

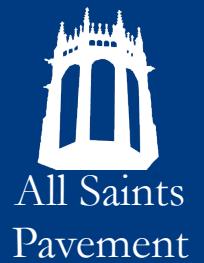
# The Parish and Guild Church of All Saints Pavement, York



**Application Pack**

**Director of Music 2025**

# Welcome



Dear Applicants,

Following the appointment of our current Director of Music to a full time position in his native Canada, All Saints Pavement is now looking for an enthusiastic and passionate musician to continue to grow our musical offering and enhance our worship.

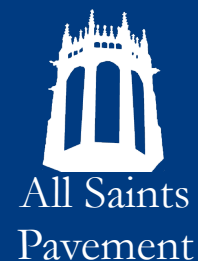
As you will see from this application pack, we are an active parish church with a rich history that values tradition whilst also being open and welcoming to new ideas and people of every background. Our new Director of Music will work with a very supportive ministry team of clergy and laity and has the ability to make a real difference to the church in our parish.

If you would like more information or would like to visit the church please make contact using the details on the final page.

James Ratcliffe  
Churchwarden



# About All Saints Pavement



The Parish Church of All Saints stands at one end of Pavement (so named, probably, because it was the first medieval street in York to be paved).

Today we are an active worshipping community who serve our parish, the Guilds and Freemen of York, the Royal Dragoon Guards (for whom we are the regimental church) and various ex-service organisations, visitors to York, and our own congregation who value the traditional liturgy found in the Book of Common Prayer.

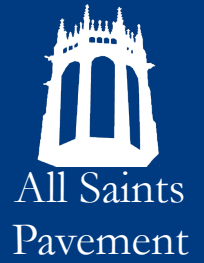
We hold three services each Sunday; 9am Morning Prayer or Holy Communion (said), 10:30am Sung Mattins or Sung Eucharist and 6:30pm Evensong. Major festivals are celebrated midweek with an evening Sung Eucharist jointly with the other churches in the group.

Some 10:30am services of Mattins host guilds or military organisations and these are an excellent showcase for the church as they are very well attended.

All Saints is part of the York City Centre Group of churches along with St Denys, St Helen and St Martin, and St Olave. You can find out more information at [www.allsaintspavement.co.uk](http://www.allsaintspavement.co.uk) or [www.yorkcitycentrechurches.co.uk](http://www.yorkcitycentrechurches.co.uk)



# Music at All Saints



Music is an integral part of our worshipping life. Our 10:30am and 6:30pm services contain hymns, a psalm, canticles or a communion setting, an anthem, and organ voluntaries. As well as singing the anthem, the choir plays an important role in leading the congregational singing.

The robed choir is a dedicated team of all ages including students and has been growing in numbers, especially for Evensong. We have an extensive choir library and the ability to buy, borrow or hire additional music.

We have recently introduced Choral Evensong (following a cream tea—a Cream Teavensong) a few times a term which has been popular with singers and the congregation. At Christmas and Easter we hold additional choral services which attract large congregations and we would like to build on these.

The church uses the New English Hymnal, the Parish Psalter, chanted canticles and a congregational communion setting, currently LJ White with the Merbecke Creed.

There is scope for the new Director of Music to enhance this offering, especially for special services, with something that is in sympathy with the ethos of the church and within the context of a Book of Common Prayer liturgy.

As well as services we host Summer Bank Holiday Monday organ recitals and numerous other concerts throughout the year.



# The Organ

Our fine three manual organ was built in 1965 by Wood, Wordsworth & Co.

There is a detached console with a solid state memory system.

The organ is regularly maintained with at least two tuning visits a year and annual blower servicing.

More information can be found on the National Pipe Organ Register here:

<https://www.npor.org.uk/survey/N04065>

<b>Pedal</b> <b>C to f<sup>1</sup></b>	Violone	16	<b>Great</b> <b>C to a<sup>3</sup></b>	Bourdon	16	
	Bourdon	16		Open Diapason 1	8	
	Dulciana	16		Open Diapason 2	8	
	Quint	10 <sup>2/3</sup>		Hohl Flute	8	
	Principal	8		Principal	4	
	Violoncello	8		Harmonic Flute	4	
	Bass Flute	8		Twelfth	2 <sup>2/3</sup>	
	Fifteenth	8		Fifteenth	2	
	Flute	8		Mixture (19.22.26)	III	
	Trombone	16		Double Trumpet	16	
	Contra Fagotto	16		Trumpet	8	
	Cornocean	8		Clarion	4	
	Trumpet	8		<b>Swell</b> <b>C to a<sup>3</sup></b>	Open Diapason	8
	Clarion	4			Lieblich Gedact	8
<b>Choir</b> <b>C to a<sup>3</sup></b>	Contra Dulciana	16	Salicional		8	
	Spitz Flute	8	Voix Celeste (Ten C)		8	
	Lieblich Gedact	8	Principal		4	
	Dulciana	8	Stopped Flute		4	
	Gemshorn	8	Nazard		2 <sup>2/3</sup>	
	Stopped Flute	8	Fifteenth		2	
	Nazard	2 <sup>2/3</sup>	Mixture (17.19.22)		III	
	Piccolo	2	Contra Fagotto		16	
	Flach Flute	2	Cornocean		8	
	Tierce	1 <sup>3/5</sup>	Oboe		8	
	Larigot	1 <sup>1/3</sup>	Clarion		4	
	Dul Mixture (15.19.22)	III	<i>Tremulant</i>			
	Trumpet	8	<b>Couplers</b> Swell Octave, Swell SubOctave, Swell Unison Off. Choir to Great, Swell to Choir, Swell to Great. Choir to Pedal, Great to Pedal, Swell to Pedal.			
	Cornocean	8				
Clarion	4					
<i>Tremulant</i>						



# Role Description

The successful candidate will be responsible for the musical output of the church.

This will include:

- Playing the organ for 10:30am and 6:30pm services on Sundays
- Playing for up to 10 midweek festivals and carol services
- Playing for occasional offices as required
- Choosing suitable hymns, voluntaries, anthems and canticles and preparing the monthly music list in collaboration with the Rector and Churchwardens.
- Rehearsing the choir, maintaining a suitable repertoire for services
- Ensuring that the choir remains viable by recruiting new members
- Attending quarterly Liturgical Planning Meetings with the Rector and Churchwardens
- Report (in writing or in person) to the PCC on the current state and future vision of music in church
- Developing, with the Churchwardens, the Summer Bank Holiday organ recital series
- Being an integral part of the All Saints community



# Person Specification



All Saints  
Pavement

The successful candidate will demonstrate these properties:

	Essential or Desirable	How will it be assessed (Application / Interview / Audition)
Talented organist with experience of liturgical playing	E	App & Aud
Qualifications in organ playing such as ARCO / FRCO	D	App
Experience leading and developing choirs	E	App & Aud
Experience planning suitable music for services	E	App & Int
Understanding of the Book of Common Prayer and its liturgy.	D	App & Int
Active support of the mission of the church.	E	Int
Willingness to become part of our congregation	E	Int
A commitment to safeguarding	E	Int
Enhanced DBS Check	E	Post Interview



# What we offer



All Saints  
Pavement

- The remuneration will be in the order of £8000 per annum. This is made up of a £50 fee per service and a £200 per month administration and choir training fee.
- Playing for weddings and funerals is additionally remunerated.
- Use of the organ for practice and teaching.
- Very supportive clergy, PCC and Churchwardens.
- A growing choir who enjoy their singing and want to develop musically
- An inclusive worshipping community who value excellent music.
- The opportunity to make a difference in a growing lively church.





# Equality Statement

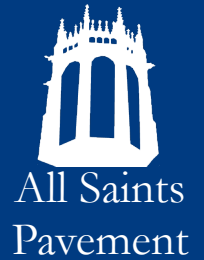
All Saints Pavement aims to provide equality and diversity to all in employment, and aims not to discriminate on grounds of social economic group; gender; race; colour; nationality; ethnic or racial origin; carer responsibilities; sexual orientation; disability; age; appearance; religious or political belief; trade or union activity; or any other conditions, or requirements which cannot be shown to be justified.

The same commitment also applies to discrimination based on association with someone who possesses any of these characteristics, and to discrimination based on the perception that someone possesses such a characteristic.

To ensure that this commitment is operating effectively (and for no other purpose) we maintain records of employee' and applicants' racial origins, gender and disability. Ongoing monitoring and regular analysis of such records provide the basis of appropriate action to eliminate unlawful direct and indirect discrimination and promote equality and diversity.



# How to apply



Applications should be made using the online form below as soon as possible.

[Application Form](#)

Subject to references and required checks the successful candidate could start after Easter.

For more details please contact James Ratcliffe or David Norman (Churchwardens) on [churchwardens@allsaintspavement.co.uk](mailto:churchwardens@allsaintspavement.co.uk).

Applicants are welcome to visit the church (open Mon to Sat 10am to 4pm), attend a service or book a time to see the organ using the email above.

