

Director of Music Job Profile

St Mary-the-Virgin Church, West Malling

Vicar: Rev David Green

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Job Profile

Position: Director of Music

Hours: approximately 3-4 hours a week

Remuneration: £2,300 to £3,000 pa + fees (which are circa £750 pa)

Contract: We will negotiate a suitable contract based around RSCM guidelines.

St Mary's is seeking an inspirational Director of Music to join our community and lead the way in developing the role of music in the ministry and mission of our church. The right person will have proven musical ability, cherish and encourage the choral tradition, widen our musical horizons with the best of more contemporary worship, and be able to encourage, recruit and train both adults and children to participate in the musical life of our church.

St Mary's is situated at the heart of West Malling High Street. It is a large church, re-ordered variously throughout its long and storied history since its inception around the time of the Norman conquest. We are hoping to carry out a fresh reordering in the near future (more details in Appendix 1). West Malling is a vibrant small town, well-known locally as a hub for shopping and dining out, with a beautiful Georgian High Street and many, many listed buildings. It is a sought-after residential area that retains the feel of a village community despite its increasing size and busyness.

As a church, we aim to welcome everyone and are seeking to create an environment in which church growth happens naturally as people are enabled to expressively worship God and our community exhibits the marks of a healthy church. Our services range in style from said *Book of Common Prayer* eucharists through sung settings of Common Worship and monthly, less formal, all-age services.

We have a small, very experienced Choir of long-standing (affiliated to the RSCM) who are well integrated into church life. The organ (16 speaking stops) is of a wonderful standard and has been well-cared for. It dates to 1879 and was built by Messrs Henry Jones & Sons, of London, and has two manuals.

In recent years, a group of instrumentalists have begun a small worship group which leads sung worship at the monthly, less formal, all-age services.

The Director of Music would be welcome to make use of the church facilities, organ and piano, to enhance earnings by providing private music tuition.

We are looking for someone who will:

1. Provide leadership to our music and sung worship and be a partner in ministry and mission for the Vicar, working under their overall authority for the worshipping life of the church and seeking to develop the music programme for the benefit of all.
2. Discern and spot the potential talent in others for musical gifting and encourage, nurture, nourish and deploy such gifting.
3. Cherish and strengthen our choral worship within the parish, directing the choir and seeking to utilise suitable opportunities for choral worship, and nurturing the choir as an integral part of our church community.
4. Play the organ and/or piano at the morning service each Sunday, on the Principal Festivals and at other public services when reasonably requested to do so.
5. Encourage more contemporary forms of worship and inspire and develop the all-age service in its singing and instrumental group.
6. Recruit, inspire and train children for a junior choir and occasional singing groups and perhaps explore use of the RSCM Voice for Life scheme.
7. Encourage and stimulate both children and adults to sing, whether they read music or not, and help all to understand they can contribute.
8. Encourage congregational participation in worship and bring freshness with a licence to be creative in our sung worship.
9. Be available for weddings and funerals, cherishing and value the expression of spirituality in couples and family's choices of music (whether traditional or contemporary).
10. Attend meetings of the PCC and its sub- committees, when reasonably requested to do so by the Vicar.
11. Be responsible for the supervision of the care and maintenance of the Church's organ and other musical instruments.
12. Comply with Diocesan and PCC policy on safeguarding.
13. Provide support and energy to our growing and well-regarded annual programme of music concerts, festivals and other special events.

You are very welcome to contact our Vicar for an exploratory conversation.

Application can be made by contacting our Vicar, Rev David Green, with a *Curriculum Vitae* and covering letter. Phone: 01732 842245. Email: vicar@stmaryswestmall.org.uk

Deadline for applications is the 30th of September 2018.

	Essential	Desirable
Qualifications	A diploma in organ playing/teaching.	ARCO, FRCO Good honours degree in music or related subject or extensive experience
Experience	Previous experience as a church musician/organist/singer Experience of choral directing Experience of working with children and young people Commitment to continuing professional development	Experience of directing and arranging music for instrumental groups
Knowledge, skills, abilities	Ability to play piano and organ to a high standard Knowledge of a breadth of church music and liturgy Ability to recruit and retain children and adults as choir members, singers and instrumentalists Ability to manage teams of people, and to develop their talent and potential Vision for the place of music in the growth and outreach of a mission-shaped church Commitment to their own personal Christian discipleship	Willingness to engage in planning liturgies and informal services in collaboration with ordained and lay ministers Ability to collaborate and work empathetically with other church groups (e.g. Sunday school) Well developed organisational, interpersonal and presentational skills.

Appendix 1

A proposed re-ordering of St Mary's

Since 2012, St Mary's leadership and congregation have been working hard to address a series of perceived problems with the church building; including, but not limited to, the lack of toilet facilities, refreshment facilities, warmth in winter, good standards of lighting, audio-visual facilities and space for children's work.

Work on this project is ongoing with a stated desire to be ready to seek Faculty permission by the end of 2018 so that work might begin in 2019.

While a number of variables are still in play, it is important that any applicant knows about this project and is aware of both the short-term complexities and long-term opportunities this re-ordering project may provide.

While work is going on, it is likely that St Mary's will be closed for a period of time. Weekly worship for St Mary's congregation will need to take place in an alternative venue (most likely our local school) and the organ will be unavailable to accompany sung worship. Arrangements for the occasional offices, most likely using neighbouring parish churches, will also need to be made.

Inevitably, such arrangements will affect the new Director of Music and a willingness to be flexible during this period will be essential. However, we hope that the successful candidate will share our optimism and excitement that the new facilities will create for future growth in our mission and ministry in the long term. While plans are being formed,



Draft proposals, as of Feb 2018
for the re-ordered interior and extension.

the successful candidate will also have the exciting opportunity to play a significant role in helping us to shape those plans for the future health and vitality of our worshipping life together.

We will be very happy to answer questions and explain the plans in more detail with any candidate.



Draft proposals, as of Feb 2018
for the new south-side extension.