



AUDIT AND RISK COMMITTEE MEMBER

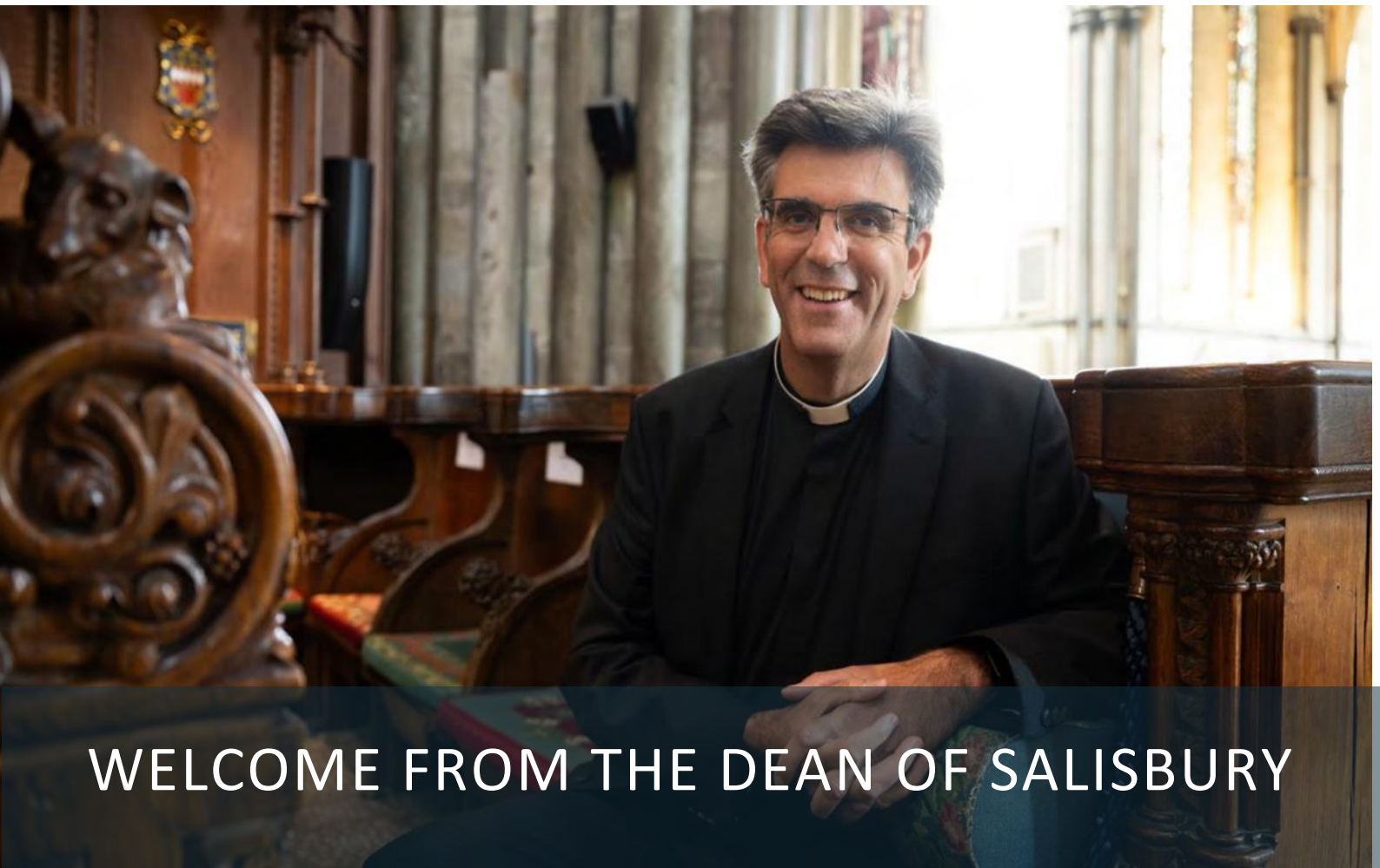
CANDIDATE INFORMATION PACK
JULY 2026



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A photograph of a man with grey hair and glasses, wearing a black clerical suit with a white collar, sitting in an ornate wooden chair. He is smiling and looking towards the camera. The background shows the interior of a cathedral with stone pillars and a large window.

WELCOME FROM THE DEAN OF SALISBURY

Thank you for your interest in becoming a Member of our Audit and Risk Committee at Salisbury Cathedral. We are looking for people of experience, expertise, and wisdom who can make a significant contribution to our life and who will broaden the range of our views and voices, thus increasing our diversity.

In particular we are advertising for a **fully qualified and experienced Accountant** to join the Committee. We are also seeking someone who has a strong understanding of **information technology**, digital transformation, and emerging technology risks. Given the rapid pace of technological change, this expertise will help the Committee provide effective oversight and informed challenge.

New governance arrangements were introduced for all English Anglican cathedrals by the Cathedrals Measure 2021. Salisbury Cathedral is now registered with the Charity Commission. The Chapter is the charitable trustee body of the Cathedral; Chapter members are its charitable trustees. They contribute to its good governance, long-term vision, strategic direction, and sustainability. They are supported in their work by a range of committees, of which the Audit and Risk Committee is an important one.

Work began on this extraordinary place over 800 years ago. It is both a living church and an iconic feature of England's heritage. It is the seat of the Bishop of Salisbury, a centre of mission, and the mother church of the Diocese of Salisbury. As well as being a place of worship and prayer, it is a venue for the arts, a centre of training in ancient skills, a place of welcome for visitors from across the world and the spiritual heart of the city of Salisbury. We want to make a positive difference to all who come here.

We are on an exciting and challenging journey, with ambitious plans to undertake significant capital development projects set out in our current Strategic Plan (2024-2029). We are searching for people with relevant knowledge and experience to join us and if you would like to be part of this vibrant, creative place we look forward to hearing from you.

The Very Reverend Nicholas Papadopoulos
Dean of Salisbury - July 2026

THE DIOCESE OF SALISBURY AND THE CATHEDRAL

The Diocese of Salisbury is a Christian Community of churches, schools and chaplaincies serving one million people, from North Wiltshire to the Jurassic Coast and including the Channel Islands of Jersey and Guernsey.

The Cathedral is the mother church of the Diocese and the relationship between the Cathedral, the Bishop and the Diocese is of great importance to us. The Cathedral is the seat (cathedra) of the Bishop, where they worship and lead worship. We also host a number of services and events for the Diocese every year and value this relationship, although our governance and finances are independent of the Diocese.

We share the Diocesan aspiration that the church will encourage people to explore their faith in Jesus Christ and discover how God's love can transform lives. This aligns with our history and ongoing mission to be a place which advocates Liberty, encourages creativity, and seeks after the eternity made known in Jesus Christ.



Salisbury Cathedral is a place to be still, to ponder and to pray. It is also somewhere which offers a wide range of activities that provide opportunities of Encounter for everyone who comes whether worshipper or visitor.

WORSHIP is at the heart of our life. Every day of the year services are held, some with a handful of worshippers in a quiet chapel. Each service is treated with the same love, attention to detail and care.

VISITORS come from all over the world to marvel at this magnificent place. Some even climb the tower to gaze up inside the spire. A significant proportion of our income is derived from admission charges. Our visitors are our guests. Alongside the wonder of the Cathedral itself they can see some of our treasures, enjoy the Close, relax in the Refectory and take home a souvenir from our shop.

MUSIC enriches our worship and engages our visitors. In addition to choral services, we have a regular programme of concerts. Our choirs enable children and young people to share in our life, bringing a sense of vitality and fun.

EDUCATION thousands of children and young people visit the Cathedral each year to enjoy some of the many activities offered by our Education team and volunteers. We provide learning and activity days for many local primary schools and others within the wider areas of the Diocese. It is important to us to give young people a positive experience of the Cathedral they might otherwise not have the opportunity to enjoy. Our education team also run activities for the wider public when they visit at specific times of the year, in particular Easter and Christmas.

We have recently begun a new community youth programme in partnership with Young Swindon and Wiltshire and a local secondary school, Wyvern St Edmunds. This exciting project is aimed at supporting young people to remain in education, improve school attendance and reduce exclusion.

Salisbury Cathedral School is owned by the Cathedral but has its own Board of Governors and is run independently of the Cathedral. Our choristers are educated at the school, with the Cathedral making a contribution to their fees.

Our **MISSIONER FOR YOUNG PEOPLE** is an important member of our team and a relatively new role within the Cathedral. Their ministry is dedicated to supporting young people both in our community, the Cathedral School and in the wider community of Salisbury.

GOING GREEN is a major priority for Chapter. Together with our architect and special consultants we are investigating what we can do to move to being sustainable both in the Cathedral itself and our Close properties. This is a major challenge, We have already achieved A Rocha Eco Church Gold status, but we have a lot of work to do – and it won't come cheap!

CATHEDRAL LIFE



CATHEDRAL LIFE

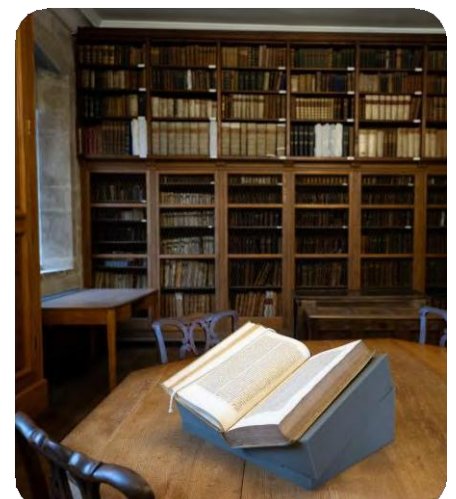
EVENTS take place all year round in the Cathedral and around the grounds. In addition to music, we are an important venue for the visual arts. Sarum Lights, flower festivals, numerous art exhibitions are just some examples of the variety of events we host. Many of these events actively involve participation from the community and Diocese and we see such activities as part of our ministry as well as generating income.



Our **LIBRARY** and **ARCHIVES** house important treasures that tell the story of the Cathedral and its influence on Christian worship. The so called Sarum Rite, the Salisbury services, found their way into the mainstream worship of the Church of England.

We have one of only four remaining copies of the Magna Carta; it is displayed securely in the Chapter House. Making our treasures accessible is important to us and we have plans to establish a purpose-built Archive facility to fulfil our responsibilities to conserve our artefacts, and enhance the experience of visitors and the understanding of our shared heritage.

We have aspirations to redevelop the South Side of the Cathedral which currently houses the Works Yard. The project was paused in 2020 due to the pandemic but remains a priority for Chapter in the years ahead.



CATHEDRAL LIFE

PROPERTIES IN THE CATHEDRAL CLOSE. Whilst many of the properties in the Cathedral Close are privately owned, the Cathedral retains responsibility for the majority of the remaining property and the public space. Houses are used to provide staff accommodation and also leased on both long and short-term tenancies.

The grounds of the Close and road belong to the Cathedral, and the Works Yard is located on the south side of the Cathedral. Our Property Strategy Group oversees this work on behalf of the Chapter and are served by a dedicated team of staff and a range of professional consultants.

Our **WORKS YARD** is run as a wholly owned commercial venture providing heritage crafts and maintenance services to the Cathedral and external clients. Our craftsmen and men include stonemasons, glaziers, carpenters and other trades under the direction of the Clerk of Works. We intend to increase access to the skills and craftsmanship of our Works Department. It is important to us that the expertise of our masons and glaziers is retained within the Cathedral as it has been for centuries.

Our ambition is to develop the commercial viability of the department and expand its work.



Our Strategic Priorities 2024-2029

The Cathedral's Strategic Plan for 2024-2029 can be accessed by following this link: [Strategic Plan 2024-2029 - Salisbury Cathedral](#). Our Vision is to **advocate liberty, encourage creativity and seek the eternity revealed in Jesus Christ**. Our values of **Boldness, Fairness and Kindness** underpin our strategic objectives. These include the nurture of faith, the offering of hospitality, the development of financial resilience, the care of people, and the pursuit of justice.

This is just a brief insight into some aspects of our life and ambition.

If you would like further information about any part of our work please contact Jackie Molnar the **Chapter Clerk (Chief Operating Officer)** by email: ChiefOperatingOfficer@salcath.co.uk.

You can also access information on our website: www.salisburycathedral.org.uk

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.

In 2024 Salisbury Cathedral and Diocese were independently audited by INEQE. The full report can be found on the Cathedral website here: [Safeguarding - Salisbury Cathedral](#). INEQE concluded that *"senior leaders demonstrated a willingness to open themselves to direct challenge, the real strength in Salisbury is its people their greatest overall strength and potential lies in the fact that Salisbury's safeguarding practice is built on a foundation provided by their in-house professional safeguarding team"*. The Chapter of Salisbury Cathedral accepts and adopts in full the contents of The Church of England's Safeguarding Policy for children, young people and adults, "Promoting a Safer Church 2017".

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.

We have developed an Equality, Diversity and Inclusion plan. We would like to see the membership of our congregations spread across a broader age group. We are seeking to increase diversity within Chapter and our committees. We are committed to finding ways to remove barriers and ensure that everyone sees the Cathedral as a place that is relevant to them whether as worshipper, visitor, staff member or volunteer.



AUDIT AND RISK COMMITTEE MEMBER

About the Role

The Audit and Risk Committee is a key advisory committee of the Chapter. It provides independent oversight and assurance to the Chapter on matters relating to governance, risk management, financial controls, and organisational effectiveness, as set out in its agreed terms of reference.

The Committee supports the Chapter in fulfilling its statutory and fiduciary responsibilities by reviewing and scrutinising the activities and management of the Cathedral in areas delegated to it by the Chapter.

What the Committee does

As a member of the Audit and Risk Committee, you will:

- Contribute independent insight, scrutiny and challenge in relation to governance, risk and assurance
- Review reports, policies and management information within the Committee's remit
- Participate actively in meetings, discussions and decision-making
- Act at all times in the best interests of the Cathedral and in accordance with its values, Constitution and Statutes

Membership and time commitment

- The Committee must meet at least twice a year, with additional meetings scheduled as required. Currently the Committee is meeting three times a year and meetings typically last approximately 2 hours.
- Papers are circulated in advance, and members are expected to prepare thoroughly.

Members are appointed by Chapter, following consultation with the Nominations and Development Committee.

Appointments are normally for a four-year term, with the possibility of reappointment. This is a voluntary role, but reasonable out-of-pocket expenses may be reimbursed

Who Can Apply

You do not need to be a communicant member of the Church of England. We welcome applications from people of all backgrounds who are:

- Sympathetic to the Cathedral's mission and values
- Willing to contribute their skills in a collaborative way
- Committed to good governance and safeguarding

Person Specification

At the current time we are seeking a **fully qualified and experienced Accountant** to join the Committee, and someone who has a strong understanding of **information technology**, digital transformation, and emerging technology risks. In addition to those areas of professional expertise applicants will need to be able to offer the following:

Essential

Applicants must demonstrate:

- A strong commitment to good governance, integrity and accountability
- The ability to exercise independent judgement and provide constructive challenge
- Experience of operating at a senior level in a complex organisation (paid or voluntary)
- Sound analytical skills and the ability to understand and assess written reports
- The ability to contribute effectively to collective decision-making
- High standards of personal integrity and discretion

Desirable

In addition to the areas of professional expertise already mentioned, the following areas of experience are also valuable:

- Experience of charity, public sector, heritage, or not-for-profit governance
- Experience of working with committees, boards or trustees
- Understanding of regulatory frameworks applicable to charitable or ecclesiastical bodies

Personal Qualities

- Strategic thinking and attention to detail
- Confidence to ask challenging questions in a constructive manner
- Ability to communicate clearly and respectfully
- Good judgement and an evidence-based approach to decision-making
- Commitment to equality, diversity and inclusion
- Willingness to uphold and work within the Christian ethos and purposes of the Cathedral

Safeguarding, Equality and Inclusion

Salisbury Cathedral is committed to being a safe, welcoming and inclusive place for all. Safeguarding is everyone's responsibility, and all Committee members are expected to support and promote this culture. We are committed to the principles and processes of Safer Recruitment which includes carrying out appropriate checks with the Disclosure and Barring Service. Your personal information will be processed in accordance with the General Data Protection Regulations (2018)

How to Apply

Please submit:

- A short covering letter outlining your interest and suitability
- A current CV

Applications should be sent to: Mrs Jackie Molnar Chapter Clerk (Chief Operating Officer) by email to:

ChiefOperatingOfficer@salcath.co.uk

Closing date: 9am on Friday 11th September 2026

Informal conversations are welcome; please contact Mrs Jackie Molnar, using the above email or by telephoning 01722 555105 if you would like to discuss any aspect of the role in more detail.

Applicants who are invited to attend an interview will be asked to declare any potential conflicts of interest.