



Canon Precentor

Canterbury
Cathedral



Contents

4. A Message from The Bishop of Dover
5. A Message from The Dean
8. Role Description
10. Person Specification
11. Terms and Conditions
12. Recruitment Process



Canon Precentor for the Metropolitan Cathedral of Christ at Canterbury with responsibility for Liturgy and Music, co-ordination of our Congregational Development and Deputy Safeguarding Lead for Children and Young People.

The Crown with the Bishop of Dover in consultation with the Dean and Chapter wish to appoint a priest as Canon Precentor. As Head of Worship and Liturgy you will be essential in the preparation for the installation of the 106th Archbishop of Canterbury. The role has additional focus on co-ordination and attention to congregational development in faith and spirituality and numbers. This role also leads the safeguarding for our work with children and young people as we prepare for our INEQE audit scheduled for November 2026.

We seek a colleague with creative flair who will support the Cathedral's life, sustaining all that is good and helping us to fulfil our prayer of 'inspiring life in all its fullness'.





A Message from the Bishop of Dover

Worship is the heartbeat of every cathedral community, whether a small morning service or a great public occasion. A cathedral needs a vibrant, diverse praying and serving community to bring the ancient stones to life. This role prioritises worship and we hope the person appointed will help sustain and develop the worship of the Cathedral and also use it as a pastoral tool to further mission and inclusion into the life of this Christian Community; enabling new growth and sustaining the faithful.

Canterbury Cathedral is dedicated to Christ and has a ministry based on Christ the Good Shepherd. This theme is also especially appropriate as the Cathedral is the seat of the Archbishop of Canterbury. This focus demands that all the Cathedral clergy have good skills and honed instincts as pastors, nurturing and shepherding all the people needed to ensure music, liturgy, work with children and families, provision of learning and nurture is offered with care, flair and imagination.

+ Rose Dover

The Rt Revd Rose Hudson-Wilkin

The Bishop of Dover and Bishop in Canterbury

A Message from the Dean

The Chapter has now prepared a [Strategic Plan](#) for the next ten years.

One of our core themes is Journeys of Spirituality and Faith, where we aim to:

1. Develop the learning tradition of Canterbury Cathedral for a modern and diverse age, and invite others into the life of faith and the way of Jesus Christ.
2. Nurture the mystery of God through prayer, place, music, worship and encounter, and sustain the story of faith across the Anglican Communion, for this generation and the next.
3. Encourage and enable all – regardless of faith, culture, age and ability – to encounter this holy place.

This role will contribute to these developmental strands alongside many others.

Additionally, we recognise that our new ten-year strategy will only be effective when we have a culture in place which will support these aspirations. So we have also identified four core values which underpin our developing culture. The values of compassion, collaboration, commitment and curiosity, will help us build an eco-system for the organisation that is based on Christian values and which encourages cohesive and collaborative rather than silo or heroic based work.

Residentiary Canons are members of Chapter and so hold trustee responsibility for the delivery of Chapter's plan. Chapter meets approximately 10 times/year and is a key priority. Residentiary Canons with responsibility for areas of the Cathedral's operations are also members of the Senior Leadership Team which meets weekly. This team holds operational responsibility for all the work of Chapter and is chaired by the Receiver General (Chief Operating Officer (COO)). Residentiary Canons are accountable to the Dean for their work and to the COO to ensure their operational work aligns with our plans, policies and procedures. They also form part of the clergy team which prays, preaches and leads worship day by day.





We are looking for someone to lead our worship teams, helping them build on their strengths while also guiding change and growth. Our goal is to deepen how we pray, connect with God, and celebrate culture and life through our many events. Our plan commits us to be at the forefront of fostering the Anglican Choral Tradition. We want these moments of encounter in the building and beyond to help people (directly or indirectly) experience the Gospel in fresh ways.

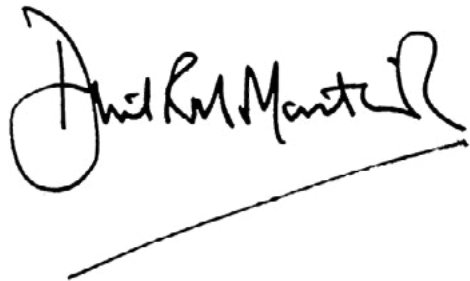
We need a creative and collaborative team-player who will inspire others by living out the liturgy among our wider community of staff, volunteers, congregations, and visitors. Strengthening our connection with local communities is essential, helping more people encounter God in Jesus Christ in ancient and modern ways. Recent changes to our music and virgers departments will need steady support as they continue to adapt. Like many others, our community has been deeply affected by COVID. While we gained a global online worship community, our regular in-person attendance declined due to illness, death, moving away and simply slipping through the net. We have a small but growing group of young families with children's work led by lay leaders. Last Advent, we introduced simple songs and stories for families, which was well received, and we see opportunities to expand this work.

Our online and in-person courses run through the year, generally delivered by the clergy team. This role seeks to ensure all that is co-ordinated within our overall thematic planning and integrated with other aspects of our work that also contribute to our congregational and community development.

Virgers and volunteer chaplains provide daily pastoral support 'on the floor' of the Cathedral alongside a wider team supporting welfare, safeguarding and pastoral care. Occasional offices (funerals, baptisms, weddings and services from Prayers for Love and Faith) are centrally co-ordinated. This wide-ranging community and congregational life and mission needs further work to systematise and support growth.

We offer a place in a supportive and dynamic team of lay and ordained colleagues who learn from one another. Our worship takes place in a beautiful and historic space that allows for both tradition and creativity. We are a diverse worshipping community, including a global online presence, with a strong daily rhythm of prayer and Eucharist that dates back to our foundation. We seek to welcome visitors and pilgrims to join with us.

While we are deeply rooted in choral tradition, we also seek to learn from and engage with wider worship styles across the Anglican Communion and our diocese. We need someone who can confidently lead traditional worship while also bringing fresh ideas, thinking outside the box, and taking thoughtful risks. At the same time, we want to strengthen our connections with the diocese and local community, fostering a spirit of hospitality in both worship and daily life.

A handwritten signature in black ink, reading "David Monteith". The signature is written in a cursive style with a long horizontal line extending from the bottom of the name.

David Monteith, Dean of Canterbury
28 February 2025



Canon Precentor and Residentiary Canon accountable to the Dean and operationally responsible to the Receiver General (Chief Operating Officer) including Head of Worship and Liturgy, Deputy Safeguarding lead for Children and Young People (including choristers) and Co-ordinator of Congregational Development.

Role Description

As Head of Liturgy and Music

- Develop a 21st-century pattern of worship for Canterbury Cathedral, blending as appropriate excellence in the English Choral tradition of worship with other worship traditions of the Church of England and wider Anglican Communion;
- Oversee liturgy and music on behalf of the Chapter and in consultation with the Dean, so that the corporate worshipping life of the Cathedral may be supported, resourced and enacted with care and compassion;
- Act as line manager for the Head Virger, Director of Music, Liturgy Administrator and others as required;
- Take the lead in singing the majority of the sung services where a cantor is required;
- Revise and implement a new cathedral Liturgical Plan including fresh consideration of online provision;
- Ensure that worship in the Cathedral supports the ministry of the Archbishop of Canterbury, the Bishop of Dover and the Diocese of Canterbury through close liaison with the Bishop's Office, Diocesan Office and staff at Lambeth Palace;
- Work with the Director of Music and others to develop and to embed our music outreach programme to young people including addressing social justice and inclusion;
- Oversee, encourage and train volunteer Minor Canons who assist with the leading of worship;
- Participate (as negotiated) in national bodies relating to the ministry of Precentor.

As Co-ordinator of Congregational Development

- After collaboration with the other clergy, co-ordinate a programme for cathedral faith development through courses and events tied into (where possible) the regular diet of worship seasonal themes;
- Explore and develop with others new services, activities and the growth of new congregation(s), with particular regard to the needs of families and children;
- Oversee the Children's Church Team;
- Consider re-establishing work with young adults, possibly in partnership with university chaplains;
- Participate as negotiated in national bodies relating to the development of cathedral congregational life.

As Deputy Safeguarding Lead for Children and Young People

- Support Cathedral Safeguarding as a deputy lead with a focus on children and young people (including the Cathedral's choristers), working closely with the Canon Missioner who is our lead for Safeguarding;
- Provide cover in the absence of the lead and/or Cathedral Safeguarding Officers.

As Residentiary Canon

- Take a share with the Dean and Residentiary Canons in periods of residence (two-weekly rota), presiding at the Eucharist, leading services and preaching;
- Assist in the development and enactment of the Cathedral's Annual Delivery Plan;
- Prepare and oversee delegated budgets in areas of responsibility;
- Contribute to the processes of fundraising, working with our Fundraising Team, especially in relation to liturgy, music and congregational development;
- Take part in governance and management bodies, including Chapter, the Senior Leadership Team and the Clergy Meeting;
- Collaborate closely with Chapter colleagues and staff members to ensure consistency of service and to liaise on cross-cutting issues, avoiding silo working or the guarding of territory;
- Read papers, prepare for meetings and contribute to negotiated schedules of work within overall governance function in a timely manner;
- Along with the Dean and other Residentiary Canons, support parishes in the diocese with an expectation that each will be out in the diocese for approximately one Sunday service per month.

Person Specification

The Cathedral's four core values; Compassion, Collaboration, Commitment and Curiosity embody our Community Culture which is the way we do things and the way in which our community should live and work together. You will be expected to uphold these values and demonstrate the commitment to creating a positive, inclusive and respectful community at Canterbury Cathedral, where everyone can flourish and contribute to making real in this place the gift of 'life in all its fullness'.

Essential

- A person of prayer who is spiritually resilient and will be fed and nurtured by the Cathedral's round of prayer and worship and working continuously in varied teams.
- A priest of at least six years standing in holy orders and ordained in the Church of England or a church in communion with the Church of England and with the right to work in the UK.
- An organised completer finisher with high IQ and EQ who will be a non-anxious presence, always working collaboratively whilst seeking to learn from successes and failures and deeply committed to the vision of the Cathedral.
- Demonstrable theological and liturgical skills in developing and leading public worship, relating liturgy to discipleship and turning liturgical texts into three dimensional worship or events. Sing to cathedral standard with developed understanding of the Anglican Choral tradition and flexibility towards other local and global worship traditions.
- A delight and proven track record in helping individuals and congregations to grow in faith through study, discussion, reflective practice and experience.
- Proven experience of embedding cultures of effective Safeguarding within the church.
- Good written and IT skills with experience of writing detailed plans, proposals and reports able to work with multiple teams with resilience within an exciting yet demanding place.

Desirable

- Experience of senior leadership in the church or in another sphere.
- Cross-cultural or international experience and knowledge and experience of different styles and cultures in worship.
- Experience of the practice of online worship.
- Experience of line management, coaching and mentoring.
- Experience as a trustee.

Terms and Conditions

This post is offered with Common Tenure at the stipend of a Residentiary Canon.

One full day off is taken each week as well as six full weeks annual leave. We are trying to find ways to enable Canons to take 36 hours equivalent/week in a busy demanding context.

The post-holder will be accountable to the Dean overall for their work for Chapter. As with the other Residentiary Canons, they also are responsible to the Receiver General (Chief Operating Officer (COO)) for their operational delivery as a head of department and line manager of staff.

Expenses of office are reimbursed in line with the Cathedral's policies.

Housing is provided at 10 The Precincts, Canterbury adjacent to the Archbishop's Palace. This is a three-bedroomed house recently renovated to a high standard with 1 parking space. No other spaces will be allocated bar booking in short-term spaces in the Cathedral car park for visiting guests. Council Tax and water charges are included, and the Dean and Chapter makes a contribution to utility costs which is taxable as a benefit in kind.

Removal expenses and appointment grant are covered in line with the policy set by the Diocese of Canterbury.

An office is provided in the Cathedral Music and Liturgy offices from which the Precentor is expected to work at least 50% of their time. Electronic work diaries are shared and must be used.

We are hoping for a start date in or before September 2025.

Recruitment Process

Prospective candidates may wish to have an informal conversation with the Dean. These 30-minute sessions may be booked with Andrea Tadiwala (andrea.tadiwala@canterbury-cathedral.org).

The personal statement in your application should focus on your suitability to the role and particularly in relation to the essential characteristics of the Person Specification and to limit your words to approximately 1,200.

Applications will close 31 March 12noon

Shortlisting 4 April

Interviews will be conducted in person in Canterbury from **lunchtime 10 April to end of afternoon on 11 April**. You may travel with a partner if you wish them to see around the house as this role involves living inside the Precincts which we know doesn't suit everyone. Accommodation will be provided.

On 10th April you will have a tour, a singing test and meet various people primarily for you to explore the role and to understand your questions further. We ask you to attend Said Evening Prayer with Silence at 5.30pm and after that your evening will be free.

On 11th April you will meet more people and have an interview lasting approximately one hour. The panel will be chaired by the Dean and consist of a representative from the Crown, a representative of the Bishop of Dover, a lay non-executive member of Chapter, a Precentor from another cathedral, and the Receiver General (Chief Operating Officer).

This session will include each candidate *offering a 5-minute homily based on John 10:31-end followed by a 7-minute presentation without use of technology entitled 'How will you contribute to the delivery of our strategic plan through worship and congregational development?'*

We endeavour to inform candidates as soon as possible following interview, certainly by Monday 14th April. It is likely that a preferred candidate will then need to meet with the Bishop of Dover (probably online).

This post will require an enhanced DBS process.



Compassion
Collaboration
Commitment
Curiosity



Our Community Culture



Christ, the Good Shepherd,
in whose care and protection, we find life in all its fullness;
encourage us to pray for each other and for the holy Church of Canterbury that,
being guided by your values, we may serve the world inspired by compassion,
eager in collaboration, steadfast in commitment, and delighting in curiosity.
Draw us all into one flock and one fold,
so that we may become pastors of his people,

Amen

Inspiring
life in all its
fullness

