



CHRIST CHURCH CATHEDRAL
Vancouver, BC · *Open Doors, Open Hearts, Open Minds*

Assistant Director of Music

Christ Church Cathedral is seeking an exceptional organist, conductor and collaborative musician to help shape the next chapter of music at one of Canada's leading Anglican cathedrals.

The Cathedral has entered a period of renewal and expansion in its musical life, building upon more than a century of distinguished leadership by Canadian musicians including Patrick Wedd and Rupert Lang. The creation of this position is an important part of the Cathedral's strategic commitment to excellent, imaginative and hospitable worship.

Working closely with the Director of Music, the successful candidate will share in the musical leadership of the Cathedral's liturgies, choirs, concerts and emerging programmes. The position offers significant opportunities for artistic leadership, organ performance, choral direction, programme development and collaboration with clergy, musicians and the wider cultural life of Vancouver.

The successful candidate will bring exceptional accomplishment as either an organist/keyboard player or choral conductor, together with strong professional competence in the complementary discipline.

Principal Responsibilities

Liturgical and Artistic Leadership

- Accompany or direct choirs, soloists, instrumentalists and congregations at regular and special services, concerts and other Cathedral events, as assigned in consultation with the Director of Music.
- Serve regularly as organist, conductor or collaborative keyboard player and assume full musical leadership when required.
- Prepare and rehearse choirs and other musicians to a consistently high professional standard.
- Contribute to the planning of music for Sundays, festivals, diocesan services and other significant occasions.
- Play or direct music for weddings and funerals, for which additional fees are paid.
- Help foster confident, engaged congregational singing.
- Support the continuing growth of a musical programme rooted in the Anglican choral tradition and enriched by a range of complementary musical styles.

Programme Development

- Participate in the recruitment, auditioning, formation and retention of professional singers, choral scholars and volunteer musicians.
- Contribute to the development of new musical initiatives, including a mid-week Sung Evening Prayer and music at the Cathedral's French-language Eucharist.
- Help explore future opportunities involving children and youth, choral scholarships, concerts, recordings, commissions and community partnerships.
- Participate actively in continuing musical and professional development.

Administration

Working collaboratively with the Director of Music, Cathedral staff and volunteers, the successful candidate will assist with:

- preparing hymn texts, service music and musical graphics for worship bulletins;
- producing promotional material for concerts and special services;
- maintaining choir schedules, attendance and communications;
- engaging substitute and additional musicians;
- maintaining copyright, licensing and livestream records;
- supporting the operation of the Cathedral's music library;
- attending departmental, liturgical and staff meetings as appropriate.

Cathedral Worship

The Cathedral's principal weekly services currently include:

Sundays

- 8:00 a.m. — Said Eucharist, Book of Common Prayer
- 10:30 a.m. — Choral Eucharist
- 4:00 p.m. — Sundays at Four, including monthly Choral Evensong, Taizé Evening Prayer, Holden Evening Prayer, Broadway Vespers and Organ Vespers
- 5:30 p.m. — French-language Eucharist
- 8:00 p.m. — Compline

Said Eucharists are celebrated Monday through Friday.

Major annual services include Advent and Christmas carol services, four services on Christmas Eve, Christmas Day, Ash Wednesday, Holy Week and Easter. The Cathedral also hosts diocesan ordinations, confirmations, civic and ecumenical services, concerts and other special events.

Following the appointment, the Cathedral intends to establish a weekly Wednesday service of Sung Evening Prayer and to introduce music at the Sunday French-language Eucharist. This will bring the regular schedule to five weekly services with music: two Eucharists and three forms of the Daily Office.

Choirs and Instruments

The Cathedral's musical ensembles include:

- **The Cathedral Choir:** eight professional singers, two choral scholars and approximately 10–12 volunteer singers
- **The Cathedral Chamber Choir:** a professional ensemble, normally of eight singers
- **The Cathedral Evensong Choir:** the Cathedral Choir together with additional singers, normally totalling 25–28
- **The Cathedral Taizé Choir:** approximately 10 volunteer singers and two paid soloists
- **The Cathedral Compline Schola:** 12 singers serving in high-voice, low-voice and mixed ensembles

The Cathedral's principal instruments are:

- **Kenneth Jones organ, 2004:** three manuals and pedal, situated in the west gallery
- **Juget-Sinclair continuo organ, 2016:** 8', 4' and 2' stops, with transposing keyboard from A392 to A465
- **Steinway Model D concert grand piano**

Qualifications and Experience

Essential

- A master's degree in organ, sacred music, choral conducting or a related discipline, or an equivalent record of distinguished professional achievement
- Substantial professional experience in Anglican, Episcopal, Lutheran, Roman Catholic or a comparable liturgical music tradition
- A deep understanding of—and enthusiasm for—the role of music in Anglican worship
- Demonstrated excellence as an organist/keyboard player or choral conductor, with strong competence in the complementary discipline
- Experience directing, accompanying and rehearsing singers and instrumentalists
- Thorough knowledge of Anglican psalmody, including Anglican chant
- Familiarity with Anglican and Episcopal hymnody and principal hymnals, including *Common Praise* (1998), *Sing a New Creation* (2022), *The Hymnal 1982*, *Common Praise* (UK, 2000) and *The Revised English Hymnal* (2023)

- Ability to work sensitively and convincingly across a range of musical traditions appropriate to the Cathedral's worship and public programmes
- Proficiency with music-notation software; Sibelius is currently used at the Cathedral
- Working knowledge of copyright, performance, reproduction and livestream licensing
- Excellent collaborative, organizational and interpersonal skills
- Ability to work effectively with professional musicians, volunteers, clergy, staff and members of the congregation

Desirable

- Ability to compose or arrange short congregational refrains, responses and other liturgical music
- Experience developing children's or youth choirs
- Experience with choral-scholar or emerging-artist programmes
- Experience producing concerts, recordings, commissions or community musical partnerships
- Working knowledge of French or another language
- Familiarity with Canadian Anglican liturgical and musical resources

Working Relationships

The Assistant/Associate Director of Music reports to the Director of Music and works collaboratively with the Dean, clergy, Cathedral staff, professional musicians and volunteers.

The Dean and Director of Music will jointly conduct an annual performance and compensation review.

Hours and Working Pattern

This is a regular **30-hour-per-week, on-site position**. The working pattern will include Sundays, scheduled rehearsals, selected weekday and evening services, major festivals and occasional concerts and special services.

The precise weekly schedule, regular days away from the Cathedral, arrangements for additional services and time in lieu will be agreed with the successful candidate.

Compensation and Benefits

The salary range is \$58,448–\$68,841 **annually for 30 hours per week**, depending upon experience and qualifications. Salary range is commensurate with qualifications and experience and in line with the Royal Canadian College of Organists guidelines [Level 4 Masters to Level 6 Doctorate].

The compensation package also includes:

- participation in the Diocese of New Westminster Lay Employee Benefits Plan, including medical, dental and extended-health coverage;
- participation in the Anglican Church of Canada pension plan for lay employees;
- additional fees for weddings and funerals;
- professional-development leave;
- vacation entitlement at Cathedral norms, including Sundays;

Conditions of Employment

The successful candidate must be able to work on site in Vancouver and must be legally entitled to work in Canada by the commencement of employment.

Because the position may involve ministry with children, youth and vulnerable persons, an offer of employment will be conditional upon a satisfactory Police Information Check, including a Vulnerable Sector Check.

Following appointment, the successful candidate will be required to comply with:

- the Diocese of New Westminster Screening in Faith programme;
- diocesan sexual-misconduct-prevention and anti-racism training;
- the diocesan Safe Church Policy;
- applicable Cathedral personnel and workplace policies; and
- applicable occupational health and safety requirements.

The Cathedral will provide reasonable accommodation throughout the application, audition and employment processes in accordance with applicable law.

About Christ Church Cathedral

Christ Church Cathedral is a diverse, progressive, intergenerational and LGBTQIA2S+ affirming congregation in the Anglican tradition, situated in the heart of downtown Vancouver.

Our worship is grounded in the rich liturgical and musical inheritance of Anglicanism while engaging creatively with the cultural and spiritual life of the city. The Cathedral regularly hosts classical, sacred and contemporary music, rock and metal performances, spoken word, lectures and literary events. Its beautiful and acoustically distinguished building is one of Vancouver's significant sacred and cultural spaces.

The Cathedral is also home to a growing food and community-outreach ministry, using hospitality and shared meals to foster dignity, belonging and relationship.

Recruitment Timeline

- **Position posted:** June 29, 2026
- **Application deadline:** August 15, 2026
- **Interview and audition process:** August-September 2026
- **Start Date:** Fall 2026

Finalists will be invited to Vancouver for an interview and practical audition. The Cathedral will reimburse reasonable pre-approved travel and accommodation costs for finalists.

Equity and Inclusion

Christ Church Cathedral welcomes applications from all qualified candidates and is committed to employment equity and an accessible recruitment process. We particularly welcome applications from Indigenous people, racialized people, women, persons with disabilities, LGBTQIA2S+ people and others whose perspectives and experience will contribute to the diversity of the Cathedral community.

Application Process

Applicants should submit the following:

1. a curriculum vitae;
2. a letter describing their interest in the position and relevant experience;
3. links to recent recordings of organ or keyboard playing and/or choral conducting;
4. a sample service or concert programme;
5. a brief statement, not exceeding 500 words, describing their approach to liturgical music and collaborative ministry; and
6. the names and contact details of three professional references.

References will be contacted only with the candidate's permission.

Applications should be sent to **reception@thecathedral.ca** with the subject line **Assistant Director of Music Application** by August 15, 2026.

Confidential questions may be directed to:

Dr. Neil Cockburn

Director of Music
neil@thecathedral.ca