



CHRIST CHURCH CATHEDRAL

FURTHER PARTICULARS

Job title	Associate Choral Director (formerly Musical Director of Frideswide Voices)
Location	Christ Church Cathedral
Department	Cathedral
Hours	Part time, 24 hours per week (Mondays, Wednesdays, Fridays)
Salary	University Scale Grade 6: £35,681 - £41,636 (with a discretionary range to £45,212) (<i>pro rata</i>)
Contract type	Permanent
Responsible to	Organist
Application deadline	Noon on Monday 24 November 2025
Vacancy reference	ACD_MT25
Additional information	This is a part-time position that cannot be held concurrently with any other substantive post without the explicit permission of the Human Resources Director. This post is subject to a six-month probationary period.

Music at Christ Church

Music plays a major part in Cathedral worship and ministry, and the foundation supports four choirs.

The majority of the daily services are sung by the **Cathedral Choir**. Established by Cardinal Wolsey in 1526, the Cathedral Choir has a special and distinctive place within the great English choral tradition. Throughout its history it has attracted many distinguished composers, organists and singers, from its first director, John Taverner, appointed by Wolsey, to William Walton in the 20th century. Historically, the Choir is set apart from all other collegiate and cathedral choirs since it serves both an Oxford college and a diocese at once, as a unique and celebrated and dual foundation. It has become revered for the vibrancy of its collective sound and its artistic flexibility.

There is a total of forty-five choristers across the treble lines, with the adult singers including Lay, Stipendiary and Academical Clerks. The boy choristers attend Christ Church Cathedral School, where they are boarders, while the girls are members of **Frideswide Voices**, the adoption of which into the Foundation in 2019 has enabled the Cathedral to provide an excellent musical education for girl choristers. Drawn from schools across Oxfordshire, Frideswide Voices choristers sing Evensong with the clerks weekly on Wednesday, rehearse on Monday evening, sing services one weekend a term, and regularly sing together with the boys for special services. They receive weekly theory and singing tuition from dedicated tutors, and are also actively engaged in a significant programme of extra events, including concerts and tours.

Outside term time the pattern of choral worship is chiefly sustained by the **Cathedral Singers**, a voluntary choir which has its own music staff and organising committee, with visiting choirs singing services during the month of August and occasionally throughout the year.

During term the **College Choir**, made up of and directed by undergraduate and graduate students pursues its own programme of concerts and College services.

The Cathedral's music is under the overall direction of the Organist (Director of Music) Peter Holder. He is supported by the Sub-Organist, the Associate Choral Director and the Organ Scholars, together with a team of administrative staff and support staff.

Role of Associate Choral Director

Christ Church seeks to appoint an Associate Choral Director from 1 January 2026 (or as soon as possible thereafter) to support the Organist in the provision of choral music of the highest quality at Christ Church, with particular responsibility for the day-to-day running of Frideswide Voices.

Key relationships

The Associate Choral Director will report to the Organist and work alongside the other musicians at Christ Church, receiving support in the day-to-day running of Frideswide Voices from a dedicated part-time (0.6 FTE) administrator. They will also have close working relationships with the liturgy team and Canons, and other employees of Christ Church.

Schedule

The usual weekly choral schedule during term time (subject always to alteration) is as set out below.

Sunday	11:05am	Sung Eucharist (rehearsal 10am)	Sung by the Cathedral Choir
	6:05pm	Evensong (rehearsal 5pm)	Sung by the Cathedral Choir
Monday	6:05pm	Evensong	Sung by the College Choir or a visiting choir
Tuesday	6:05pm	Evensong (rehearsal 5pm)	Sung by the Cathedral Choir
Wednesday	6:05pm	Evensong (rehearsal 4.30pm)	Sung by Frideswide Voices
Thursday	6:05pm	Evensong (rehearsal 5pm)	Sung by the Cathedral Choir
Friday	6:05pm	Evensong (rehearsal 5pm)	Sung by the Cathedral Choir
Saturday	6:05pm	Evensong (rehearsal 4.45pm)	Sung by the Cathedral Choir

Variations in schedule apply at certain times of year, notably in Holy Week and the period leading up to Christmas.

The current schedule of chorister rehearsals is as follows:

Monday	7.50-8.30am	Cathedral choristers
	4.30pm	Frideswide Voices
Tuesday	7.50-8.50am	Cathedral choristers
Wednesday	7.50-8.50am	Cathedral choristers
Thursday	7.50-8.50am	Cathedral choristers
Friday	7.50-8.40am	Cathedral choristers
Saturday	8.30-10.00am	Cathedral choristers

Principal duties and responsibilities

The responsibilities of the post include, but are not limited to:

Choral directing & training

- Directing Frideswide Voices in rehearsals, services and other performances, as agreed with the Organist.
- Overseeing the training and development of the girl choristers, in consultation with the Organist.
- Working with the Organist and Sub-Organist to develop a consistent approach to chorister training and achieve a cohesive musical style.
- Drawing up the annual music list and programme of services and events for Frideswide Voices, in consultation with the Organist.
- Taking the lead in coordinating the deployment of Frideswide Voices music and support staff (including singing, theory and sight-singing teachers, and adult helpers).
- Undertaking chorister auditions (in conjunction with the Organist and other staff).
- Along with the Organist and Sub-Organist, contributing to the training of the Cathedral choristers and participating in morning chorister rehearsals approximately twice per week.
- Directing Cathedral Choir rehearsals and services as required.
- Occasional direction of the Cathedral Singers.

Frideswide Voices planning & administration

- Overseeing the day-to-day work of the Frideswide Voices music and pastoral support staff.
- Preparing the termly diary and updating the Frideswide Voices handbook and other documentation.
- Overseeing the audition process and undertaking related administration.
- Liaising with chorister parents over welfare, pastoral and safeguarding issues, and maintaining fruitful professional relationships with them.
- Taking the lead on Safeguarding policy for the choir (in consultation with the Organist and Cathedral Safeguarding Officer).

Outreach & engagement

- Promoting the opportunities offered by Frideswide Voices to local schools across the county.
- Leading / participating in chorister taster events (in collaboration with the Organist and Sub-Organist) and leading choral workshops for visiting school and youth choirs.
- Taking a lead role in the planning and delivery of wider outreach activities promoting singing and chorister / choral scholar opportunities, in consultation with the Organist and Sub-Organist.
- Developing and maintaining links with potential feeder schools and partner organisations.
- Contributing to the development and delivery of a long-term strategy for engagement, including a sustainable plan for the future of a Cathedral Youth Choir.
- Developing and delivering opportunities for school and youth choirs to participate in music-making at the Cathedral, including via a dedicated series of Monday Evensongs during term time.

General

- Contributing to the wider work of the Music Department and attending meetings as required.
- Consistently performing to and maintaining the highest musical standards, commensurate with the reputation of the Foundation and its tradition of musical excellence, including pursuing appropriate continuing professional development activity.
- Overseeing musical arrangements for visiting choirs, in consultation with the Succentor and Administrative and Liturgy Assistant.
- Undertaking appropriate Safeguarding Training and adhering to all relevant Christ Church Safeguarding Policies.
- Adhering at all times to Christ Church's other policies, protocols and codes of conduct, and undertaking training as required.
- Undertaking any other duties which are within the scope, spirit and purpose of the job, as directed by the Organist.

Selection criteria

Your application will be judged only against the criteria which are set out below, and you should ensure that you show clearly how your skills and experience meet them.

The successful candidate will be:

- a music graduate, preferably with a further relevant professional qualification
- an outstanding choral conductor, with secure gestural technique and wide-ranging musical sympathies
- an experienced choral director, with a strong track record of success working with professional musicians (preferably in a high-profile cathedral or collegiate setting)
- able to demonstrate experience of training girls' and boys' voices in an ecclesiastical setting
- a knowledgeable liturgical musician, able to deliver excellence in music programming as well as performance
- able to use knowledge of and preferably expertise in singing to inform vocal and musical training
- able to demonstrate an advanced understanding of vocal technique and sound knowledge of matters pertaining to vocal health
- able to lead a rehearsal from the keyboard and relate well to organ and piano accompanists
- an adept manager of people, able to guide and oversee the work of the Frideswide Voices musical support staff
- an efficient administrator
- able to be flexible with working hours in order to fulfil the requirements of the choral schedule
- an effective communicator in person and in writing
- able to inspire and create an excellent rapport with children and adult singers
- collegial and capable of working alongside others
- in sympathy with the aims and objectives of Christ Church Cathedral.

Terms and Conditions

Hours of work

This position is offered on a part-time basis. The standard working week is 24 hours, to be worked over three days (usually Monday, Wednesday & Friday). The precise hours of work will depend on the agreed rota for rehearsals, services and other duties (such as concerts, recording sessions and tours), and will require some weekend working.

Leave of absence

The standard holiday allocation for this role is 20 days (based on a full-time allocation of 33 days). Holiday must be taken out of term when the choir is on vacation. During such choir vacation periods the post-holder will generally not be required to carry out scheduled duties or maintain their term-time working pattern; however, proper attention must be paid to planning, preparation, and administrative functions, as well as attending to any pastoral emergencies which may arise. Therefore, it is expected that the post-holder will be available to undertake work and attend meetings, etc. as necessary (save for agreed periods of annual leave).

Salary

University Scale Grade 6: £35,681 - £41,636 (with a discretionary range to £45,212) (*pro rata*). New appointments will normally be made at the bottom of the grade.

Other work

Whilst it is expected that the Associate Choral Director will give priority to all regular and scheduled events, it is recognised post-holder is likely to have other professional commitments. It may be possible for occasional absences to be granted in order to fulfil such commitments where there is good reason. Permission must always be sought from the Organist in good time. In considering such requests, the Organist will bear in mind the musical needs of the Cathedral, and whether the Associate Choral Director's duties can reasonably be borne by other members of the Cathedral's music team.

Safeguarding

Christ Church Cathedral places the utmost importance on the safety and wellbeing of all who come to worship, work and volunteer in the Cathedral, particularly children, young people and vulnerable adults.

Offers of employment are subject to satisfactory references and Disclosure and Barring Service (DBS) checks. All employees are obliged to complete regular safeguarding training.

How to Apply

To apply for this position please complete provide the documentation listed below, no later than the deadline of **noon on Monday 24 November 2025**. Applications received after this time will not be considered.

Application documents should include:

- A letter of application addressed to the Organist stating your interest in the role and explaining how you meet the selection criteria for the post using examples of your skills and experience. This should be no longer than two A4 pages;
- a CV, including the names and contact details of three referees;
- The Equal Opportunities Monitoring form

Applications should be emailed to recruitment@chch.ox.ac.uk.

Applications will be judged only against the criteria which are set out in the job description, and applicants should ensure that their applications explain how they meet each of the selection criteria for the post using examples of their skills and experience. This may include experience gained in employment, education, or during career breaks (such as time out to care for dependants).

Christ Church is committed to fairness, consistency and transparency in selection decisions. Members of the selection panel will be aware of the principles of equality of opportunity, fair selection and the risks of bias. Applications are particularly welcome from black and minority ethnic candidates, who are under-represented amongst the Cathedral staff.

Interviews will be held in person in Oxford on 8th December 2025.

If you need help or if you have any questions regarding the application process, please contact recruitment@chch.ox.ac.uk.

If you would like to discuss this post and find out more about joining the community at Christ Church, then please contact the Organist, Peter Holder (peter.holder@chch.ox.ac.uk). All enquiries will be treated with strict confidence and will not form part of the selection decision.

For candidates of suitable experience, applications may be considered for the role of Associate Choral Director to be held concurrently with that of Director of the Cathedral Singers.