



LINCOLN
CATHEDRAL

Priest Vicar (part-time), to take the role of Succentor

January 2025



About Lincoln Cathedral

Lincoln Cathedral has been a striking presence above the city for more than 950 years. It is, first and foremost, a working church and hosts a minimum of three services every day of the year, at least one of which is usually sung by our world-renowned choir. It is the seat of the Bishop of Lincoln and the mother church of the diocese, and each year it hosts many county-wide services of celebration, commemoration and memorial.

It is a place of pilgrimage, where people come to seek God, to learn more about faith, or to take time out of a busy day for quiet reflection. It is a place of welcome and hospitality where all, of any faith or no faith are encouraged to feel at home.

Lincoln Cathedral is also a world-class heritage visitor attraction, and hundreds of thousands of people visit annually to learn about the rich history of the building and the fascinating stories of the people that have brought it to life over the centuries. Our volunteer guides provide floor, roof, tower and other specialist tours throughout the year and the building plays host to a wide range of exhibitions, events and concerts.

The site also includes an award-winning visitor centre, featuring an exhibition gallery and discovery centre where visitors of all ages can delve deeper into the history of the Cathedral, a bright airy café, and the Cathedral shop. A purpose-built learning centre offers outstanding facilities for school visits and family activities, and a suite of community meeting rooms is available for organisations and individuals to hire.

Lincoln Cathedral is a centre of excellence for heritage skills and craft, with its own on-site works department comprised of stonemasons, glaziers, lead workers and joiners, all dedicated to the maintenance, restoration and repair of this internationally significant building.

An exceptional team of skilled staff and volunteers ensure that all who visit receive a warm welcome and an excellent experience, and work towards ensuring a sustainable future so that future generations can continue to enjoy the sacred space of Lincoln Cathedral.

Our Mission

The diocesan mission statement is to be faithful and confident. As we support the bishop in mission, we will build on this as we seek, joyfully to proclaim the love of God in worship, outreach, service and welcome to all, and to faithfully exercise our role as custodians of a sacred heritage building.

Our Purpose

- To advance the Christian religion in accordance with the faith and practice of the Church of England, by furthering the mission of the Church of England
- To care for and conserve the fabric and structure of the cathedral building
- To advance any other charitable purposes which are ancillary to the furtherance of this purpose

Our Values

Our values reflect the qualities we believe are essential to our life and work, and which will help guide us to achieve our objectives and demonstrate Christian faith and witness as we progress a culture of mutual flourishing, respect, and a shared endeavour, that is inspired and challenged by the Gospel.

As an organisation, and individuals with in it, we are:

- Inclusive
- Trustworthy
- Kind
- Collaborative
- Flexible
- Accountable
- Pro-active to change

Role Profile

The cathedral seeks to appoint a part-time stipendiary Priest Vicar to take on the responsibility of Succentor. As Succentor they will assist the Precentor in his duties.

Overall Purpose of the Role _____

As a member of the cathedral's clergy team to contribute to the life and ministry of the cathedral, particularly through the maintenance of its pattern of daily prayer and worship.

Accountable to: The Precentor

Directly Reporting to the post holder: The Succentor does not have any direct line management responsibilities, but it is expected that the Precentor will delegate day-to-day responsibility for the Verger's Team to the Succentor, and that the holder of this post will therefore work closely with the Dean's Verger and Liturgical Assistant in the planning and delivery of services.

Main Responsibilities _____

Specific duties include:

- Being committed to regular attendance at Morning and Evening Prayer in the Cathedral and to share fully in the liturgical life of the Cathedral
- Attend and participate fully in Clergy Team and Liturgical Team meetings, including attending the weekly staff briefing and fortnightly Logistics Group meetings
- Share in the preaching and teaching ministry of the Cathedral

Liturgy, Music and Worship

To support the Precentor in their oversight of the work of liturgy and musical offering in the Cathedral, including:

- Planning, preparing and overseeing the statutory services and many other acts of worship in the Cathedral, including the daily liturgy
- Supporting the Organist and Master of the Choristers (Director of Music) and the music team
- Keeping abreast of current liturgical development within and without the Anglican Communion and ensure that the Cathedral models best practice
- Sharing in the singing of the daily offices
- Ensuring the provision of religious education for the boys and girls of the choir to promote a genuine understanding of the music and to encourage baptism and confirmation
- Giving pastoral support to the choir and parents
- Helping implement the cathedral's policies on Safeguarding
- Developing new forms of worship to engage with the changing forms of spirituality in society

Person Specification

Essential

- Have be a priest in holy orders who has been 'signed off' on completion of their curacy
- Be a person of prayer, theologically aware and articulate
- Have a strong understanding/experience of liturgy and the skill and imagination to turn this into inspirational acts of worship
- Have a love of church and choral music and an appreciation and understanding of the work of musicians in a cathedral setting
- Have an ability to support the wider work of music and liturgy in mission, reflecting the breadth of Anglican worship expressed across the diocese of Lincoln
- Have experience of leading people, and a knowledge of financial systems and budgets
- Have a keen awareness of safeguarding adults at risk and children in the church environment
- Be musically competent and capable of singing the priest's part in the daily offices
- Have the ability to plan proactively, work to strict deadlines and have good personal and time management skills
- Have proven pastoral skills
- Have excellent oral and written communication skills
- Be able to perform well under pressure with the energy and ability to handle a complex and heavy workload
- Be able to work with flexibility and imagination
- Be committed to working collaboratively with other colleagues, providing leadership to the Liturgical Team within the cathedral
- Relate well to people of all backgrounds
- Be competent in the use of IT and prepared to undertake skills training if necessary

Other Information _____

- The Ecclesiastical Offices (Terms of Service) Measure 2009 (Common Tenure) applies to this post
- An enhanced DBS check and Safeguarding Training will be required
- This post is part-time (0.6fte), and a stipend and housing allowance will be paid at the rate equivalent to an incumbent's post in the Diocese of Lincoln. From January 2025 this is: £32,087 per annum (£19,252 pro rata), with a Housing Allowance of £12,765 (£7,659 pro rata).
- A housing allowance is paid for this post.
- Agreed working expenses will be reimbursed in full, upon production of receipt

Interview and selection process

Closing date for applications: Sunday February 2, 2025

Interview date: Shortlisting Tuesday February 4, 2025 – interview on either Monday 10 or 11 February, 2025.

Applications by email to:

- Lincoln Cathedral is committed to the safer recruitment process
- Lincoln Cathedral is committed to the safeguarding and welfare of all children, young people and adults who may be involved in and/or visit the Cathedral.
- Offers of employment are subject to providing proof of the right to work in the UK, satisfactory references, and, where appropriate, a Disclosure and Barring Service (DBS) check

Health & Safety:

Under the Health and Safety at Work Act 1974, whilst at work, you must take reasonable care for your own health & safety and that of any other person who may be affected by your acts or omissions. In addition, you must cooperate with the Organisation on health & safety and not interfere with, or misuse, anything provided for your health, safety, or welfare.

Safeguarding:

All staff and volunteers are expected to demonstrate a commitment to safeguarding the welfare of all children and adults who may be vulnerable, who are involved with and/or visit the Cathedral. This will include adherence to policies and procedures, following good practice in relation to their own behaviour and conduct and undertaking any safeguarding duties commensurate with their specific role.

Inclusivity and Diversity:

Lincoln Cathedral is committed to building an inclusive and varied workplace, welcoming people from all backgrounds. All staff are expected to be compliant with all legislation, best practice and the values of the Cathedral.

Equality Statement

The Cathedral is committed to the principles of equality and diversity in employment and aims not to discriminate on grounds of gender, age, appearance, race, sexuality, class, ability, culture, nationality, political belief, trade union activity or religious belief.