



EGLWYS GADEIRIOL LLANDAF
LLANDAFF CATHEDRAL



APPOINTMENT OF A
MUSIC ANIMATEUR



BACKGROUND

The newly created post of Music Animateur will be established from June 2023 or as soon after that as possible. The Music Animateur will work under the Dean and Chapter and with the Director of Music (Stephen Moore, 2016), Assistant Director of Music (Aaron Shilson, 2021) and Music Foundation Executive (Elizabeth Atherton, 2022) towards musical excellence at the Cathedral. The duties may be found outlined in the Job Description.

Llandaff Cathedral's multifaceted role is understood in various ways. As the Mother Church, it is the focus for the corporate life of the Diocese of Llandaff, which is part of the Anglican Province of The Church in Wales. It is therefore the seat of the Bishop of Llandaff and as such supports and facilitates the bishop's sacramental and teaching ministry. The Cathedral also serves as a Ministry Area in its own right, with a busy round of occasional offices and a demanding pastoral ministry. Finally, by virtue of its place in Wales's capital, Llandaff Cathedral plays host to many services of national significance. We have principal relationships with three schools in the parish: the Cathedral School (from which the choristers for the Cathedral Choir are drawn), Llandaff City Church in Wales Primary, and The Bishop of Llandaff Church in Wales High School. St Padarn's Institute, the Church in Wales's ministerial training institution, has a Centre close by.

In September 2022, parity of opportunity for girls and boys was achieved in Llandaff for the first time, placing all choristers on an equal footing and strengthening the historic link with the Cathedral School. We are proud to maintain a weekly output of seven choral services with the Cathedral Choir and are actively exploring potential new avenues of musical outreach.

It was announced in 2022 that a Music Foundation is being set up to better support and develop the opportunities available to those who wish to make music at Llandaff Cathedral. The Foundation seeks to build on the strong links with the Cathedral School, whilst also forging new relationships with other schools and educational establishments. A formal launch for the Foundation will take place in September 2023 and it is envisioned that the Music Animateur will take a core role in bringing to fruition some of the aims of the Foundation.



THE CATHEDRAL MUSIC DEPARTMENT

The Music Animateur will be managed by the Director of Music who is responsible for overseeing all musical aspects of the Cathedral's life. The Cathedral has a thriving music department, consisting of the following choirs:

- The Cathedral Choir (separate streams of up to 18 boys/18 girls)
- The 'Back Row' of ATB (6-10 at each service)
- The Cathedral Consort (a group of up to 30 voluntary adults)
- The Festival Chorus (a 'Choral Society' established in 2022 to sing at the Llandaff Festival)

In addition to the Assistant Director of Music, the Director of Music is supported by two further organists: David Thomas and Philip Aspden (Director of Music at the Cathedral School).

The next stage of development for the department will include some re-branding and the creation of two new groups of musicians. The Music Animateur will be responsible for one of these. **Majestas Kids**, with a target age group of 7–11-year-olds drawn from schools across the area, will meet weekly in term time to sing and make music. They will perform at services and other events as agreed with the Director of Music. Alongside this, **Majestas Youth** will be set up to maintain contact with former Cathedral Choristers and others from across the diocese, along with providing a natural next step for children moving on from **Majestas Kids** who wish to maintain their musical connection with the Cathedral.

THE CATHEDRAL AND ITS COMMUNITY

The Cathedral has a vibrant sense of community and welcomes an average of 400 people to its services on Sundays. The 9.00am service is a celebration of the Eucharist with a strong focus on family and all-age worship. Alongside this service runs a ministry to children in the form of a Sunday School regularly working with over 100 of the 160 children registered. It is hoped that the Music Animateur will be able to engage with the children and families who form the 9.00am congregation.

The following schools are within the Cathedral Parish boundary:

- Llandaff City Church in Wales Primary School – the clergy regularly visit the school and several congregation members along with the clergy are Governors of the School. This school visits the Cathedral weekly.
- The Bishop of Llandaff Church in Wales High School – clergy and parents are Governors of this school. Students regularly visit for worship and special events, such as the annual awards ceremony.
- The Cathedral School – a fee-paying independent school which provides boy and girl choristers for the Cathedral Choir.
- Howells School – a fee-paying independent school for girls with a co-ed sixth form. The Cathedral clergy are represented on the Governing Body of the school and there are a number of on-going links with the school. Students visit from time to time for special services.
- Ysgol Pencae – a Welsh-medium primary school. Members of the congregation are Governors of the school and pupils visit for during the year for various projects and events.

Just outside the boundary of the Cathedral Parish, but within walking distance there are also two Welsh-medium High Schools (Ysgol Gyfun Plasmawr & Ysgol Gyfun Glantâf). Opportunities exist to develop and strengthen links with these schools.

For the second consecutive year, the Llandaff Cathedral Festival will take place in July 2023. This is a broad festival of music and the arts with a strong emphasis on community events. You can find the programme for this year's festival here: <https://www.llandaffcathedralfestival.org/whatson>

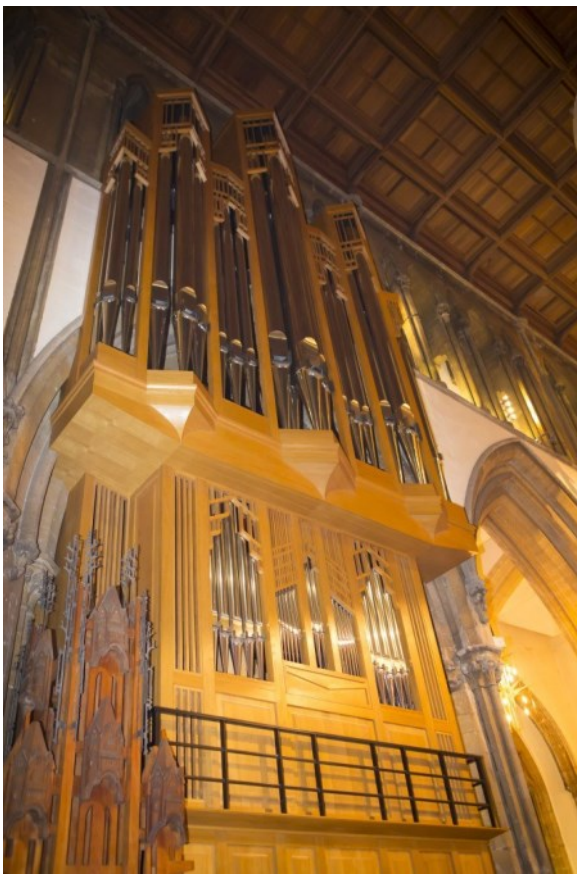
The Diocese of Llandaff extends to Neath in the West, Merthyr, the Rhondda and Cynon Valley in the North and includes the Vale of Glamorgan. Throughout the school year there are regular educational visits to the Cathedral from schools across the Diocese of Llandaff.



In March 2023, the embryonic Cathedral Music Foundation held its first small-scale schools' project involving Llandaff City Primary School and Peter Lea Primary School in nearby Fairwater. This hugely successful two-day project took place as part of the Cathedral's year-long festival 'Celebrate 10', marking the tenth anniversary of the Cathedral's organ. It involved 200 children and postgraduate vocal students from the Royal Welsh College of Music and Drama who worked with the children in school before joining together in the Cathedral for a final presentation to an audience of over 300 children and their families.

Dean and Chapter hope that this will have been the first of many such community engagement events involving the Music Department.

THE CATHEDRAL ORGANS AND PIANOS



The Cathedral Organ is a 4-manual Nicholson & Co. instrument, built in two stages and installed between 2010 and 2013. The Organ is the largest, wholly new Cathedral Organ to be built in the UK since that of Coventry Cathedral and is an instrument of immense colour and capacity, as an instrument for both solo and accompaniment work.

In addition, the Cathedral houses a small chamber organ in the Lady Chapel (soon to be replaced by a 2-manual electronic instrument), an electronic Chamber Organ in the Choir, a 1972 Steinway D Concert Piano in the Nave and a Yamaha C2 Grand Piano in the Song Room.



ROLE PURPOSE

The Music Department is entering a new phase of development, and the role of Music Animateur is intended to strengthen the team responsible for the delivery of musical excellence. The team at Llandaff is small and close-knit, though the output of the department is significant.

The scope for this newly created position is wide and marks an exciting development, both for the music department and for the life of the Cathedral as a whole. We are seeking new ways for the Cathedral to reach out beyond its walls, creating links with both the immediate and wider community and bringing people into contact with us. There is significant opportunity for the right candidate to explore and develop existing relationships with stakeholders, including a sizeable Sunday School of over 100 children, schools and Higher Education establishments, alongside creating new and exciting ways to work within both the Diocese of Llandaff and Cardiff as the capital city of Wales.

We seek to appoint an inspirational music animateur, educator and singing leader who can enthuse, train and motivate musicians of all ages. An important part of this new role will be developing new musical opportunities at the Cathedral for children from across the Diocese. Alongside the recruitment, administration and development of a new group Majestas Kids, it is hoped that this may include planning and delivery of weekly music sessions in participating schools.

The Music Animateur role is a part-time position. Though exact working times can be flexible to fulfil the requirements of the role, there will be some requirement to work at weekends and possibly at Christmas and Easter. Given that the majority of work will take place in a place of Christian Worship, it is expected that the successful candidate be in sympathy with the ethos and tradition of the Church in Wales. The Music Animateur will be expected to take a full part in the life of the Cathedral and its music department.

The Dean and Chapter wishes to appoint an excellent all-round musician who:

- has the ability to teach and rehearse musicians of all ages, particularly young people.
- has a passion for and demonstrable knowledge of effective practice in music education.
- has the musical and personal skills to help prepare musicians of differing levels of experience.
- is engaging and imaginative in the way they interact with children.
- has good communication and interpersonal skills.
- has the ability to work both independently and as part of a team.
- has a knowledge of traditional and contemporary musical styles.
- can contribute creatively and pro-actively to an ongoing period of musical development.
- shows maturity and is stimulated by the high expectations of those around them.

PERSON SPECIFICATION

Essential	Desirable
A team player with good interpersonal skills, an enthusiastic and positive approach, who is self-motivated and able to work independently when required.	Undergraduate or Postgraduate degree in music.
Good time management and personal organisation with the ability to work under	
A talented musician and animateur with skills to engage and motivate children to make	Some formal training in musical direction and experience of working with children.
Knowledge of diverse musical styles, plus a demonstrable ability to teach those styles in an	Sufficient proficiency as a pianist to be able to accompany rehearsals as needed.
Sensitivity to the needs and aims of a Christian organisation and in sympathy with the ethos of	A communicant member of the Church in Wales or other Christian denomination.
Commitment to Equal Opportunities and the effective safeguarding of young people.	Knowledge and experience of current safeguarding procedures.
Competence in key administrative duties,	Ability to use music notation software.
A willingness to take direction, but also to	
Willingness to work flexibly whilst maintaining	



TERMS AND CONDITIONS OF EMPLOYMENT

Salary	£10,000 p.a. for an average of 12 hours work per week. No accommodation is offered with this post.
Pension	A contributory pension scheme is available and the employer will match a contribution to an approved pension plan of up to 8%.
Hours of work	To be agreed, but not to exceed an average of 12 hours per week. During school term-time this is likely to be higher and during school holidays correspondingly less. There will be a requirement to work at weekends and, on occasion, during school holidays as the pattern of the liturgical year dictates.
Probation Period	Six months, during which progress will be regularly reviewed. The period may be extended at the discretion of the Dean and Chapter.
Appraisal	Once the post-holder has been confirmed, he or she will have annual appraisals with the Canon Precentor, in accordance with the relevant current Chapter Policy.
Safeguarding	Offer of the position will be made subject to the satisfactory completion of an Enhanced DBS check and the agreement to abide by Llandaff Cathedral's safeguarding policy.

HOW TO APPLY

Applications should consist of the following items:

- A brief covering letter (not more than two sides of A4) stating your experience and how you meet the requirements of the post.
- A completed application form, confidential declaration form and diversity form.

Applications may be sent electronically or be posted to:

The Director of Music, Stephen Moore
stephenmoore@llandaffcathedral.org.uk
The Administration Office,
Llandaff Cathedral,
Llandaff,
Cardiff.
CF5 2LA

The deadline for applications is midday on Wednesday 24th May 2023.

Shortlisted Candidates will be notified by email and interviews will take place on Thursday 8th June 2023. In addition to the above there will be an opportunity to meet other members of the Cathedral staff and community, and to visit the Cathedral School.

If you would like to arrange an informal conversation about this post, then please contact Stephen Moore, Director of Music (stephenmoore@llandaffcathedral.org.uk) or Revd. Mark Preece, Sub Dean and Canon Precentor (precentor@llandaffcathedral.org.uk).