



21 January 2020

Thank you for expressing an interest in the position of Director of Music at All Saints' Church, Child's Hill. The post is available as soon as the appointed candidate is available to start.

This is an opportunity to join All Saints at an exciting time in our history. The church has a strong history of good Modern Catholic liturgy, with both a sense of tradition and an engaging, relevant style.

In this application pack you will find an introduction to the church, the job description and personal specification. Further information about the parish and the church can be found at [www.allsaintschildshill.com](http://www.allsaintschildshill.com)

Please send a CV and covering letter by email to [vicar@allsaintschildshill.com](mailto:vicar@allsaintschildshill.com) to arrive by noon on Monday, 3 February 2020. Please include contact details for 3 referees and ensure that they can reply promptly to a request for a reference. Your referees should include your current employer; a church reference, preferably from the incumbent; and a character reference. References will be taken up for shortlisted candidates only.

Shortlisting will take place within two weeks of the application deadline and we will contact all applicants soon after that.

Interviews will be held on the 20 February 2020 and will include practical demonstration of your skills playing the organ and working with a choir as well as an interview with a panel.

Any appointment will be subject to the completion of an enhanced DBS disclosure.

If you have any questions about the role, the parish or the application process, please do not hesitate to contact me.

Thank you, again, for your interest and our prayers are with you as you consider applying for this post.

Sincerely yours,

The Reverend Robin Sims-Williams  
Priest in Charge  
020 7435 3182  
[vicar@allsaintschildshill.com](mailto:vicar@allsaintschildshill.com)

# Director of Music Application Pack

## Church Profile



All Saints' Child's Hill is in the Modern Catholic tradition of the Church of England. The congregation is inclusive, with a mix both ethnically and socially, coming mostly from the parish and neighbouring parishes. There is a church school next to the church with which we work closely and the church

hall has a thriving pre-school with whom we also work closely.

The church was originally consecrated in 1856 for the village of Child's Hill the community of which had until then been worshipping in the local laundries which existed thanks to the clean water running off nearby Hampstead Heath. After a period of investment and development of the building in the early 20th Century the church was hit by a fire in 1940. The community worshipped in the lady chapel for nearly a dozen years until the Nave was restored and re-consecrated on All Saints day in 1952. The space therefore has a mixture of Victorian and modern elements. The East wall stained glass, destroyed in the fire, was replaced with a rood cross and reredos and the roof was replaced with a flat roof enabling clerestory windows to be added, making the space very bright.

The church is committed to worshipping God and living out our calling as followers of Christ through our engagement with the local community. As a church we seek to be a welcoming, friendly and inclusive community. As a parish with many young families and good links with our school we have particularly sought to engage with young people.

The main service each week is the Sunday 10am Parish Eucharist which uses Common Worship texts. Traditional Anglican choral music forms an integral part of our worship. During the service Thorne's St Thomas Mass or



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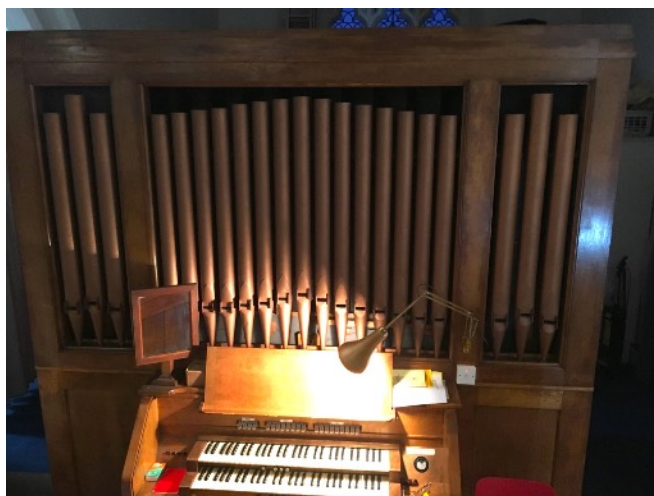
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Merbecke's settings are usually used for the Gloria, Sanctus, Benedictus and we generally have 4 hymns from a mixture. During the service there is normally a Sunday Club for children under 12 years of age. A typical Sunday has around 40 adults and 15 children, though we have been seeing modest growth over the last couple of years.

The church is located just off the Finchley Road in North West London between Golders Green and West Hampstead. It is easily reached from Cricklewood, West Hampstead, Finchley Road and Golders Green. The area immediately North of the church and school is a mixture of former and existing council housing while further North, immediately to the South, East and West the parish is more affluent.

ABRSM hold music exams in the church 3 times a year.

## The Organ



The organ is a 2 manual Compton and it is maintained by Bishop & Son Organ Builders of London. The instrument was installed within the last decade.

### *Stop List*

#### Solo

|             |    |
|-------------|----|
| Conta Flute | 16 |
| Diapson     | 8  |
| Gemshorn    | 8  |
| Hohl Flute  | 8  |
| Gemshorn    | 4  |
| Flute       | 4  |
| Twelfth     |    |
| Fifteenth   |    |
| Tremulant   |    |

#### Pedal

|          |    |
|----------|----|
| Sub-Bass | 16 |
| Flute    | 8  |

#### Great

|              |       |
|--------------|-------|
| Tenoroon     | 16    |
| Diapson      | 8     |
| Gemshorn     | 8     |
| Hohl Flute   | 8     |
| Octave       | 4     |
| Gemshorn     | 4     |
| Octave       | 2 2/3 |
| Super Octave | 2     |

Great to Pedal  
Solo to Pedal

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## The Choir



The parish Eucharist is accompanied by a committed robed choir of between 5 and 10 individuals including children and adults. There is a dedicated choir room and a modest music library. The church is an RSCM member. As well as accompanying the service the choir sings an anthem during the distribution of communion. In addition to Sunday morning services the choir also supports other services, including feasts, carol services, Maundy Thursday and Good Friday liturgies. Currently the choir rehearses after the service on a Sunday.

## The Future

It is an exciting time for All Saints. Having begun a new chapter with a new incumbent only two years ago the congregation has been exploring creative ways to engage with the local community and build up both our worship and our mission. We have recently recruited a team of young people to serve at Sunday services and started various mid-week groups for the very young, youth and the older generation. In the last couple of years we have seen growth both in numbers and of engagement and partnerships with our local community. This is an exciting opportunity, therefore, to work creatively using music as a significant part of our mission.

There is a great deal of scope to grow our use of music to engage with our worship, our spirituality, and our community. The services follow a modern catholic structure and are grounded in those traditions, but there is a desire to use the best of Christian tradition to be engaging and relevant to those who walk through the doors.

Many of our youth are very musical; they play instruments, sing and are involved in drama and dance groups. That combined with a good relationship with our school and its music teacher (a jazz singer herself) means there would be lots of ways to develop musical work with young people.

There are a number of individuals in the neighbourhood who work as musicians, composers and music teachers, many of whom have some connection with the church. A local amateur Jazz group hold regular jazz nights in the church hall and the church was used in the past as a concert venue. There is definitely the scope, the desire, and the support for both building on what is already there, and developing new directions in our musical life as a congregation and as a parish.

As a community we are very open to new ideas and I hope you can see from this profile that there is scope for a creative musician with a love of music to be supported in trying new things out while growing the musical life of our congregation.

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# Job Description

|                              |   |      |  |
|------------------------------|---|------|--|
| Post Title:                  | Director of Music   |      |  |
| Location:                    | All Saints Church, Child's Hill, Church Walk, NW2 2TJ           |      |  |
| Employed by:                 | The Parochial Church Council (PCC) of All Saints', Child's Hill |      |  |
| Line Manager:                | The Incumbent (on behalf of the PCC)                            |      |  |
| Current Salary:              | £6,500 per annum  |      |  |
| Fee for occasional services: | Weddings  | £125 |  |
|                              | Funerals  | £125 |  |
| DBS:                         | The position is subject to an enhanced DBS disclosure.          |      |  |

## *Purpose of Role*

To play the organ, direct the choir, and encourage the musical life of the worshipping community within the church.

## *Essential Responsibilities*

- Playing the organ at the Sunday main Eucharist, and at the main festivals (see below)
- In consultation with the incumbent to agree musical liturgy for all services
- Directing the choir rehearsal (1 p.w. time negotiable)
- Directing the choir on Sunday morning
- To build up and encourage the musical life of All Saints through maintaining and expanding participation in the choir and develop new and existing opportunities for music to become a greater part of the life of All Saints'.

## *Privileges*

- The Director of Music will have the right to teach students on the All Saints organ and piano and to practice with due care not to disturb scheduled events in the parish.
- The Director of Music will have first refusal on playing or directing music for weddings, funerals, and memorial services. To arrange for a choral group for such services on request and to offer advice on suitable music choices where appropriate.

# Personal Specification

## *Essential Skills & Characteristics*

- An experienced organist and choir trainer;
- An ability to lead congregational singing;
- Collaborative and friendly in approach;
- An ability to work with singers of different skills, ages and ability;
- Committed to the Christian ethos, with an ability to give expression and be an advocate for that ethos
- Occupational requirement to hold an Enhanced DBS (or be prepared to) & willing to sign All Saints' Safeguarding Declaration.

## *Desirable Characteristics*

- Knowledge of Christian liturgical repertoire, and experience choosing music and hymns
- Experience with a mixed ability choir
- An interest in developing other music groups
- An interest in the general musical life of the church's worship

## *Vacation*

- The role would offer 6 Sundays per year free, for which a deputy would need to be found.
- These Sundays would necessarily need to avoid the major Christian festivals (i.e. Christmas and Easter).

## *Main Festivals of the church*

- Advent Carols - 6pm
- Christmas Carols by Candlelight - 6.00pm on a preceding Sunday
- Christmas Eve Crib Service - 5.30pm
- Christmas Midnight Mass Service - 11.30pm
- Christmas Day - 10am
- New Years Eve - 11.30pm
- Ash Wednesday - 8pm
- Maundy Thursday - 8pm
- Good Friday Midday - 12pm (1hr)
- Easter Day - 5.00am and 10am
- Ascension Day - 8.00pm
- All Souls Day - 8.00pm