

POSITION DESCRIPTION

Catholic Diocese of Sandhurst

POSITION TITLE:	Organ Scholar
REMUNERATION SCALE:	see the Major Accountabilities section below
REPORTS TO:	Director of Music, Sacred Heart Cathedral
LENGTH OF EMPLOYMENT:	2 years with a possibility of a 3 rd year. Tenure will be for 1 year initially and will continue subject to satisfactory progress being made.
FULL TIME EQUIVALENT:	0.2
HOURS PER WEEK:	10
LOCATION:	Sacred Heart Cathedral
AUTHORISED BY:	Bishop of Sandhurst
DATE:	1 October 2017

Primary Objectives

The role of the Organ Scholar is to learn the craft of becoming a church organist and choir director and then be able to assist the Organist & Director of Music in being able to play for part of a service, or conduct the choir in an item for a service. Depending on the skills of the person appointed to be able to deputise for the Organist & Director of Music or the Assistant Organist.

Major Accountabilities

The Organ Scholar is accountable to the Organist & Director of Music for the following:

- Playing the organ to a high standard for parts of services, including accompanying the choir as required, and selecting and developing imaginative, appropriate and varied organ repertoire for use in the Cathedral
- Deputising for the Organist & Director of Music as required
- Become a member of the Cathedral Choir so as to learn how to train a choir and work as part of a team
- Together with the Organist & Director of Music, assist with the planning and presentation of organ recitals and concerts in the Cathedral
- Attending departmental, planning, liturgical and other meetings as required
- Other duties as directed by the Director of Music
- Weekly organ lessons provided by the Organist & Director of Music with some attention paid to harmony, conducting and improvisation
- Lessons will be of 45 minutes duration and free
- There will be 35 lessons per year, principally during school terms
- There will be a stipend at the rate of \$2,000.00 pa, payable in monthly instalments

- In addition the diocese will pay the Scholar a small reimbursement when the Scholar is deputising for the Organist
- The scholar is expected to attend an appropriate conference each year as determined in consultation with the Organist & Director of Music. Suitable conferences may include the RSCM Australia Annual Summer School, the Annual OHTA Conference, ANCA Summer schools. The Diocese will pay any conference fee, accommodation and travel expenses.
- Reimbursement of up to \$300.00 pa may be paid to the Scholar for purchase of musical texts approved by the Organist & Director of Music
- The Scholar may be a student or a mature aged person
- Preference will be given to candidates from Bendigo and the surrounding areas or someone prepared to live locally
- Regional applicants are encouraged to apply

Organisational Environment

The Diocese supports the life and mission of the Catholic Church in Australia. The mission of the Diocese is to promote the reign of God, by continuing the mission of Jesus and the Holy Spirit. This mission centres not on the Church but on the transformation of the world according to the person and vision of Jesus, especially the values of peace, justice, forgiveness and love.

The role of the Assistant Director of Music is to provide support to the Director of Music and is accountable to the Bishop through the Administrator of the Sacred Heart Cathedral Parish for the delivery of all outcomes of this role and will be based at the Sacred Heart Cathedral and the Diocese.

Risk and Occupational Health and Safety

Observe Child Safety Standards and safe work practices in accordance with training and instruction given and report any risk to your immediate supervisor. Risks arising in the workplace may be financial, site, task or person specific or related to safety.

Promote and implement occupational health and safety and risk mitigation processes within your workgroup.

Comply with the Diocese's occupational health and safety practices

Identify, report and where appropriate, action risks/hazards in order to eliminate or mitigate against the risk recurring.

Participate in the consultative processes provided by the organisation.

Key Communications

The Organ Scholar interacts with the following internal and external groups:

Internal:

- ◆ Bishop of Sandhurst
- ◆ Business Manager
- ◆ Organist & Director of Music
- ◆ Administrator, Sacred Heart Cathedral
- ◆ Cathedral staff
- ◆ Members of the Cathedral choir

- ◆ Chorister parents
- ◆ Cathedral organists and cantors
- ◆ Catholic College Bendigo and Marist College staff
- ◆ Chancery Office staff

External:

- ◆ Parishes, Clergy and agencies of the Diocese of Sandhurst
- ◆ Other churches and arts organisations
- ◆ Casual musicians

Job Environment

This position involves the performance of numerous tasks governed by established procedures, specific guidelines and standard instructions.

Reasoning

- ◆ Ability to work within and contribution to the Mission/Values of the Diocese of Sandhurst;
- ◆ Ability to use his/her initiative, demonstrate reliability and thereby require minimal supervision and guidance.

Knowledge, Skills and Experience

The ideal Organ Scholar will have a keen willingness to:

- ◆ Practise to the highest level a wide range of organ music
- ◆ To work towards acquiring appropriate musical and academic qualifications
- ◆ Demonstrated commitment to the ethos and values of the Catholic Church and its Tradition and keenness to learn that tradition
- ◆ An appreciation and understanding and willingness to learn the liturgical traditions of the Catholic Church
- ◆ To learn how to use music notation software such as Sibelius
- ◆ Develop a high level of communication and administrative skills
- ◆ A mature approach to working in a busy and demanding professional environment
- ◆ Demonstrated commitment to service and a willingness to be accountable for their performance
- ◆ Understanding of vocal technique and a keenness to improve their vocal technique
- ◆ Vocal training and choral experience would be an advantage

Attributes:

The Organ Scholar will demonstrate the following attributes and develop in these areas:

- ◆ Professional manner and presentation
- ◆ Excellent communication skills
- ◆ Collaborative approach to all aspects of working in the role

- ◆ Attention to detail and a well ordered approach to work
- ◆ Ability to act with discretion and to maintain complete confidentiality
- ◆ Demonstrated commitment to the ethos and values of the Catholic Church
- ◆ A current Working with Children Check Clearance in Victoria

Performance management:

The performance of the Organ Scholar will be assessed on a regular basis having regard to:

- ◆ Performance on the major accountabilities and attributes for this role
- ◆ Service levels and the level of satisfaction expressed by key stakeholders
- ◆ Ability to develop and maintain relationships with ordained and lay staff, and musicians

Applications to:

- The Bishop of Sandhurst, Most Rev Leslie R Tomlinson DD, PO Box 201, Bendigo, 3552, Victoria, Australia.
- Applications close Monday April 16, 2018
- Initial enquires may be directed to Mr John Hogan, Organist & Director of Music, 03 5443 0363, jfho@bigpond.com