

# Community Music Director

## St. Cuthbert's Church, Darlington

**Hours:** 35 p/w (including some evenings and weekends)

**Wage:** £30,000

**Annual Leave:** 28 days (including statutory holidays)

**Pension:** Auto enrolled in pension scheme

**Term:** 3 year contract with potential for extension.

*The post is funded for 5 years, although building financial sustainability into the programme is part of our vision, so there is scope for extending the post beyond the 5 years.*

**Key Relationships:** Priest in Charge, Pioneer Mission Priest, Emerging Generations Lead, Schools (teachers, parents and pupils), Community music groups.

**Background:** This post is part of a new initiative to revitalise St. Cuthbert's Church as a thriving centre for worship, mission and culture at the heart of Darlington. Through being designated a Resourcing Church, St. Cuthbert's is building a team of people to help realise the clear worship, mission and cultural potential of the church. St. Cuthbert's has a long and established musical history and we want to build on and extend that history so that many more people across our town can discover the riches of music and faith. You would join St. Cuthbert's at an exciting time as the church seeks to open a new chapter in its history.

The Priest-in-Charge at St. Cuthbert's, Rev'd James Harvey joined St. Cuthbert's in April 2021 and has been developing plans to revitalise St. Cuthbert's since. He is also Priest-in-Charge at Holy Trinity Church in Darlington.

**Job Summary:** We are looking for a Community Music Director to develop and implement a musical outreach programme for children and adults throughout the town. The postholder will work closely with schools, St. Cuthbert's Church and the town centre to help set up new Christian communities, with the choir members and families at the heart of these communities.

You come at a new and exciting time as St. Cuthbert's using Resourcing Church investment reaches out in new ways of mission and ministry to the people of Darlington seeking to develop the congregational, compassion and cultural life of St. Cuthbert's. You will be central to realising this new vision.

## **KEY DUTIES AND RESPONSIBILITIES SPECIFIC TO THIS POST:**

The Community Music Director will:

- develop a music programme designed to support and develop the music curriculum, which will be offered to local schools.
- develop and deliver music-based assemblies, extra-curricular clubs and performances within local schools.
- run a selection of children's choirs and music groups, in a number of different schools working with a diverse range of musical genres.
- establish a children's choir at St. Cuthbert's Church drawing on contacts from local schools and establish a working relationship with St. Cuthbert's Church choir, and new congregations that develop.
- work with children, parents and audiences to explore faith through music, with the help of the clergy, and engage in faith related activities.
- work with the Pioneer Mission Priest to develop new all-age congregations based around children's choirs and other musical programmes.
- build strong working relationships and links within the local education and arts sector.
- provide musical opportunities (e.g. workshops, new musical opportunities, community choirs) to serve the town as part of a musical outreach programme.
- build an events programme to develop St. Cuthbert's as a venue of excellence for musical experiences and performances.
- seek to build financial sustainability into the programme, ensuring its continued effectiveness beyond the funding window. This may include some bid writing and exploring Arts funding streams which will also enhance St. Cuthbert's as a venue of excellence.
- be an enthusiastic and dedicated music director, providing musical guidance and direction to members.
- Work closely with and support the Pioneer Mission Priest and Emerging Generations Lead in their outreach activities.
- Monitor KPI's (Key Performance Indicators) relating to Community Music role for reporting to Resourcing Church funders.

*The main duties and responsibilities of your post are listed here, however changes may occur over time. You will be consulted about any changes to your job description before it is changed.*

### **Genuine Occupational Requirement**

*Due to the nature of working in a specifically church leadership context, the post holder must be an active communicant member of the Church of England, or a full member of a church belonging to Churches Together in Britain and Ireland or the Evangelical Alliance. This post is exempt under paragraph 3 of Schedule 9 of the Equality Act 2010. The Diocese of Durham supports and promotes the aims of the Church of England.*

## PERSON SPECIFICATION

The table below also identifies how the criteria will be assessed. Please ensure that you demonstrate, as a minimum, the 'A' criteria on your application form.

<b>A</b>	<b>Application Form</b>
<b>I</b>	<b>Interview</b>
<b>A &amp; I</b>	<b>Application Form &amp; Interview</b>

Ref:	Criteria	Essential / Desirable	A / I
	<b>QUALIFICATIONS, EDUCATION AND EXPERIENCE</b>		
1	Experience of working with children, young people and families, and/or in an educational or arts based setting.	Essential	A & I
2	Experience of building and working with teams of volunteers. Willingness to develop musical activities with mission at their heart, alongside our team.	Desirable	A
3	Music-related qualifications including singing	Desirable	A
	Understanding of the needs of schools and the music curriculum, and the ability to lead Collective Worship	Essential	A
4	Experience of working with a wide range of demographics, including diversity of age and race, socio-economic background, and educational experience.	Essential	A
5	Experience in fundraising/funding bids	Desirable	A
	<b>CHARACTER AND VALUES</b>		
6	Active Christian faith as described in the Genuine Occupational Requirement.	Essential	A & I
7	Creative, assertive, innovative and imaginative.	Essential	A & I
8	Motivated self starter with a flexible attitude demonstrating enthusiasm, resilience and tenacity	Essential	A & I
9	Self-aware, honest and open	Essential	A & I
10	A willingness to undertake additional training as required, and committed to ongoing learning.	Essential	A
	<b>SKILLS &amp; APTITUDES</b>		
11	Excellent performance skills on voice and/or another instrument, with a good knowledge of music theory and understanding of how others can learn to engage with music. Passionate about music.	Essential	A & I
12	Ability to play musical instruments and read/arrange music	Desirable	A
13	An entrepreneurial mindset, identifying opportunities for developing and diversifying.	Essential	A & I
14	Strong independent organizational and time management skills with the ability to adapt to a challenging workload.	Essential	A
15	Excellent leadership and interpersonal skills	Essential	A & I
16	Committed to developing others, particularly those with leadership potential, including children and young people	Desirable	A
17	Work well under pressure while guarding their personal life and time well. Embody a healthy sense of fun	Desirable	I
18	Basic financial skills, with the ability to budget effectively.	Desirable	I
19	Ability to use social media to enhance the project by reaching a wider audience and marketing and promoting activities.	Desirable	A

	<b>PERSONAL ATTRIBUTES &amp; COMPETENCIES</b>		
20	Able to work flexible day, weekend and evening hours.	Essential	A
21	Access to own transport, to support travel across the Diocese.	Desirable	A