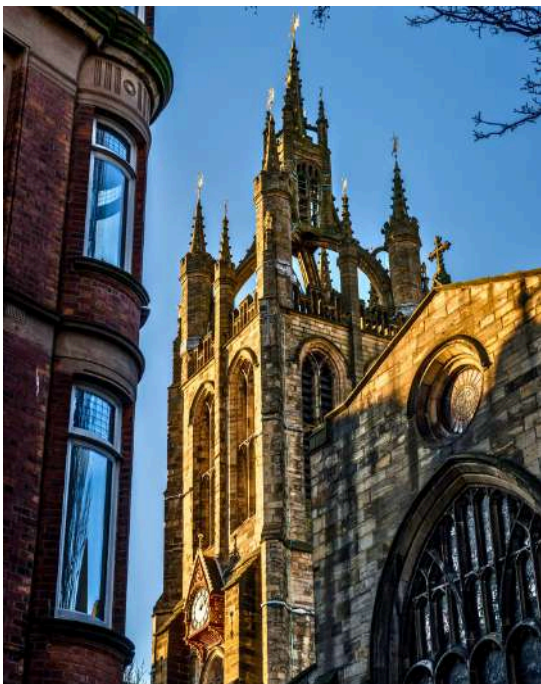
At Newcastle Cathedral, the welfare of our staff and volunteers is of paramount importance. All staff currently have access to an Employment Assistance Programme (EAP), which is a confidential service that provides support and guidance with any personal or professional problems that may affect your overall 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 whether your application is for the 'Tenor' or 'Bass Junior Lay Clerk' position.



Please refer to the Cathedral website, 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
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