



The Choir Project

Project Leader (1.0 FTE, fixed term)

Network Engagement Officer (1.0 FTE, fixed term)

Information Pack – March 2026

Introduction from Hugh Morris, RSCM Director

The Choir Project is about something close to my heart. From the large numbers of people who have been in touch with us since we announced it, it is already clear that others share our vision to get significant numbers of children and young people singing the Lord's song again in church.

If this is something which resonates with you, and you are excited by what you read, we would love you to apply. We are looking for two people to join our dedicated staff team who will be able to energise and drive forward this exciting project.

Whilst our work engages with the somewhat lofty notions of sacred music – in all its rich fullness – we are a people-centred organisation. Indeed, people are central to this whole project. The RSCM is really focused on the future as we approach our Centenary in 2027; and we would encourage you to consider becoming a part of our world and work.

We look forward to hearing from you.



Hugh Morris
Director, RSCM



What is the RSCM?

The RSCM is an educational charity committed to promoting the study, practice and improvement of music in Christian worship.

We are an open, life-long learning organisation, offering face-to-face and distance education and training through our programmes, published resources, courses and activities.



We do these things to achieve our three strategic priorities:

Encouraging the development of church music and musicians

Bringing people closer to God through music

Promoting music in worship and excellence in music

The RSCM supports a worldwide membership of churches, schools and individuals, and is sustained by thousands of donors and supporters.

Founded by Sir Sydney Nicholson in 1927, we are looking forward to celebrating our Centenary in 2027.

There is an urgent need for the RSCM to support and encourage church musicians, right across the country. In particular, we need to ensure that children and young people have the right training, encouragement and nurturing to become the next generation of musicians to serve and grow the church. Our work now and into the future is as important as it ever has been.



What is The Choir Project?

The Choir Project is a bold **three-year national programme**, funded by the Church of England's People and Partnerships Fund, designed to use music and choirs as a strategic entry point to nurture children and young people within the worshipping life of the Church. Through the project, **2,000 children and young people** will be supported through the creation or renewal of **200 choirs** supported by **500 new volunteers**.

Engaging in worship enables children and young people to **belong, grow and lead**. If parishes have trained music and clergy/lay leaders, integrated discipleship resources, tailored support and a peer network, they can offer regular, welcoming opportunities for children and young people to encounter Christ through music, be formed in faith and take responsibility. Ultimately this leads to more children and young people becoming active disciples in worshipping communities.

The project will address existing barriers to growth by providing integrated support for parishes. The initiative will focus on **faith-centred ministry**, ensuring that musical development and spiritual formation are inextricably linked.

The work of the project consists of four key interventions:

- **Comprehensive training at every level:** Courses for clergy, ordinands, and music leaders to help them plan and deliver effective ministry;
- **Faith resources in practice:** Discipleship materials integrated with the RSCM's existing Young Voices Toolkit and Voice for Life programme, so growth in faith sits alongside musical development and leadership in worship.
- **Tailored parish support:** One-to-one guidance, mentoring and peer networks, with RSCM-facilitated support structures, diocesan partnerships and Beacon Church exemplars to localise and accelerate take up.
- **Advocacy and communications:** Targeted activity to build understanding, backing and sustainability for children's and youth music ministry.



Where do I fit in?

We are looking for two highly motivated and enthusiastic colleagues, who are passionate about the role music can play in discipleship, to join us as part of the core project team:

Project Leader: day-to-day project leadership and management, ensuring successful delivery and achievement of outcomes

Network Engagement Officer: building, maintaining and nurturing relationships with the churches engaged with the project

Our new colleagues will be innovators, problem-solvers and creative thinkers, excited by the opportunity to facilitate growth in faith, and convinced by the potential of singing in choirs to develop discipleship in children and young people.

Both roles are full-time (35hrs per week) for approximately three years. We are flexible about working location - office-based, remote or hybrid are all possibilities to explore – but attendance at regular team meetings at the RSCM office in Salisbury will be required of both postholders.

The project is overseen by the RSCM Deputy Director (Education), who will line manage the Project Leader. The Project Leader will line manage the Network Engagement Officer. You will also be joining a wider team of engaged and supportive colleagues whose work interacts with the project, providing opportunities for further collaboration and impact.

Appointment is subject to the right to work in the UK and RSCM Safer Recruitment processes, including completion of a Confidential Self-Declaration, Enhanced DBS check and appropriate level of safeguarding training.



Project Leader: The Choir Project

JOB TITLE	Project Leader: The Choir Project
APPOINTMENT	1.0 FTE – Fixed Term for approximately 3 years
SALARY	£35,000 FTE
LOCATION	Flexible: RSCM office in Salisbury or working from home (or hybrid) by agreement. Regular visits to Salisbury for team meetings will be required, at the postholder's expense, if primarily working from home.
HOURS	Standard office hours are 9.00am to 5.00pm (35 hours pw). Occasional scheduled out-of-hours work may be required by arrangement to facilitate communication with stakeholders, for which appropriate time off in lieu will be given.
REPORTS TO	RSCM Deputy Director (Education)

Role Objective:

To manage the project, ensuring the successful development, delivery and refinement of the different strands, to meet or exceed the intended project objectives and outcomes.

Day-to-day responsibilities include:

- Overall project management including detailed development of project approach, tasks, timeline and budget
- Designing systems to record data (in line with external and internal requirements) and using the data to identify and implement improvements
- Line managing the Network Engagement Officer
- Recruiting and liaising with resource authors and workshop leaders
- Agreeing and executing a marketing plan with the RSCM Marketing team
- Sharing progress and learning with the wider RSCM team, funders and other stakeholders
- Representing the project (and the RSCM more widely) in appropriate contexts (which may involve travel within the UK)

Person Specification: skills, experience and competencies

You are:

- Passionate about the role music can play in developing discipleship
- Enthusiastic, ambitious and innovative
- A creative thinker and positive communicator
- Able to inspire and motivate colleagues and stakeholders
- Committed to learning and delivering quality work, and open to feedback
- Supportive, positive and encouraging

You have:

- A talent for project management
- A positive experience of choral music within a church environment that you can communicate engagingly
- Confidence to develop and cultivate relationships with high level stakeholders
- Experience of developing impact monitoring systems
- The ability to work flexibly as part of a small team
- The ability to work under pressure and prioritise to a high level
- Excellent written and verbal communication skills
- Excellent IT skills
- Experience of facilitation, negotiation and creative problem solving
- Experience of strategic planning and implementation and budget management
- Knowledge of basic safeguarding principles and willingness to learn and adhere to safeguarding policy

You can:

- Demonstrate effective relationship management
- Demonstrate sector-wide knowledge and understanding (Church of England; music; education)
- Build successful partnerships
- Demonstrate high standards of self-management (e.g. time, communication, managing others, teamwork, IT, finance), including working effectively from home (if required).

Applicants will be in sympathy with the mission, aims and ethos of the RSCM.

Network Engagement Officer: The Choir Project

JOB TITLE	Network Engagement Officer: The Choir Project
APPOINTMENT	1.0 FTE – Fixed Term for approximately 3 years
SALARY	£28,000 FTE
LOCATION	Flexible: RSCM office in Salisbury or working from home (or hybrid) by agreement. Regular visits to Salisbury for team meetings will be required, at the postholder's expense, if primarily working from home.
HOURS	Standard office hours are 9.00am to 5.00pm (35 hours pw). Occasional scheduled out-of-hours work may be required by arrangement to facilitate communication with stakeholders, for which appropriate time off in lieu will be given.
REPORTS TO	Project Leader: The Choir Project

Role Objective:

To be responsible for building, maintaining and recording relationships with the churches engaged with the project, and to provide regular and accurate reporting to the project team and to the wider Church.

Day-to-day responsibilities include:

- Project administration and record keeping
- Liaising and developing good relationships with key contacts at participating churches
- Liaising and developing good relationships with key contacts in dioceses and theological education institutions
- Gathering and collating data
- Proactively reaching out to grow networks and the number of engaged churches

Person Specification: skills, experience and competencies

You are:

- Passionate about the role music can play in discipleship
- Enthusiastic and dedicated
- A creative thinker
- Open and communicative
- Committed to learning and delivering quality work, and open to feedback
- Supportive, positive and encouraging

You have:

- Administrative experience
- A positive experience of choral music within a church environment
- Confidence to build and maintain relationships with stakeholders
- Ability to focus your work on delivering agreed outcomes and objectives
- Excellent organisational skills
- Experience of using MS Word, Excel, Outlook and Teams
- Excellent written English and attention to detail
- Experience in collecting data and presenting it in written form
- Ability to work flexibly as part of a small team.
- Knowledge of basic safeguarding principles and willingness to learn and adhere to safeguarding policy
- A positive attitude to work and be able to communicate with understanding and enthusiasm

You can

- Work under your own initiative and be proactive in identifying tasks that require action
- Communicate effectively, appropriately and sympathetically by phone and email, with a range of stakeholders
- Juggle competing priorities effectively and meet deadlines
- Build positive working relationships with colleagues
- Use social media to engage with an audience (desirable)
- Work independently and effectively from home (if required).

Applicants will be in sympathy with the mission, aims and ethos of the RSCM.

The application process

How to apply:

Please submit a CV and covering letter, outlining why you are interested in the role and how you fulfil the advertised criteria. Applications should include the names and contact details for two referees, at least one of which we can contact before interview. Your CV and covering letter should be emailed to recruitment@rscm.com **making it clear in the subject line the role for which you are applying.**

Applications for both roles must be received by 12 noon on Monday 13th April 2026.

Interviews for shortlisted candidates will be arranged for late April.