



GRADUATE ORGAN SCHOLARSHIP & MUSIC ASSISTANT

The Collegiate Church of St Mary and King's High School, Warwick, seek to appoint a graduate student to the post of Graduate Organ Scholar & Music Assistant for the academic year **2019-2020**. The position is open to organists in sympathy with the aims and values of the Church of England, and with an interest in the education and musical development of young people.

The Collegiate Church of St Mary, Warwick

The Church enshrines much of the history of England, and has great architectural beauty and significance. It is a home of prayer and worship, with a strong musical tradition.

St Mary's was founded on its present site in 1123 by Roger de Newburgh, Earl of Warwick. The glorious Beauchamp Chapel was built in the Fifteenth Century to house the tomb of Richard Beauchamp, the Earl of Warwick and one of the richest and most powerful men in the history of the country. The Chapel also houses the tombs of Robert Dudley, Earl of Leicester, his brother Ambrose, Earl of Warwick, and Robert's son the 'Noble Impe'.

The Chancel, Vestry, and Chapter House were rebuilt in the Fourteenth Century by Thomas Beauchamp, and this section of the building represents one of the highest peaks of English Gothic architecture. The Nave and Tower were destroyed in the great fire of Warwick in 1694, and rebuilt by 1704 by the brothers Francis and William Smith. The Church is home to the Chapel of the Royal Warwickshire Regiment (Royal Regiment of Fusiliers), and the Crypt still remains from the original Norman building. It continues to be the final resting place for the Earls of Warwick to the present day.

There has been a choir at the Church since 1123, originally consisting of 6 "Quaeresters" and 6 "Vicars-Choral". This remained the case until 1544 when Henry VIII ordered the dissolution of the College and the attached choir school. The Church now boasts independent front rows of boy and girl choristers, a fine back row, an auditioned adult choir (St Mary's Scholars) and a community choral society (Collegium).

King's High School, Warwick

Founded in 1879, King's High School provides independent, single sex, day education for approximately 640 girls aged 11 to 18. The school is renowned for its friendly and welcoming atmosphere, founded on a distinguished academic tradition tailored to individual girl's needs by a highly qualified and motivated staff. We pride ourselves on the outstanding academic and creative performance of our pupils. We value friendship, involvement, intellect, creativity, spirit and maturity. Girls are encouraged to follow their interests and excel in subjects they enjoy. Our aim is for our girls to develop into happy, confident and compassionate young women with the ability to reason, analyse, learn independently and exercise good judgement.

The school has remained on the same town site in the heart of Warwick for 139 years. The main building, Landor House, is of historical interest. It is the birthplace of the writer Walter Savage Landor and remained in his family for 80 years before being given to the school in the late 19th Century.

Recent enhancements to our school site include: the Sixth Form Centre and St Mary's Building (opened by Dame Judi Dench in 2006); the Creative Arts Centre (opened by Old Girl Catherine Bott in 2009) and the Dining Room (opened by Miss Prue Leith in 2011). In September 2012, we were pleased to begin using our newly refurbished food technology facilities and a new, additional, science laboratory. Most recently we have been extremely pleased to open our newly renovated library, which includes an Innovation Centre.

King's High School and sister school Warwick Prep work as one school under a single leadership structure. Together with Warwick School we form the Warwick Independent Schools Foundation. In September 2016, the Governors announced 'Project One Campus', a £30 million development which will see King's High relocated to the Myton Road campus joining Warwick School and Warwick Prep School on the same site. It is planned that this new building will open in September 2020. Please visit www.projectonecampus.co.uk for further information.

You might like to find out more about the school from our website: www.kingshighwarwick.co.uk

Warwick

Warwick is the county town of Warwickshire. It lies near the River Avon, 11 miles south of Coventry, and just west of Leamington Spa. Warwick Castle was established in 1068 during the Norman conquest, and Warwick School claims to be the older boys' school in the country. Much of the medieval town was destroyed in the Great Fire of Warwick in 1694. As a result, most of the buildings in the town centre are of late 17th- and early 18th-century origin, although a number of older medieval timber-framed buildings survive, especially around the edges of the town centre. Warwick hosts annual festivals ranging from the Spoken Word to Classical and Contemporary Music, to a Folk Festival and a Victorian Evening. St Mary's Church hosts a series of Early Music concerts as well as other regular concerts and events, and the Bridge House Theatre hosts the Music-in-Round concerts.

The town is well connected, lying just off the M40 and the A46 dual-carriageway. The two railway stations (Warwick and Warwick Parkway) provide direct services to Leamington Spa, London, Birmingham, and Stratford-upon-Avon. The nearest international airport is Birmingham Airport, about 20 miles from the town centre.



MUSIC AT ST MARY'S

St Mary's boasts three main choirs: the 'robed' choirs of independent boy and girl choristers and the back row men; St Mary's Scholars – an auditioned choir of adults; and Collegium – a non-auditioned community choral society.

The **boy choristers** are drawn from a variety of local schools, and travel to sing at St Mary's from as far afield as Coventry, Stratford-upon-Avon, Solihull, and Leamington Spa. There are a number of scholarships available for choristers who attend Warwick School, but the majority of the boys attend voluntarily (although the choristers do receive Choir Pay each term!)

The **Gentlemen** are all experienced musicians and are committed unpaid volunteers. Most are in full-time occupation, ranging from teaching and social work to positions in the computer and motor industries.

The **girls' choir** was founded in 1990 by the then Director of Music, Simon Lole. The girls, aged eight to eighteen, come from a range of schools and the social life of the choir is an important aspect of choir membership. The girls are particularly well known locally for giving their services to support a wide range of charities and other fund-raising events.

The robed choirs have undertaken numerous tours across the UK and further afield, including most of the UK's cathedrals and Russia, USA, Dublin, Germany, and France. They have broadcast on BBC Radio and TV, as well as featuring on a number of CDs.

St Mary's Scholars is an auditioned adult chamber choir and was formed in 1998 to sing the services in the Church when the other choirs are on holiday. However, it has gone from strength to strength and now performs regularly in venues further afield. The busy schedule of tours and concerts has included an authentic performance – using period instruments – of Handel's *Messiah* in collaboration with Armonico Tributo Baroque Orchestra and some of the country's finest soloists. They have twice been to Paris, where they were invited to sing for High Mass at Notre-Dame. Their repertoire has included works such as Bernstein's *Chichester Psalms*, Walton's *The Twelve*, and Britten's *Rejoice in the Lamb*, and they have taken part in public performances of several commissioned new works. The Scholars have also raised thousands of pounds for Macmillan Cancer Relief.

Collegium was founded in 1986, and usually gives three main concerts a year at St Mary's. It has engaged in a variety of other activities, including visits to Verden, Warwick's twin town in Germany, participating in a BBC *'Top Ten Hymns'* broadcast from Birmingham Town Hall, and also contributing to a recording of Christmas music produced by the St Mary's Choirs. Collegium participated in a BBC *'Songs of Praise'* broadcast from St Mary's Church, and formed part of the *'Murallennium'* choral celebration of the millennium in Warwick Castle. Collegium has joined with other local choirs and orchestras, presenting Walton's *Belshazzar's Feast*, Berlioz's *Messe Solennelle*, Philip Wilby's *A Passion for our Times*, and Handel's *Messiah* (including two joint performances with St Katharine's Church, Braunschweig, Germany) and *Alexander's Feast*. More recently, Collegium joined the Choeur Josquin des Pres of Villebon-sur-Yvette, near Paris, for a performance of *Finlandia* and Fauré's *Requiem*.

The Music Department is led by the Director of Music, Oliver Hancock, who is responsible for the overall provision of music at St Mary's, and is also Choral Director at King's High. Mark Swinton is the Assistant Director of Music, and takes on the majority of the organ playing at services and for concerts, and conducts the St Mary's Scholars. In addition, the Music Department is supported by a number of volunteers, including the Music Administrator, Paddy Barr.

The Vicar is the Rev'd Vaughan Roberts, and our current Curate is Alycia Timmis.

St Mary's timetable

Monday:	4.30-6.00pm	Girls' rehearsal (Probationers 4.30-5.30pm)
	6.00-6.30pm	Girls' Musicianship & Theory/RSCM session
Tuesday:	4.30-6.15pm	Boys' rehearsal (Probationers 4.30-5.30pm)
Wednesday:	4.30-6.15pm	Girls' rehearsal and Evensong
Thursday:	<i>Music Department's usual day off</i>	
Friday:	4.45-6.15pm	Men's rehearsal and Evensong
	6.20-7.00pm	Boys' rehearsal
	7.00-7.45pm	Boys' and Men's rehearsal
	7.45-8.20pm	Men's rehearsal
Saturday:	<i>No regular duties</i>	
Sunday:	9.30-11.45am	Boys' and Men's rehearsal and Eucharist * (Girls and Men every fourth Sunday)
	5.00-5.30pm	Boys' Musicianship & Theory/RSCM session
	5.30-7.30pm	Boys' and Men's rehearsal and Evensong * (Girls and Men every fourth Sunday)

* on the first Sunday of the month:

10.00am-12.00pm	Boys' and Men's rehearsal and Matins (Girls and Men every fourth Sunday)
5.30-7.30pm	Boys' and Men's rehearsal and Eucharist (Girls and Men every fourth Sunday)

The Organs

The present specification was drawn up by the organist, Andrew Fletcher, in consultation with Roy Massey, and was built by the firm of Nicholson and Co. Ltd. of Worcester in 1980. The aim was to produce an instrument well able to serve all the needs for accompanying the fine Collegiate Church Choir and also to be a versatile recital instrument. The result is effectively two organs played from one console in the Nave. The two-manual transept organ, now contained entirely in the north-east case (although the empty chancel and southeast cases remain in the Church to this day) retains much of the old Hope-Jones pipework and is most English in character, whereas the West organ, in the enlarged Schwarbrick case, is a neo-classically-voiced three-manual organ, ideally suited to the demands of the European organ schools. Both organs can be played singly, or used together to great effect.

Further small tonal modifications and a modernisation of the console were completed in 1998.

The church also possesses a three-stop chamber organ, made in 1993 by Richard Moore of Leamington Spa. Situated in the Chancel, it is sometimes used to accompany mid-week choral services there, but can be moved to any location in the church and is often used in concerts or in services including music of the 18th century or earlier.

Further information on the Organs at St Mary's can be found on the church website:

www.stmaryswarwick.org.uk

The Specifications of the Organs

West Organ (Nicholson, 1980)

Pedal

Sub bass	32'
Principal	16'
Bourdon	16'
Diapason	8'
Bass Flute	8'
Choral Bass	4'
Octave Flute	4'
Mixture	III (26.29.33)
Schalmei	4'

Tremulant

Great

Bourdon	16'
Principal	8'
Stopped Flute	8'
Octave	4'
Flute	4'
Grosse Tierce	3 1/5'
Larigot	1 1/3'
Fourniture	III-IV(15.19.22.26)
Quartane	II (12.15)

Trompette

Tremulant

Trompeta Real 8' (*from Positive*)

Swell

Gedacket	8'
Viola	8'
Voix celeste	8'
Principal	4'
Octave	2'
Sesquialtera	II (12.17)
Plein Jeu	IV-V(12.22.26.29.33)
Posaune	8'
Fagott	16'

Tremulant

Bombarde Pedal

Contra Bombarde	32'
Bombarde	16'
Fagott	16'
Octave Bombarde	8'

Swell to Pedal

Great to Pedal

Positive to Pedal

8 thumb pistons to each division

8 toe pistons to Pedal

8 toe pistons to Swell

8 general pistons

Reversible thumb pistons for all couplers

4 thumb pistons Sequencer advance (+)

1 thumb piston Sequencer regress (-)

1 toe piston Great to Pedal

1 toe piston Swell to Great

1 toe piston Bombarde 16'

1 toe piston Contra Bombarde 32'

Swell to Great

Positive to Great

Positive

Stopped Diapason	8'
Nachthorn	4'
Nazard	2 2/3'
Principal	2'
Blockflute	2'
Tierce	1 3/5'
Sifflote	1'
Cymbel	III (26.29.33)
Regal	16'
Voix Humaine	8'
<i>Tremulant</i>	
Trompeta Real	8'
Trompeta Octava	4'

Swell to Positive

Great & Pedal pistons coupler

Swell & Pedal pistons coupler

Generals on Swell toe pistons

Transept Great on Positive

Transept Swell on Positive



Transept Organ (Alfred E. Davies & Sons, 1969 – rebuilt Nicholson, 1979/1998)

Pedal		Great		Swell	
Geigen	16'	Contra Geigen	16'	Stopped Diapason	8'
Bourdon	16'	Open Diapason	8'	Salicional	8'
Principal	8'	Stopped Flute	8'	Vox Angelica	8'
Bass Flute	8'	Octave	4'	Principal	4'
Fifteenth	4'	Wald Flute	4'	Stopped Flute	4'
Trombone	16'	Twelfth	2 ^{2/3} '	Fifteenth	2'
Trumpet	8'	Fifteenth	2'	Mixture	III-IV _(19.22.26.29)
		Fourniture	III-IV _(15.19.22.26)	Contra Oboe	16'
Swell to Pedal		Trumpet	8'	Oboe	8'
Great to Pedal				Cornopean	8'
		Swell to Great		Clarion	4'
				<i>Tremulant</i>	
				Swell Octave	
				Swell Sub-octave	

Both organs are played from a single detached 3-manual and pedal console situated in the North Aisle.
Compasses: Manuals C – c⁴; Pedals C – g¹

Chamber Organ (Richard Moore, 1993)

(Stopped Diapason)	8'
(Stopped Flute)	4'
(Principal)	2'

Compass: C – a³

Transposable between A=440 and A=415



MUSIC AT KING'S HIGH SCHOOL

Music is at the heart of the school community, developing musicians for the 21st century. All styles of music are appreciated and celebrated through the diverse range of extracurricular activities. Such experiences are excellent vehicles for musical learning. Live performances are a regular feature of the music programme, promoting self-discipline, hard work and, above all, fun. There are many opportunities for pupils across the key stages to work together and to showcase their diverse musical excellence through informal and formal events across the Foundation. The department creates a programme of over twenty concerts each year.

All pupils in Key Stage 3, have two periods of Music each week and experience a curriculum rich in Listening, Performance and Composition.

The purpose-built music technology suite is available to all pupils and runs the latest versions of Sibelius and Cubase software. Students are taught the basics of musical theory through practical sessions and more advanced musicians further their skills and experience through the GCSE course (OCR Board) and A Level studies (Edexcel).

We are extremely proud of our outstanding examination results and the proportion of students continuing to study music at leading music establishments is to be highly commended. Royal Northern College of Music, Guildhall School of Music and Drama, Royal Holloway, Leeds University and London University are just some of the colleges of musical excellence that our pupils go on to attend.

Opened by alumna Old Girl Catherine Bott in 2009, the Creative Arts Centre houses the Art, Design and Technology, Drama and Music Departments at King's High. Furnished with the latest equipment and technology, it enables pupils to realise their creative potential in a superb environment. The school invested £3.7 million in the project that transformed the former St. Nicholas building into a stunning suite of performance and rehearsal rooms for Music, Dance and Drama, and enhanced Art and Design and Technology studios and facilities.

Extracurricular music activities are open to all and play an important part in the life of the school, with approximately 250 girls attending lunch hour practices. Vocal groups are organised by age, and membership of instrumental ensembles is determined by standard of performance. We have a full team of some 25 specialist, peripatetic music staff who offer individual tuition on most instruments. Lessons are timetabled during the school day.

The Music Department has a packed extra-curricular programme which takes place during lunchtimes, before and after school. King's ensembles include:

Senior Orchestra	Intermediate Orchestra	Strings Orchestra	Windband
Senior Choir	Senior Chamber Choir	Junior Choir	Junior Chamber Choir
Harp Ensemble	Clarinet Ensemble	Flute Choir	Guitar Ensemble
Recorder Consort	Jazz Combo	String and Wind Chamber Music	
Rock Band	and other Foundation-wide ensembles.		

Together with Warwick School, we offer places in the Foundation Wind Band and Foundation Orchestra for girls with at least Grade 5, at a good standard. Auditions are not usually necessary. Foundation Choir is for girls in Year 9 and above with no audition.

The department has a busy concert programme, including junior and senior concerts and musicals, an annual Carol Service at St Mary's Church, joint projects with Warwick School and regular workshops and trips.

Recent concerts and events have included:

- Carmina Burana
- Music for Youth
- National Wind Band Festival
- Local Festivals
- Orchestras

Girls are also regular members of the National Youth Orchestra of Great Britain, National Children's Orchestra, National Youth Choir of Great Britain, City of Birmingham Youth Orchestra, City of Birmingham Youth Chorus and Coventry Youth Orchestra.

The Artistic Director (Music) is Alex Laing, who oversees music at both King's and Warwick Prep. At King's, he is supported by two full-time academic staff: Deborah Wallace (Head of Academic Music) and Katie Potts. The Music Administrator is Shelley Mann.



JOB DESCRIPTION

The post-holder will work in the Music Departments of St Mary's Church and King's High School, and will be fully involved in the musical life of both. The post-holder will be expected to undertake reasonable administrative duties in both institutions.

At St Mary's, the successful candidate will:

- Attend all services at St Mary's at which the robed choirs are singing. At these services the Organ Scholar will play the organ as required by the Director of Music, and/or assist the Assistant Director of Music.
- Work with choristers individually or in small groups, working on sight-reading skills, musicianship, and theory.
- Assist as required with the Choir Library. There are currently two volunteer Librarians.
- Assist with reasonable administrative duties as required.
- Take an interest in the well-being and musical development of the choristers.
- Build and develop their organ repertoire, contributing to the regular term-time organ recital series. The Organ Scholar will also be encouraged to undertake recitals elsewhere, as far as Warwick duties allow.
- Take an equal share of covering services during choir holidays.
- Act as accompanist to St Mary's Scholars, under the direction of the Assistant Director of Music.
- Direct services and rehearsals as required by the Director of Music. [NB add anything to do with safeguarding – see King's below]

At King's High, the successful candidate will:

- Take a full role in the life of a busy music-department and the school.
- Accompany both individuals and groups as required.
- Play for assemblies.
- Lead extra-curricular groups as required.
- All staff are required to:
 - adhere to the School Policy on safeguarding and undertake training as required;
 - ensure the safeguarding and well-being of children and young people at school, in accordance with School policies.

Remuneration and holiday

The appointment runs from the beginning of September until the Sunday after school term ends in the summer (usually around the middle of July) and includes duties over Christmas and Easter. The combined post offers a salary of £12,500 per annum, and is full time.

Roughly 25 hours a week will be worked at King's High, Monday-Friday. The hours at St Mary's will span Monday-Sunday but will usually include two days free of Church duties.

Lunch is available daily at King's High during term time. Holidays should be taken outside of King's and Choir term. [NB this is for Oliver to consider – our holidays are as for any other staff]

Accommodation

Accommodation is offered in a one-bed flat within close walking distance of the Church and the School, at subsidised rent. Bills and utilities are to be paid.

Terms and conditions

The offer of the Scholarship will be subject to the completion of an 'Enhanced' DBS disclosure and the agreement to abide by St Mary's and KHS safeguarding policy.

St Mary's organ will be made available to the Organ Scholar for practice purposes, subject to availability.

Child Protection: King's High

The school's Child Protection Policy is included in this pack. An interview will include questions about safeguarding children. The appointment will depend on satisfactory DBS clearance.

The Warwick Independent Schools Foundation is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Any concerns should be reported in accordance with the Foundation's Child Protection policy.

Child Protection: St Mary's

St Mary's Safeguarding Policy and the Coventry Diocese Safeguarding Policy are included in this pack. All appointments are subject to a satisfactory DBS check.

St Mary's is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

PERSON SPECIFICATION:

- Essential:
 - A proven ability to play the organ to a high standard.
 - Strong sight-reading skills.
 - Ambition to improve as a player.
 - Willingness to respond to constructive feedback.
 - Team player with excellent communication skills, and ability to work independently.
 - An interest in working with children and young people from a variety of backgrounds.
 - Excellent written communication.
 - A working knowledge of standard computer software (including Sibelius).
 - An understanding of the needs of a music department made up of professionals and volunteers.
 - Willingness to work flexibly.
 - Ability to manage time and personal workload.
 - Safeguarding:
 - a commitment to the safeguarding and well-being of children and young people at the school and St Mary's, in accordance with the policies of both institutions;
 - a willingness to adhere to the policies of King's High and St Mary's on safeguarding and to undertake training as required.
- Desirable
 - ARCO diploma or equivalent.
 - Prior experience of choral accompaniment.
 - An interest in liturgical improvisation.
 - Competent accompanist of solo performers.
 - Prior experience of working with children.
 - Prior conducting experience.
 - High-level IT skills (including using Sibelius and Cubase) and web-based skills.
 - Prior experience of working in a liturgical environment.
 - Prior experience of working with voluntary choirs.

HOW TO APPLY

- Submit a covering letter detailing:
 - your reasons for applying;
 - what you could bring to the post;
 - what the post could offer you.
- Submit a copy of your Curriculum vitae, which should include the names and contact details of two referees. One referee should be a musician of professional standing.
- Closing date: 5.00pm on **Friday 28th September**.
- Interviews will take place in Warwick on **Monday 15th October**.

THE AUDITION & INTERVIEW PROCESS

At St Mary's:

- Performance
 - Two contrasting pieces, one of which should be a short piece by J.S. Bach (e.g. a chorale prelude, or a Prelude OR Fugue). Each piece should last no more than 5 minutes.
- Skills
 - Play a verse of a hymn with a suitable introduction, followed by a short improvisation.
 - Sight-reading of a choral accompaniment.

At King's High:

- A short session with a music scholar, working on a piece known to the scholar.
- Interview with a panel drawn from both institutions.