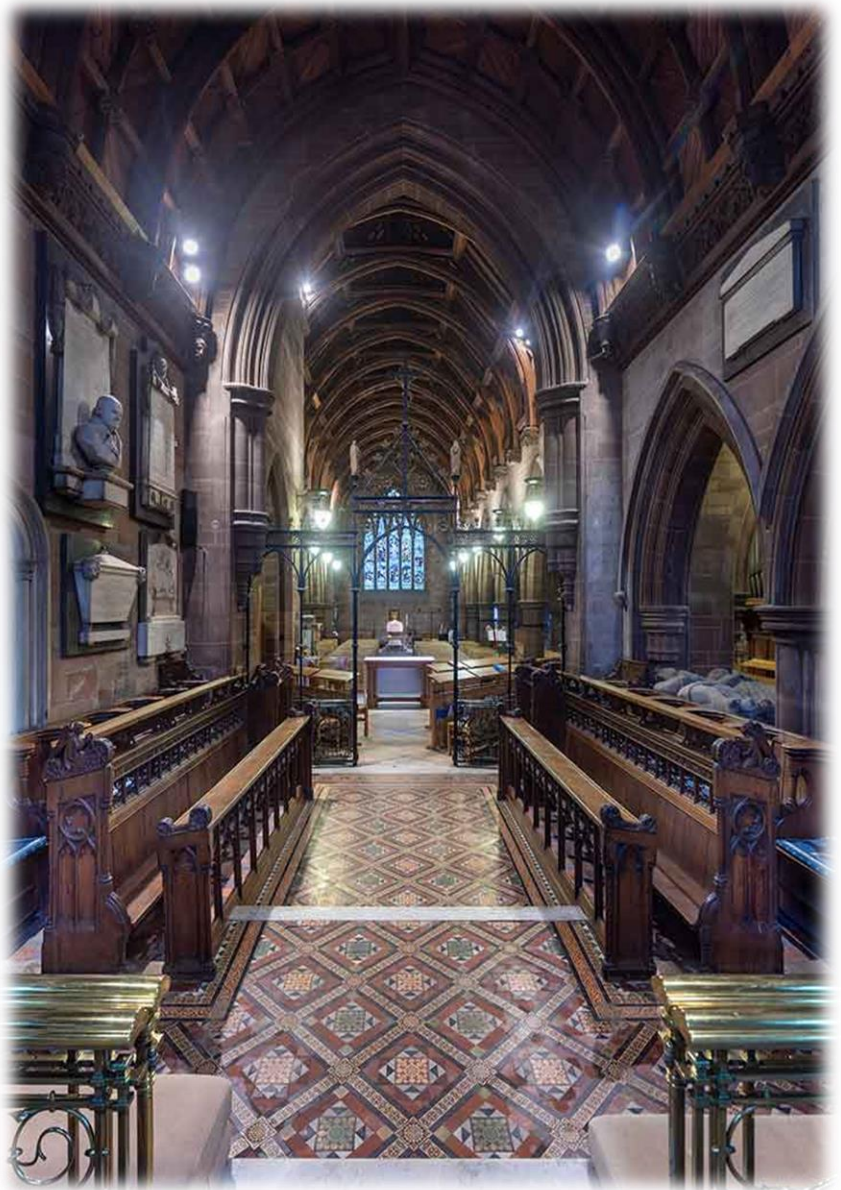
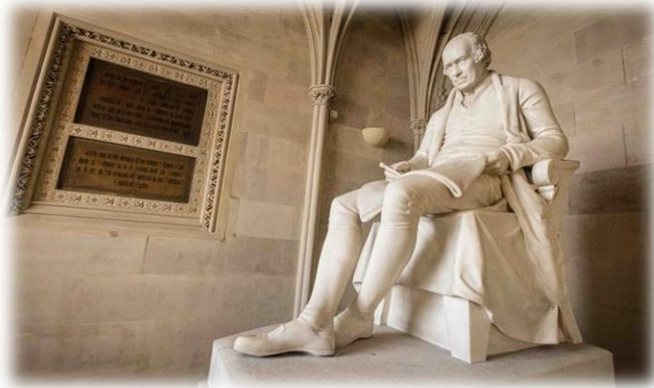


# HANDSWORTH, ST. MARY

— CATHEDRAL OF THE INDUSTRIAL REVOLUTION —

## Appointment of Organ Scholar



**October 2023 – September 2024**

Thank you for your interest in the role of Organ Scholar at Handsworth, St Mary. This role has been established as part of our wider strategy to revolutionize music participation across the locality, raising life chances and bringing people closer to Christ. We launched our music provision in March 2022 from a zero base and have in the short time to now delivered rapid and sustained growth in our provision and delivered transformational change. We are looking to recruit an ambitious, skilled and creative leader who can work alongside our Organist & Assistant Director of Music and Director of Music and team to lead and develop our centre of excellence in music education, advocacy and participation.

If you would like to have a confidential informal conversation with our Director of Music to discuss the opportunity further, please do feel free to contact him via the details below:-

Khadeem Duncan-Banerjee FRSA NPQEL

07535656768

[DoM@handsworthstmary.org](mailto:DoM@handsworthstmary.org)

## **Our History**

St Mary's Church, Handsworth, also known as Handsworth Old Church, is a Grade II listed Anglican church in Handsworth, Birmingham, England. Its ten-acre grounds are contiguous with Handsworth Park and it is just off the Birmingham Outer Circle and south of a cutting housing the site of the former Handsworth Wood railway station. It is noteworthy as the resting place of famous progenitors of the industrial age, and has been described as "the cathedral of the Industrial Revolution".



Despite the strong Industrial Revolution profile, St Mary's parish register deposited at the Library of Birmingham commences in 1558, and the first stone church building was erected on the site around 1160. It was a small and austere Norman structure, occupying about half of the present south aisle. The church's few surviving Norman features can be seen at the lower stages of the sandstone tower at the original church's east end.

In its long history, St Mary's has undergone successive and opinionated reconstruction, especially in 1820 and 1870. As a Staffordshire country church placed at the convergence of several cross-country tracks, St Mary's became a significant part of the largest industrial city in Britain.

In his 1851 History, Gazetteer and Directory of Staffordshire, William White records:

"Handsworth Church, St Mary, is picturesquely situated on the Hamstead road, about two miles (3 km) NNW of Birmingham. It is an ancient structure, partly rebuilt and enlarged in 1820, and has a tower with six bells, which like the other remaining parts of the ancient fabric, is in the decorated style of the time of Edward III".

In the chancel are two recumbent effigies of members of the Wyrley family, and an ancient piscena. On the south side, a neat groined chapel has been raised over the vault of the late celebrated engineer, James Watt, Esq, of whom there is in the chapel a beautiful white marble statue, by Chantrey. Among the numerous mural monuments in the church is one in memory of the late Matthew Boulton, Esq, of Soho. The rectory is in the patronage of the Rev John Peel, DD, and the Rev George William Murray, MA, is the incumbent.

### **Handsworth St Mary's Music**

Handsworth St Mary's Music exists to transform cultural participation across Birmingham and beyond using the sacred gift of choral music; and to organise place-based arts activities to level-up our community. Music has the power to transform life chances, bring together diverse communities and enrich the cultural capital of all in our society.

We deliver a breadth of music participation programmes for children/young people and adults and aim to offer these free at the point of delivery to ensure fair access for all.

#### Our Vision

*'To establish an outstanding choral and sacred music tradition in our Parish and wider Deanery, using it to share the message of Christ's unconditional love and redemption'*



## Our Mission

*'To transform the life chances of children, young people and adults through music participation of the highest quality in our diverse community'*

## Our Values

- Inclusivity
- Equity
- Ambition
- Integrity
- Opportunity

## **Our Work**

Chorister Scheme - Our flagship chorister scheme supports gifted and talented children to develop their musical spark with choral excellence.

We offer up to 25 children from our diverse inner-city community a range of music development opportunities including free professional singing lessons and music theory, regular performances in services and concerts, broadcasts (c15 million viewers/listeners across four BBC channels in the last ten months alone) and trips/tours to cathedrals and major cultural venues. Choristers work towards ABRSM singing grades and in due course RSCM medals.

The scheme is run in partnership with our Church school - St Mary's Primary CofE Academy (part of Fioretti Trust) and all choristers attend the school.





Instrumental Workshops - In March 2022 we were pleased to launch our music instrument workshops scheme which has now been delivered to over 300 children, with an ambition to scale to 1,000 by the end of 2023.

Working with local schools, professional musicians and arts organisations we deliver free musical instrument workshop afternoons to children from across Birmingham. 2022 workshops included Jazz saxophone, pipe organ, piano, harp and flute to name a few.

Lunchtime Recitals - Every Wednesday from 1:00pm - 2:00pm, we offer free lunchtime recitals delivered by professional musicians from across the region and beyond including students from the renowned Royal Birmingham Conservatoire. Programmes are released monthly and we have a broad range of soloists and groups playing a variety of music to suit different pallets.



### **Vision for the Future to 2025**

We are highly aspirational for the music at St Mary's. We are now at a stage where we need to grow our team in its capacity and capability to deliver the next phase of our growth plan which includes:-

- Strengthening, growing and developing our choral provision (including chorister scheme, prospective choral scholars and community choir)
- Increasing our presence and partnerships with local schools – a separate provision, co-designed with local Headteachers (Birmingham Choral Education Partnership) is under development

- Building our community workshops and participation for adults (we are forming strategic partnerships with other arts organisations in the locality to deliver new and innovative participation opportunities for people of all ages)
- Growing our recital series and music workshops
- Increasing capability by expanding our pool of funders, donors, partners and volunteers
- Grow our portfolio of engagement with the media and civic leaders to advocate for access to high quality cultural opportunities for children, families and adults from minority ethnic and disadvantaged backgrounds

## **Our Team**

Our current team includes:-

- Director of Music (Khadeem Duncan-Banerjee)
- Organist & Assistant Director of Music (Tom Etheridge)
- Chorister Singing Teacher (Vacant)
- School Liaison – Staff of St Mary’s School (Jenny Sullvarna-Hall)
- Designated Safeguarding Lead (Christopher Perry)

## **Worship at St Marys**

The English choral tradition is judged throughout the world to be an important part of our national heritage and of the spiritual treasury of the Anglican church. The Music Department forms an integral part of the structure and life of the worshipping community of St Mary’s.

### Choirs

The Church Choir is currently made up of St Mary’s Choristers, who lead choral and sung eucharists three Sundays in the month. As our choristers grow in ability and confidence, we will begin to introduce choral evensong and increase the ambition of our repertory. We have funds to recruit choral scholars and envisage making these appointments in Autumn 2023.

We have a community choir which welcomes singers of all ages and abilities who sing on selected Sundays throughout the year. This choir has been suspended pending the appointment of the Organ Scholar who will have responsibility for leading and developing this group with support from the Director of Music.

## Organ

In 2019, following the £1.5 million re-ordering (refurbishment) of St Mary's we commissioned a state-of-the-art three-manual Copeman Hart installation led by Prof Ian Tracey DL. We also have a fine three-manual Norman & Beard which is awaiting restoration. The Copeman Hart console has been designed to accommodate the pipe organ when this project is delivered.

## Piano

We have two grand pianos, one in the Church and the other in our St Mary's Hall (a short walk up the Hamstead Road from the Church). We are fortunate that the Church piano is a very fine Steinway & Sons Model D Concert Grand (9ft).

## **Our new Organ Scholar**

The post requires the dedication of a highly adept musician, whose creativity seeks expression in the enhancement of worship and the communication of the Christian faith through music. It is expected that the Organ Scholar will provide inspiration to all our team and stakeholders. The ability to foster good relationships with the choir, music team, church colleagues and members of our church community and external partners is paramount. It is expected that the successful candidate will play a full part in the Christian life of our community at St Mary's.

## **Your Background**

The Music Leaders, with the support of the Wardens & Parochial Church Council wish to appoint an aspiring professional musician who has:

- 1 A passion and vision for music in the worship life of Handsworth St Mary and our wider community (CL/Int)
- 2 Familiarity with the Anglican choral traditions of a major city church or cathedral, in similar context and with the shape of the church's year (CL)
- 3 Ability to play organ repertoire confidently and experience of accompanying choirs and congregations (Aud)
- 4 Demonstrable ability to direct music within the context of choral services and concert performances (Aud)

- 5 Experience and ability to motivate, train and inspire choristers, choral scholars, musicians and other adults singers contributing to the use of music in worship (CL/Int)
- 6 Sound understanding of safeguarding best practice and how this leadership role plays a part in maintaining safe practice throughout the work of the Music Department (Int)
- 7 A passion for delivering excellence in choral and music participation with a diverse range of children and young people in schools (CL/Int)
- 8 Ability to work collaboratively, think independently and to use their initiative to manage delegated tasks and responsibilities with creativity and to the highest of standards with good professional integrity (Int)
- 9 Ability to build networks with potential external partners (Int)
- 10 A highly adept administrator, including the ability to plan, schedule and work to deadlines, write good briefs and proficient in IT (CL/Int)

*Key: Covering Letter (CL), Interview (Int), Audition (Aud)*

The full Job Description and Person Specification is attached in the appendix.

### **Remuneration and Conditions**

The post will attract remuneration of £5,200 per annum, plus benefits including funded weekly organ lessons during term time from the Organist & Assistant Director of Music, fees from weddings and funerals (£120 per service), concerts and special projects. You will be commissioned as a self-employed contractor on a twelve-month contract. You shall be responsible for arranging payment of your own national insurance and income tax with HMRC. The contract will be subject to an initial three-month trial period and will be reviewed upon appointment of a new Rector as standard requirement in canon law.

### **Recruitment**

Please submit an up-to-date CV and a covering letter explaining how you meet the requirements for this role. We are particularly interested to hear how you meet the core requirements above.



The deadline for submission of applications is midnight on **15<sup>th</sup> September 2023**. Interviews/auditions will be held w/c **18<sup>th</sup> September 2023**. Further information about the audition requirements will be provided to the short-listed candidates.

Please ensure your application includes:-

- A CV detailing education, musical and professional qualifications and employment history;
- A brief covering letter (not more than two sides of A4) saying how your skills and experiences match the requirements of the post;
- Details (name, address, telephone number and e-mail) of three referees who would be able to speak about your relevant experience and personal qualities;
- Your contact details including daytime and evening telephone numbers.

Please send your cv and covering letter to [DoM@handsworthstmary.org](mailto:DoM@handsworthstmary.org)

# HANDSWORTH, ST. MARY

— CATHEDRAL OF THE INDUSTRIAL REVOLUTION —

## ROLE DESCRIPTION

<b>Title:</b>	Organ Scholar
<b>Reporting to:</b>	Organist & Assistant Director of Music
<b>Sessions required</b>	11 hours per week (term time only excluding Christmas & Easter)

**Indicative Schedule** – We will endeavour to ensure the postholder's other professional undertakings or study are appropriately accommodated. However, we require a firm commitment to the following times equating to 11 hours per week:-

- Daily chorister practice from 3:40pm – 4:40pm held at St Mary's Primary School (Monday – Thursday)
- Friday evening choir practice (5:30pm – 7:00pm)
- Community choir rehearsal - weekday evening (Two hours in the evening)\*
- Sunday morning service (10:00am – 12:00pm)
- Choral Evensong (once per month)
- Paid administration/planning time (flexible and can be done from home)

\*Day/rehearsal time will be at the postholder's discretion.

### Responsibilities

1. To engage fully in assisting the Director of Music, leading the musical elements of the Church's life.
2. To accompany, on the organ or piano (as agreed with the ADoM), the Church Choir for choral services.
3. To take delegated responsibility for the delivery of the Community Choir.
4. To play a key role in the music team, in all aspects of its operation and deputise as required for the Director of Music.

### Direction of the Church choirs and organist duties

- 1 To play the organ and accompany the choirs as directed by the Assistant Director of Music

- 2 To have an overview of all musical elements at St Mary's and play a key role in supporting the ADoM/DoM in organising allocation of responsibilities
- 3 To lead, recruit and direct the community choir with support from the Director of Music
- 4 To support the ADoM/DoM in the induction and training of choristers
- 5 To assist in training the Choristers, ensuring the highest musical standards in worship at all services and choir performances
- 6 To support the ADoM/DoM in the planning of tours, recordings, concerts and other related projects
- 7 To perform one 40-minute lunch time recital per term (three per year)

#### Administration

- 8 To assist in the appropriate and diligent management of choristers, and to ensure that safeguarding is prioritised across all activities
- 9 To ensure that strong communication is maintained with parents with regard to the progress of choristers and other issues relating to their wellbeing and safeguarding. You also should work with choristers to help develop a Choristers' Handbook that sets out the key expectations in St Mary's
- 10 To attend music team meetings and play a key role as a member of the St Mary's music team in ensuring all policies and procedures are implemented and adhered to
- 11 To attend termly liaison meetings with St Mary's Primary School and music team staff relating to Choristers and other relevant matters
- 12 To assist in ensuring the proper maintenance of the church organ and supporting any major projects relating to the organ or other music related matters
- 13 To work with other Departments on developing plans to contribute to achieving the Churches wider mission and vision

This list is not meant to be exhaustive: the successful candidate will be expected to undertake any reasonable tasks as requested by the ADoM/DoM that are judged to be within the roles scope and candidate's capability.

## Person Specification

You will need to demonstrate the following (not in order of importance):

- 1 A passion and vision for music in the worship life of Handsworth, St Mary and our wider community (CL/Int)
- 2 Familiarity with the Anglican choral traditions of a major city church or cathedral, in similar context and with the shape of the church's year (CL)
- 3 Ability to play organ repertoire confidently and experience of accompanying choirs and congregations (Aud)
- 4 Demonstrable ability to direct music within the context of choral services and concert performances (Aud)
- 5 Experience and ability to motivate, train and inspire choristers, choral scholars, musicians and other adults singers contributing to the use of music in worship (CL/Int)
- 6 Sound understanding of safeguarding best practice and how this leadership role plays a part in maintaining safe practice throughout the work of the Music Department (Int)
- 7 A passion for delivering excellence in choral and music participation with a diverse range of children and young people in schools across the locality (CL/Int)
- 8 Ability to work collaboratively, think independently and to use your initiative to manage delegated tasks and responsibilities with creativity and to the highest of standards with good professional integrity (Int)
- 9 Ability to build networks with potential external partners (Int)
- 10 A highly adept administrator, including the ability to plan, schedule and work to deadlines, write good briefs and proficient in IT (CL/Int)

Key: Covering Letter (CL), Interview (Int), Audition (Aud)

## Personal Skills and Qualifications

Essential	Desirable
Leadership presence and gravitas	Technical music skills including arranging
Ability to format, check and present music liturgy	Experience leading music participation in schools
Ability to represent Handsworth St Mary effectively with a breadth of external stakeholders including partners, funders and civic leaders	Associate of the Royal College of Organists (ARCO)
Understanding of safeguarding, including policies, procedures, culture and best practice	
Ability to relate well with choristers and handle maintaining discipline and behaviour	
Strong team player	
Strong networking skills and personal networks within the sector	
Ability to communicate well within teams	
Ability to hold your own and make ethical and sensible decisions that are appropriate, safe and within scope given the high-level of autonomy you will enjoy	

The PCC is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All postholder's are expected to share this commitment. All appointments to roles undertaking regulated activity are subject to pre-appointment checks, including references and a satisfactory Enhanced DBS Check.