

The Parish Church of All Saints' Westbury, Wiltshire

Application Pack Director of Music / Organist



***As we seek to bring in God's kingdom,
Westbury Parish is a confident, joyful &
prayerful community***

About All Saints' Church, Westbury

All Saints' Church is a fine 14th century grade 1 listed building in the centre of Westbury, a town with a population of about 18,000.

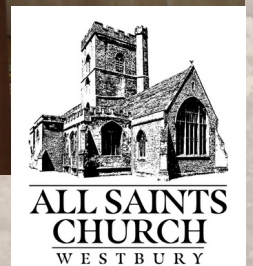
Westbury is located in West Wiltshire, and approximately 30 minutes' drive from Bath and 40 minutes from Salisbury. There is limited parking available at the church. Westbury benefits from excellent rail links and the church is approximately 15 minutes' walk from the station.

Visitors are surprised to discover our stunning stained glass windows and we have the third heaviest ring of bells in the world.

Our main service on Sunday, is our sung parish communion (Common Worship) at 9.30am. On the 4th Sunday of the month we hold a said service of holy communion at 8am and an informal All Age Worship Service at 10am. This is currently led by a small music group made up of members of the congregation. There is also a said communion on a Wednesday.

We are part of the White Horse Team which also includes the Parish of Dilton Marsh.

Within the team we have a Rector, a Vicar, a Curate, a Lay Reader and three active retired clergy.



Music at All Saints'

The clergy, choir and congregation are enthusiastic and supportive of our church music.

At present we are using a congregational communion setting composed by our retired organist, but we are open to other suggestions. The choir usually sing a simple anthem during communion.

We have connections with the local Choral Society who give at least one concert in our church each year. The church is used by other organisations for concerts and our free lunchtime concerts are an important part of the annual Westbury Festival.



Our services are based on Common Worship, and we use the Common Praise hymnal, and occasionally Mission Praise. We have a screen and projector which we use to project the words of the service and hymns when appropriate.

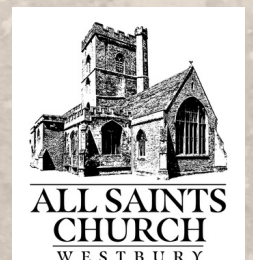
Westbury PCC sees music as an opportunity to improve engagement with the community of Westbury and to grow the life of the Parish. We hope that the new post holder will share our vision and work with us to achieve it.

We hope the post holder will shape the role according to their experience and interests.

Our Mission Action Plan states:

The church is being used for musical and cultural events which generate income and support the cultural life of our community

We have a thriving musical life with a variety of music styles



Pattern of Worship

This is the general pattern of worship for which the organ is required but may be subject to change/negotiation.

Sundays – 9.30am:

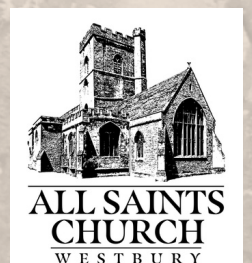
Holy Communion with robed adult choir -

- Prelude music
- 4 congregational hymns
- Sung congregational setting (Kyrie, Gloria, Sanctus, Benedictus & Agnus Dei)
- Choir anthem during communion
- Postlude voluntary

Additional Services:

Christingle, Carol Service, Midnight Mass on Christmas Eve, Christmas Day morning, Ash Wednesday, Maundy Thursday, Good Friday and Easter Eve.

Funerals and Weddings by arrangement.



The Organ

The 3 manual Bevington organ was installed in 1868. It was relocated and enhanced in 2001 with the addition of some electrical action and a small solid state memory panel.

Choir

Sesqui-alteries II
Oboe 8
Flute 4
Gemshorn 2
Stopped diapason 8
Dulciana 8

Swell

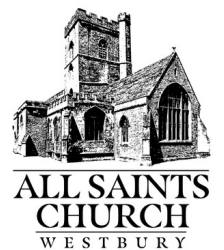
Trumpet 8
Principal 4
Clarinet 16
Open diapason 8
Stopped diapason 8
Double diapason 16

Great

Mixture III
Trumpet 8
Twelfth 2 2 /3
Fifteenth 2
Clarabella 8
Principal 4
Open diapason 8

Pedals

Fagot 16
Principal 8
Vialone 16
Bourdon 16



Job Description

The successful candidate will be responsible for the musical output of the church.

This will include:

- Playing the organ for the 9.30am service (all but the 4th Sunday of the month)
- Playing for weddings and funerals when possible (additional fee)
- Playing for a small number of additional services mainly at Christmas and Easter
- Liaise with the Team Rector concerning the monthly list of hymns (and anthems)
- Produce an annual report to the PCC (in person or in writing) on the current state and the future vision of music in this church

It would also be an advantage if he or she would:

- Work to develop the choir and encourage new members as well as teaching an appropriate repertoire of anthems (choir practices are usually held on a Thursday evening)
- Be an integral part of the All Saints Community

Personal Qualities

The applicant might not be a practising Anglican but must be sympathetic to the Church of England and its liturgy.

Good communication and listening skills.

Ability to engage with and encourage with choir members of all abilities.

Commitment to achieving and maintaining high standards of music and behaviour.

Person Specification

The successful person will demonstrate these qualities:

- Competent organist with experience of liturgical playing
- Active support of the mission of the church
- A commitment to safeguarding

The following would be an advantage:

- Willingness to become part of our congregation
- Experience of leading and developing choirs
- Ability to enhance our worship during the service with improvisation or similar

What we offer

- The remuneration will be negotiable but based on the RSCM recommendations – at least £5000/year plus fees
- Playing for weddings and funerals is additionally remunerated. In 2022 there were 22 funerals and five weddings for which an organist was required.
- 5 weeks holiday a year
- Whether the organist takes up this position as an employed person or self-employed may be discussed
- Use of the organ for practice and for teaching
- Very supportive clergy, Churchwardens and PCC
- An inclusive worshipping community that values excellent music
- An opportunity to work with the clergy to make a difference to our worship

Terms & Conditions

- The post holder is employed by Westbury PCC and is expected to work collaboratively with the Team Rector
- It is expected that this will be an employed position with holiday, pension, sick pay and other employment rights but we would be willing to discuss the post-holder being self-employed
- The role will require an enhanced DBS check and safeguarding training as required by the Diocese of Salisbury
- The agreed salary will be payable monthly in arrears on the last working day of the month
- The Director of Music / Organist is entitled to fees from additional services including weddings, baptisms and funerals as arranged
- The Director of Music / Organist will have an annual review with a review of salary
- The Director of Music / Organist will be entitled to 5 weeks holiday per year

Practice & private teaching

The organ is available for practice when the church is not otherwise being used. The organ is available at most times.

At times when the church is not otherwise being used, the Director of Music / Organist may use the church and its instruments for private teaching, complying at all times with our Safeguarding Policy



Equality Statement

We seek to serve and support all members of the ecclesiastical benefice impartially and fairly in light of the Equality Act 2010 and irrespective of race, gender, faith, age, sexuality, cultural heritage, disability or any other basis.

The Westbury Parochial Church Council (PCC) is registered with the Charity Commission and is dedicated to encouraging a supportive and inclusive culture amongst its members and those it seeks to serve, minister to and work alongside with. It is within our best interest to promote diversity and eliminate discrimination within all areas of our work and ministry. Our aim is to ensure that all church members, committee members and volunteers are given equal opportunity. Each member will be respected and valued and able to give their best as a result.

This policy reinforces our commitment to providing equality and fairness to all our members and to not provide less favourable facilities or treatment on any ground. We are opposed to all forms of unlawful and unfair discrimination.

All members, no matter whether they are part-time, full-time, temporary, paid or voluntary, will be treated fairly and with respect. When the clergy, officers and PCC select and appoint candidates for specific roles and areas of responsibility they will do so on the basis of their aptitude and ability. All candidates will be recruited according to the 'safer recruitment' policy ensuring that role descriptions, support and training are offered to each individual as well as ongoing training opportunities. It is our vision that every member should flourish, individual needs will vary, and at the time of appointment an agreed review date will be set to ensure that candidates are confident and can raise any areas of concern.



How to apply

We would welcome an informal discussion, and strongly encourage potential applicants to contact the Team Rector on 01373 822209 or email TeamRector@whtministry.org.uk to arrange a mutually suitable time.

Applicants are encouraged to visit the church by appointment to play the organ and/or attend a service. It will also be possible to familiarise yourself with the organ before any interview process.

Applications should consist of

- a CV, listing experience and any relevant qualifications
- a covering letter outlining how you might approach the position and the commitment you are able to make and how you meet the person specification above
- contact details for 2 references

and be submitted no later than 5pm on 29th January 2024.

Interview process

Interview/auditions will be held on Thursday 15th February 2024

Selection process will be in two parts and consist of

- the applicant playing a piece of their own choosing
- sight reading a hymn from Common Praise
- rehearsing a short anthem (supplied to you beforehand) with the choir

There will be an opportunity to chat informally with all present – we want you to like us as much as we would want to like you!

An interview will be held with the Team Rector, the choir leader/churchwarden and one other.

The successful candidate could start as soon as the necessary references and checks are completed.

