

# Diocese of Rochester

## St. Mary Plaistow (Bromley)

Vicar: The Reverend Alan Keeler  
Church: 63 College Road, Bromley BR1 3QG  
Tel: 020 8460 1827  
Email: [agkeeler@tiscali.co.uk](mailto:agkeeler@tiscali.co.uk)  
Website: [www.stmarys-bromley.org.uk](http://www.stmarys-bromley.org.uk)



### **Job Profile**

Position: Director of Music  
Salary/Stipend: £430 per month – some fees  
Contract: RSCM, subject to negotiation

St. Mary's Church is seeking an inspirational Director of Music to join our team in developing the role of music in the mission and ministry of this growing church. We understand the need for growth and we wish to welcome people and share our faith. This is within the Church of England's parochial ethos so we seek to meet people where they are and serve with care. We have a tradition that is largely central with appreciation of both the Evangelical and Anglo-Catholic.

The right person will have proven musical ability, cherish the English choral tradition, which is much valued here, be able to recruit and train children and widen our musical horizons keeping abreast of more contemporary worship styles. St. Mary's has a strong choral tradition maintained over many years. We require a person who has a sensitivity to and an understanding of the role of music in worship to continue this work.

There is a large staff which includes the Vicar, Curate, retired Priest, four Readers and three Pastoral Assistants. We also have a well developed children's work, families ministry, baby and toddler group, a large Mothers' Union and a strong committee structure that looks after many aspects of church life. There are many lay people who will take initiative and arrange large parish events.

St. Mary's church building dates from the second half of the nineteenth century. It has magnificent stained glass windows, beautiful chancel murals and a very effective three-manual organ. The church building has an excellent acoustic for music.

The aim of our church is to create an environment in which people can expressively worship God. To this end we have a variety of services which are accessible to a wide range of people. The most regular Sunday services are a Family Communion in the morning and a sung evensong in the evening (which once a month is a full Choral Evensong setting). Once a month there is a Family Service (all-age) in the morning, with a sung communion setting in the evening. Three times a year there is Choral Mattins. Occasionally there is an evening Taize service.

We have a very experienced choir (affiliated to the RSCM) who are well integrated into church life. There is an organist who is available for most services. The organ was originally built in the late nineteenth century by William Hill. It was modified by Rushworth and Dreaper in 1953 and fully restored and extended by F.H. Browne of Canterbury in 1993. Some members of the choir and congregation have in the past played an excellent role as instrumentalists in Family Services, but this aspect of church life needs development.

The Director of Music would be welcome to use the church facilities, organ and piano, to enhance earnings by providing private music tuition.

We are looking for someone who:

1. Takes responsibility for music and worship and, in collaboration with the vicar, develops the music programme for the church's mission and outreach.
2. Cherishes and strengthens our choral worship within the parish, directing the choir and further developing the opportunities for choral worship.
3. Encourages more contemporary forms of worship and inspires and develops an all-age singing and instrumental group along with other musical opportunities including Family Service, Sunday Club worship and a worship band.
4. Recruits, inspires and trains children for junior choirs and singing groups with the help of the RSCM Voice for Life scheme.
5. Encourages and stimulates both children and adults to sing and to read music from scratch.
6. Nurtures the choir as an integral part of the church community.
7. Will encourage congregational participation in worship and brings freshness and creativity to our worship.
8. Has the ability to discern those with musical and worship gifts and an ability to nourish and deploy these.

### ***Person Specification***

	<b>Essential</b>	<b>Desirable</b>
<b>Personal</b>	<ul style="list-style-type: none"> <li>• Understand that they are a public person and can relate well across the life of the congregation and parish.</li> <li>• Commitment to Christian discipleship</li> <li>• A good team player with a sense of humour who can work with a wide range of people.</li> <li>• Someone who can lead with understanding, patience and imagination</li> </ul>	
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Previous experience as musician/organist/singer.</li> <li>• Experience of choral directing</li> <li>• Experience of working with children and young people</li> </ul>	Experience of directing and arranging music for instrumental groups
<b>Knowledge, skills and abilities</b>	<ul style="list-style-type: none"> <li>• Competence as an organist</li> <li>• Knowledge of a breadth of church music and liturgy.</li> <li>• Ability to recruit and retain children and adults as choir members, singers and instrumentalists.</li> <li>• Ability to manage teams of people, and to develop their talent and potential.</li> <li>• Vision for the place of music in the growth and outreach of a mission-shaped church.</li> </ul>	<ul style="list-style-type: none"> <li>• Willingness to engage in planning liturgies and informal service structures</li> <li>• Ability to collaborate and work empathetically with other church groups e.g. children's and young people's groups and holiday club</li> <li>• Well developed organisational, interpersonal and presentational skills.</li> </ul>

## ***Tasks and Responsibilities***

The Director of Music shall:

1. Report to the incumbent for the duties described in this job description and advertisement
2. Be responsible for encouraging all forms of music at St. Mary's Church.
3. Strengthen and enhance the choir and help to develop the depth and breadth of its repertoire.
4. Value and strengthen the traditional services and work supportively with other worship groups within the church in introducing more contemporary worship in all-age and youth services.
5. Ensure music is provided at Sunday services and festivals, planning jointly with the incumbent appropriate music for these services.
6. Recruit and train children and adults for the choirs, and conduct regular weekly practices.
7. Encourage the choir to play a full part in the wider life of the church, and liaise with the Youth and Children's team about the spiritual and social development of the children and young people.
8. Comply with the PCC policy on Safeguarding.
9. Attend PCC meetings where music and liturgy are to be discussed, and produce occasional written reports.
10. Prepare a monthly music list and termly calendar.
12. Promote the role of the choir and music in the parish, maintaining the music section of the website and contributing articles for the Parish Magazine.

## ***Applications***

The appointment will be subject to an enhanced DBS disclosure.

Applicants should send a CV and contact details for three referees by 31 March to:

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