



APPLICATION PACK

Organ Scholar 2026-27

CANDIDATE INFORMATION PACK



ROLE DESCRIPTION

ORGAN SCHOLAR 2026 - 27



DEAR APPLICANT

Thank you for your interest in the role of Organ Scholar at Salisbury Cathedral, covering the academic year 2026-27 (September to July). The Organ Scholar is appointed and employed by the Cathedral Chapter and carries out duties both in the Cathedral itself and at Salisbury Cathedral School. The combined working week during the choir term amounts to an average 35 hours per week. The Organ Scholar works throughout the choir term and is responsible both to the Cathedral Director of Music and the Head Teacher of the Cathedral School. However, on a day-to-day basis, the Cathedral Assistant Director of Music has a particular responsibility for the Organ Scholar and ensures that there is an appropriate balance between Cathedral and School activities.

This pivotal role is a fantastic opportunity for an aspiring organist who is keen to gain first-hand experience of the busy musical life of a great English Cathedral. The post offers many musical opportunities within the life of both the Cathedral and Cathedral School. In addition to accompanying many of the numerous statutory services, the Organ Scholar is expected to share in the accompaniment of concerts and extra services, to work with the choristers and to conduct. The Cathedral's famous 'Father' Willis Organ of 1876/7 is one of the finest instruments of its kind, remaining largely unaltered since it was completed over 140 years ago. The organ returned to use in February 2020 following a major restoration by the firm Harrison & Harrison of Durham, and it is sounding magnificent.

Please see further details below about the position. If you would like more information, or if you have any questions, please feel free to contact the Director of Music, David Halls at d.halls@salcath.co.uk, or the Assistant Director of Music, John Challenger on j.challenger@salcath.co.uk.

Please note that the deadline for applications is midday on **Monday 1st October 2025**, and auditions are due to take place on **Friday 10th October 2025**. We will be contacting you via the email address you provide on your application form regarding your application.

We wish you all the best in your application.

Reverend Anna Macham (Canon Precentor)
David Halls (Director of Music)
John Challenger (Assistant Director of Music)



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BACKGROUND

The Salisbury Cathedral Organ Scholar works as part of the Department of Liturgy and Music which is led by the Precentor, Canon Anna Macham. The Director of Music is David Halls, and the Assistant Director of Music is John Challenger; Salisbury Cathedral School's Director of Music is Susie Lamb, and the Head Teacher is Sally Moulton. The Organ Scholar is a crucial member of this close team, and the role provides direct and hands-on experience of life in the very busy music departments of both our Cathedral and School. We are hugely proud of our role in preparing Organ Scholars for careers in cathedral music or the wider music profession: many former Organ Scholars now hold distinguished cathedral music positions throughout the UK and overseas, as well as roles in the wider classical music industry.

The Choir of Salisbury Cathedral maintains a tradition of choral music stretching back over 800 years in the present Cathedral, and a further 200 years before that in the Cathedral at Old Sarum. In 1991, Salisbury Cathedral took the historic step of adding girl choristers to its choral foundation, and today the singing duties are divided equally between two sets of choristers (boys and girls), who attend Salisbury Cathedral School, and six adult Lay Vicars. Alongside the Cathedral Choir, other singing opportunities are offered through the Cathedral's Junior, Youth and Chamber Choirs, as well as our expanding programme of music days for schoolchildren in the Diocese.

In recent years the Cathedral Choir has commissioned new musical works by Marco Galvani, Roxanna Panufnik, Owain Park, John Rutter and Errollyn Wallen, among others. In 2023, the Choir released its first album (Salisbury Christmas) on the Cathedral's own record label. The choir also undertakes tours and broadcasts, and performs a wide range of concert repertoire, often with world-renowned orchestras, to large and appreciative audiences.

Central to the daily musical life of the Cathedral is the celebrated organ built by Henry Willis in 1877, an instrument widely considered to be one of Willis's finest, and respected by musicians throughout the world. More information about the organ, and its specification, can be found on the Cathedral website. A new continuo organ, funded by the Friends of Salisbury Cathedral and built by Henk and Niels Klop of the Netherlands, arrived at the Cathedral in 2024, providing us with a high-quality chamber organ for use in choral accompaniments, early keyboard repertoire, and in our work with orchestras.

Our outgoing Organ Scholar (2024-25), Jacob Costard, leaves us to take up the Organ Scholarship at Clare College, Cambridge, where he will also read for a Degree in Divinity. Our incoming Organ Scholar (2025-26) is Max Carsley, who comes to us from the University of the Arts, Berlin. The Salisbury Cathedral organ scholarship has been awarded to applicants at both pre- and post-university level, but owing to the demanding nature of the role, the position is usually awarded to applicants who have already built up some experience, particularly in choral accompaniment.

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A YEAR AS AN ORGAN SCHOLAR

CLAUDIA GRINNELL

My year as Organ Scholar at Salisbury Cathedral was the perfect start to a career in cathedral music. The teams at the Cathedral and the school, as well as the general community in The Close, were warm and welcoming, making me feel at home there right away.

I had the opportunity to explore a wide range of accompaniments and develop my solo repertoire on the Cathedral's glorious Father Willis organ. I also gained plenty of experience training the probationers and conducting the Cathedral Choir. A real highlight of the year was the spectacular Advent procession, 'From darkness to light', a feat of choreography and theatrics.

It was an enormous pleasure to work closely with David Halls and John Challenger, both of whom are passionate about music making and training the next generation of cathedral musicians. They also supported me through my search for my next role (the organ scholarship year flies by so quickly!), equipping me with interview skills and encouraging my next steps.

I know my year at Salisbury Cathedral set me in great stead for my move to Winchester Cathedral. I look back on my time there with great fondness and have many happy memories of both the music and time with friends. It is a very special place to be.

Claudia Grinnell

Organ Scholar, Salisbury Cathedral (2016-17)

Sub-Organist, Winchester Cathedral (2017-24)

Director of Music, St Edmundsbury Cathedral (from September 2024)



MAIN DUTIES FOR THE POST

FOR THE CATHEDRAL

- Play an active shared role with the Director of Music and Assistant Director of Music in the timetable of the Cathedral Choir's rehearsals and services.
- Take morning chorister rehearsals, lead the training of the probationers and as required, attend and/or play the organ or piano at rehearsals and regular/special services.
- Act as the principal accompanist for the Cathedral Junior Choir and the Cathedral Youth Choir.
- If the opportunity arises, give recitals and participate in other musical events in the Cathedral or other venues in the Salisbury area.

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- Attend team meetings and take an active part in the general running of the Department of Liturgy and Music, assisting with administration and other matters as required.
- Participate in choir tours, diocesan visits and other internal and external events relating to the choir.
- Be in residence for a further three weeks outside of term time: one at Christmas, one at Easter and one for the Southern Cathedrals Festival.

FOR THE CATHEDRAL SCHOOL

- Support and supervise the boarders' and choristers' instrumental practice at times agreed with the Cathedral School Director of Music.
- Assist the Director of Music with the teaching of music theory.
- Assist the Director of Music as required with other musical tuition.
- Assist with other activities according to the Organ Scholar's particular gifts and interests.
- Play the organ for Cathedral School services when required.

AT AUDITION, WE WILL ASK YOU TO:

- play an organ piece by J. S. Bach of between 5-7 minutes' duration, chosen by you.
- play the accompaniment to the Magnificat (only) of Stanford in B flat.
- play a hymn followed by a short improvisation (suitable to cover an offertory procession)
- play a short improvisation suitable to prepare the tonality for the opening responses at Evensong.
- accompany a short section of a psalm, which will be given to you at your practice session.

PERSON SPECIFICATION

THE SUCCESSFUL CANDIDATE WILL HAVE:

- Reliable all-round skills as an organist and an awareness of high standards
- Experience as an accompanist
- Sufficient self-confidence and resilience to cope with the demands of the post
- A personality suitable for working with children
- The capacity and desire to learn, develop and progress
- Good communication and interpersonal skills
- The ability to work independently and under pressure
- The ability to be flexible and adaptable

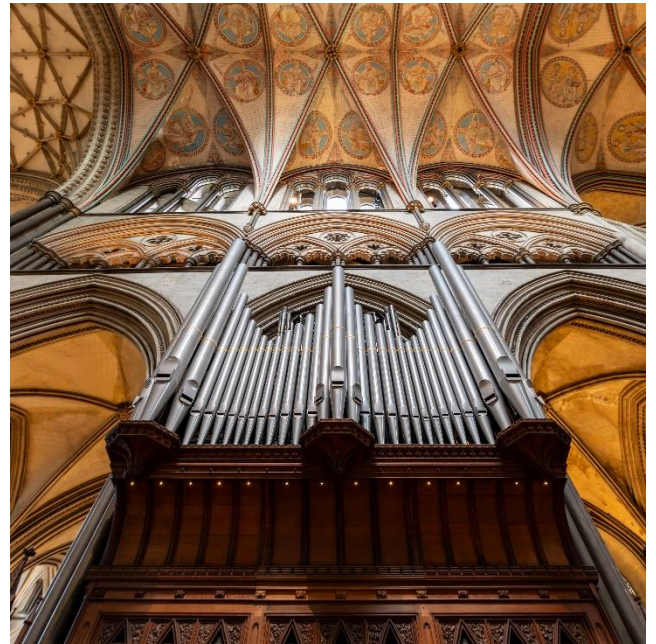
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WORKING FOR US

1. The Organ Scholarship runs for one academic year (11 months) from September to July inclusive.
2. The salary is c.£15,500 per annum, payable monthly in arrears and subject to tax and National Insurance as appropriate. Live streaming fees are also payable (up to approximately £800 and subject to agreement). We will also pay up to £600 per annum towards the cost of organ lessons and associated travel, payable via expenses when the costs are incurred.
3. The Cathedral provides the Organ Scholar with rent-free accommodation in the Cathedral Close, for the better performance of duties.
4. The Cathedral School can provide all meals during term time.
5. The combined hours of work for both Cathedral and School amount to an average 35 hours each week during Cathedral School term time only (as adjusted for the Cathedral Choir). This includes an allowance for practice and preparation. There will be one day off (usually Wednesday) each week during term time.
7. The Organ Scholar is also required to undertake specified duties at the Cathedral School, the exact details of which are agreed on appointment (also see main duties).
8. Other terms and conditions will be part of your offer of agreement letter and general terms and conditions are contained within the Staff Handbook.
9. All eligible members of staff will be automatically enrolled in accordance with the legislation, to the occupational Staff Pension Scheme. Salisbury Cathedral will contribute to a contributory pension scheme and automatic enrolment will be made unless staff choose to opt out.
10. All staff receive a 20% discount on purchases from the Cathedral Shop and Refectory.
11. Staff have access to an Employee Assistance Programme and Life Assurance Scheme.
12. Subsidised car parking is available in Salisbury Cathedral Close.



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SAFEGUARDING

Salisbury Cathedral is committed to ensuring it provides a safe and caring environment for all, including children and adults who may be at risk of abuse and neglect.

Our intention is to ensure safe environments within which our welcome to everyone is supported by proper and effective safeguards. We will continue to implement the Church of England Safeguarding policies and procedures, working actively with the Diocese of Salisbury. All staff and 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. You will be required to understand and follow our policies and procedures including reporting concerns, undertake designated safeguarding training, diligently perform safeguarding duties specific to your role and follow good practice in relation to your own behaviour and conduct.

HEALTH AND SAFETY

Under the Health and Safety at Work Act 1974, whilst at work, you must take reasonable care for your own health and safety and that of any other person who may be affected by your acts or omissions. In addition, you must co-operate with the organisation on health and safety and not interfere with, or misuse, anything provided for your health, safety or welfare. You must immediately raise any concerns concerning your health, safety or welfare at work to an appropriate person.

EQUALITY, DIVERSITY AND INCLUSION

The Cathedral is committed to the principle of equal opportunities in employment and in equal pay for work of the same or similar nature or work of equal value. This means that in line with the Equality Act 2010, all job applicants and employees will receive equal treatment regardless of sex, race or ethnic origin, religious belief, nationality, gender, marital or family status, sexual orientation, age or disability. Our intention is to ensure safe environments within which our welcome to everyone is supported by proper and effective safeguards. We will continue to implement the Church of England Safeguarding policies and procedures, working actively with the Diocese of Salisbury.

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HOW TO APPLY AND IMPORTANT DATES

TO APPLY, PLEASE SUPPLY US WITH:

- The completed Application Form
- The completed Equal Opportunities Monitoring form
- A cover letter (addressed to the Canon Precentor, Anna Macham) summarising what attracts you to the post, the experience and skills you would hope to bring, and how the post would fit with your longer-term career development.

Feel free to attach a supplementary CV, which need not duplicate the information you provide on the application form. Please note, we will be unable to consider candidates without a completed application form; a CV on its own will not suffice.

The closing date for completed applications is **midday on Monday 1st October 2025**.

The audition date is **Friday 10th October 2025**.

Please email your completed application to Nicola Stafford at recruitment@salcath.co.uk or post to:

**The HR Department
Salisbury Cathedral
6 The Close
Salisbury
Wiltshire
SP1 2EF**

If you are invited for interview, you will be asked to produce evidence of your eligibility to work in the UK.

Offers of employment are subject to satisfactory references, medical clearance and a Disclosure and Barring Service (DBS) check at enhanced level.

