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**ROLE DESCRIPTION**

**Job Title:** Organist and Choir Director

**Church Overview**

St Peter’s Bengeworth is a growing Church in Evesham, East of the River Avon. The church has recently embarked upon a renewal project, partnering with All Saints Worcester with the aim of giving the church a renewed focus on mission in the community. This is a long-term initiative with the full backing of Worcester Diocese and with several people moving into the parish to live here and support the church in this exciting new chapter.

We’d describe ourselves as:

**Evangelical** (we hold the Bible in high regard as God’s words to us)

**Sacramental** (we believe in *baptism* as a sign of joining the family of God and sharing *communion* (bread and wine) as a sign of being united as family by the life, death and resurrection of Jesus)

**Charismatic** (we believe that the Spirit of God is living and active today)

**Anglican** (we are part of the Church of England)

**Role Overview**

St Peter’s has a broad range of services which include both traditional and modern styles of sung worship. Our 8am service is a BCP eucharist, the 9.15am service is organ-led with a keen choir and our 11.00am service is guitar-led and has a developing band. At various points in the year, we aim to come together as a whole church which presents opportunities for a creative cross-over of musical styles and collaboration. We are currently looking for an organist and choir director who will regularly play at the 9.15am service, encourage and grow the choir, and collaborate creatively with the incumbent for both regular and seasonal services.

**The role will involve:**

* Playing the organ at the weekly 9.15am Sunday Eucharist service and other principal festivals as agreed throughout the year.
* Working with the incumbent (or his appointed representative) on the choice of hymns for these services.
* Leading a weekly choir practice (except when on annual leave)
* Nurturing and teaching the choir; encouraging excellence and creativity and drawing in new members.
* Playing the organ for weddings and funerals in the church where such musical accompaniment is requested and as availability permits (for which an agreed additional fee would be paid)
* Reporting any choir-related pastoral concerns to the incumbent (or the Churchwardens in the case of a vacancy)
* Overseeing the care and maintenance of the organ, liaising with the church treasurer to arrange payments where necessary
* Organising the replacement of damaged books and purchasing additional music within an annual budget.
* Following all safeguarding guidance detailed in the Parish Safeguarding Handbook (link below)

<https://www.churchofengland.org/sites/default/files/2019-10/ParishSafeGuardingHandBookAugust2019Web.pdf>

**Person Specification**

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|  | **Essential** | **Desirable** |
| **Personal Qualities** | * A practising Christian with a committed faith.
* ‘Warm’, humble, friendly, consistent, patient and helpful.
* A natural encourager; great at connecting with people from all walks of life
* Trustworthy, discrete and pastorally sensitive
* Quick to forgive
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| **Experience** | * Successful experience of working with and/or directing a choir
 | * Previous experience as church organist /assistant organist
* Teaching experience
* Work with young people
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| **Skills and Abilities** | * Able to work positively and creatively with the incumbent
* Able to provide leadership, direction and inspiration to the choir.
* Able to spot potential, encourage choir members, and develop talent.
* Very good standard of musical knowledge
* An excellent organist
* Excellent verbal communication skills
* Ability to work flexibly in a changing context
* Punctual with good time management
 | * Organist’s qualification (CRCO, ARCO, FRCO or equivalent)
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| **Safeguarding** | * DBS Check
* C1 Foundation module of C of E Safeguarding course (this can be completed once appointed)
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**TERMS AND CONDITIONS OF THE ROLE**

**Reports to:** Curate-In-Charge (Andy)

**Liaises with:** Choir, church members

**Places of work:** Home (for practising and arranging music) and St Peter’s Church (for rehearsals and Sunday services)

**Hours of work:** Variable, but include rehearsing with the choir weekly and playing on Sundays and other festivals

Time off in lieu will be given where appropriate.

**Annual leave:** 5 weeks off per year (including a maximum of 5 Sundays per year)

**Supervision:** The post holder will receive regular supervision from their line manager, in this case, the Curate-In-Charge.

**Role review:** There is a three-month probationary period for this role. The post holder will then receive an annual review of the role, job description, terms and package.

**Salary:** £4,680

All reasonable and approved working expenses will be reimbursed in line with

PCC policies.

**Contract:** Permanent

**DBS:** This postholder will require an Enhanced DBS disclosure.

**Occupational Requirement:** This role has an Occupational Requirement to be a Christian, as permitted under Schedule 9, Part 1, of the Equality Act 2010.