



The United Benefice of
Hampsthwaite with Felliscliffe,
Killinghall and Birstwith

Director of Music

Recruitment Pack

Shaping Worship – Inspiring Music – Serving Community

Music is at the heart of our worshipping life across our four vibrant village churches. We are seeking a gifted and collaborative Director of Music to help deepen our musical tradition, nurture participation, and support joyful, prayerful worship for all ages

Job Description and Person Specification



We are looking for a new Director of Music who is passionate about the role that music plays in worship and is motivated to develop, innovate, grow and inspire our choirs and congregations.

Our Benefice is a friendly, welcoming group of churches nestled on the edge of the beautiful Nidderdale National Landscape, just a few minutes from the elegant Victorian spa town of Harrogate. We offer worship within the central choral tradition of the Church of England as part of the Diocese of Leeds. Our congregations are growing across all ages and are supported by enthusiastic volunteers and retired clergy.

We are currently shaping a new vision for the benefice, including dedicated action groups to support our expanding range of activities for all ages. A new website is also in development, and the Director of Music will play a key role in shaping the music strand to ensure it is accurate, engaging and up to date.

Welcoming all, we celebrate and affirm everyone. We are proud of our choral tradition and are keen to see our adult and junior choirs flourish and grow. We currently have an SSA choir that sings to a good standard while welcoming singers of different abilities, recognising the importance of music for all. Our junior choir offers young people an opportunity to learn choral skills in a supportive environment. We would like to further develop our choral and organ scholarship programmes for young people.

The Director of Music will develop the musical life of the church in partnership with the Vicar. There are weekly Sunday Holy Communion services, and currently Evensong twice a month at Birstwith. Our evening services are currently under review as part of the vision process in which to offer a variety of evening worship. There are separate Monday evening choir rehearsals for the adults and juniors with regular breaks for holidays.

The Benefice has recently held a number of special additional events (concerts/services) attracting singers from across the area. We also work collaboratively with other churches across the deanery to celebrate special events.

The Role

- To oversee the musical life of the Benefice and ensure it works alongside the vision.
- To play for the weekly services (Director of Music to arrange cover when not available).
- To play for additional major feast day services e.g. Ash Wednesday, Maundy Thursday, Good Friday, Ascension Day, Christmas Eve and Christmas Day at the appointed times. Also, at any other Saints Day when a sung service is deemed appropriate by the Vicar.
- To work under the direction of the Vicar in selecting appropriate music for services.
- To lead weekly choir rehearsals and occasional additional rehearsals around major festivals.
- To actively maintain the enthusiasm of the adult and junior choirs, including recruiting new members and be creative in voice teaching.
- To develop a concert programme and support outreach to the community.
- To liaise with the local schools, including our church schools.
- To work with the Vicar, local educational institutions, and outside funders to create, develop and sustain a series of organ and choral scholarships.
- To write an annual report for the APCM and other reports as required.
- To ensure the organs are tuned regularly and to inform the PCCs of any necessary repair work. To lead on any potential organ reviews.
- To work alongside the Vicar in developing our Liturgy and Worship.
- To play for weddings and funerals as required or arrange cover if not available.

Who we are looking for:

Our new director of music will be knowledgeable and have experience in traditional and contemporary choral music in a liturgical setting, plus a willingness to develop and expand our repertoire. The table below sets out the attributes for the role.

	<i>Essential</i>	<i>Desirable</i>
<i>Qualifications & Experience</i>	<ul style="list-style-type: none"> • Excellent standard of organ playing. • Experienced in supporting worship. • Choral Directing. 	<ul style="list-style-type: none"> • CRCO, ARCO, FRCO or equivalent. • Qualification in music including singing or instrumental. • Teaching experience. • Training young choristers.
<i>Personal Qualities</i>	<ul style="list-style-type: none"> • Commitment to achieving and maintaining high standards of music and behaviour. • Good communication and listening skills. • Ability to engage with and encourage choir members of all abilities. • Able to support the Christian ethos of the Benefice. • A team player. • Sympathetic to the Church of England and its liturgy. 	<ul style="list-style-type: none"> • Ability to work flexibly in a changing context. • Good time management and ability to meet deadlines. • Happy to bring ideas and lead innovation to the life of the church and wider community. • Willingness to engage and work with local churches, groups and the wider community. • Encourage others to grow in their love of music.
<i>Other Requirements</i>	<ul style="list-style-type: none"> • Knowledge of a range of church music and liturgy. • Commitment to recruiting and retaining choir members. • Ability to manage people and to develop their talent and potential. • Ability to collaborate and work empathetically with other church groups. • Ability to provide inspiration to the congregation. 	<ul style="list-style-type: none"> • Knowledge of the RSCM Voice for Life Scheme. • Vision of how the musical life of the church can be developed by maintaining tradition while introducing contemporary styles. • Well-developed administrative and organisational skills.

Safeguarding

An enhanced DBS and commitment to safeguarding are essential to the role, including the completion of any required training.

The appointment will be made in accordance with the Church of England's safer recruitment policy.

What we offer

- A starting salary of £39000 FTE pro rated to £10,400 pa (0.27 FTE) plus additional fees for weddings and funerals (as per the standard rates set by the Church of England).
- An average working week of 10 hours (37.5 hours per week full time equivalent), exact days and times to be agreed subject to requirements. A degree of flexibility will be required and specific details to be discussed at interview.
- 28 days annual leave per year plus agreed statutory bank holidays, pro-rated to reflect the part-time working hours. Exact arrangements for the taking of annual leave and provision of cover to be agreed with the Vicar in advance.'
- Enhanced DBS and completed safeguarding training.
- A genuinely supportive working environment that seeks to value each individual for the gifts and skills that they bring.
- A desire by the Vicar and PCCs to build on and develop our musical tradition within the church's vision.
- 4 organs.
- The ability to use the organ for private practice and conducting lessons at times arranged to avoid interference with church activities.

Application process

Please complete the application form and return to Reverend Scott Gardiner

Email: scott.gardiner@leeds.anglican.org

Mail: The Vicarage, Wreaks Road, Birstwith, HG3 2NJ

Closing date for applications: 24th April 2026

Interview Date: 2nd May 2026

Interview to include:

- Prepare an anthem for 30 minutes with the choir
- Sight reading
- Be prepared to improvise on an appointed tune

Start Date: 16th May 2026 or soon thereafter.

If you would like to discuss the role further, please call Reverend Scott Gardiner on 01423 451649.