

Candidate Brief

Royal School of Church Music

Development Manager



THE ROYAL SCHOOL OF CHURCH MUSIC

— 100 —

Build a Future · Cherish the Past

A Message from our Director, Hugh Morris



I am proud to lead an organisation which, whilst about to celebrate a 100 year distinguished history of supporting church music, is fully engaged with inspiring, training and leading the present and future generations of church music and musicians.

Our founder, Sir Sydney Nicholson saw a need to do something active to change things for the better. It has been our task ever since; and in a complex world in need of solace and support, our mission, to enable the flourishing of church music, has never been more needed.



We have worked hard over the last few years to successfully stabilise our finances, but now our charity needs more funds to expand our mission and achieve all the ambitious plans we have in place – to support young people and their education and engagement with music, equip music leaders, and inspire church leaders to harness the power of music. We want to maximise the linkages between churches and communities, and show by example how music and singing can cross social and cultural boundaries, for the wider good of society as well as the well-being of individuals.

If you would like to help us by joining our team of dedicated staff, and help us raise our fundraising to new levels, I would be delighted to hear from you. I hope this pack gives you a good idea of the organisation and of the work we do; but am very happy to answer any questions you might have.



Hugh Morris,
Director, RSCM

About the RSCM – An Introduction

The Royal School of Church Music enables the flourishing of church music.

We are 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. These all have a common purpose: to make a positive impact on worship and music in worship.

The RSCM supports a world-wide membership of churches, schools and individuals, and is sustained by thousands of donors and volunteers worldwide.

Founded by Sir Sydney Nicholson in 1927, the RSCM's original emphases were English and choral. Now, in a diverse international context, the RSCM's work is far broader and more diverse, and we aim to make all our work ecumenical in purpose, nature and content.

The RSCM supports and encourages church musicians, right across the country with a particular focus on ensuring that young people have the right training and engagement to become the next generation of musicians to serve the church. Our work now and into the future is as important as it ever has been.

Where is the RSCM?

Since 2006 the RSCM's administrative centre has been based in Sarum College, in The Close in Salisbury, from where many of our permanent staff are based; but we work across the whole of the UK, and across the world through our five International Partners

We are a school, but one that works on the ground through the very network of churches we exist to support. In the digital era, we increasingly engage with the world through electronic and online platforms, and now have a significant quantity of high-quality material available on YouTube, as well as through our RSCM Hub. There is further scope for engagement through social media, and reaching out to new audiences and potential members.

Wherever we work, we strive to ensure we make the maximum impact, guided by the Strategic Plan but now also by the Education Plan.

What does the RSCM do?

Simply put: we make a difference. We have a positive impact on church music of all kinds, across the country, and at all levels from young amateur to seasoned professional. We have a vision of a Church drawn closer to God through music.

Our unique contribution is to support and improve the skills of church musicians, to give them quality, relevant materials with which to work, and empower them in their own church.

We also work to support the cause of music in worship on the national and international stage, and seek to be an opinion-forming voice. The pandemic enabled the RSCM to re-assert our position as a central source or resource and support; and we have renewed our connections with the church itself, especially (but not only) the Church of England.

Events such as RSCM's annual Music Sunday help to highlight the connectivity that music can provide and draw people into the worshipping life of the church. In short, we believe that church music is a missional tool which is an essential part of the church's life, and an important ingredient in helping the church build a positive, sustainable future.

Who do we serve?

The RSCM was founded to support the Anglican Church, and we are proud to be the Official Music Agency for the Church of England; the Archbishop of Canterbury is our President (and His Majesty the King is our Royal Patron). But we work ecumenically, supporting churches, and church music traditions, of all kinds.

We are a voice for all, but are especially focused on supporting the thousands of member churches in the UK, and thousands more through our international partners, as well as the individual members who benefit from the support we are able to provide.

Our affiliated membership structure benefits whole communities through our member churches and schools: they are all part of the family of the RSCM. The 'reach' of our impact is therefore measured in hundreds of thousands.

Through our events, we are able to draw new people into connection with the church, and as such are powerful missional agents. We don't work to our own ends: we work to help build up the church.

How does the RSCM carry out its work?

Our work will never be complete, because there will always be evolving needs, and the next generation of musicians to support. We are investing into the future of the very church itself.

Internationally, we work through our core programmes:

- **Hymnpact!**[®], an innovative new resource for churches and schools launched in 2022, brings the joy of singing to a new generation, with comprehensive support including the unique Faith Notes.
- **Voice for Life**[®], a comprehensive training programme for choral singers of all ages and abilities. The whole programme emphasises progressive skill development, and embedding singing within a wider context – about far more than simply getting the notes right. Voice for Life Digital, launched in January 2024, provides a new, enhanced version.
- **Singing Awards**, an assessed exam scheme built on the Voice for Life foundations.
- **Church Music Skills**, a range of practical training schemes and awards in essential skills. We are working to support and encourage the music leaders of the future.

We work across the UK, through:

- our courses for singers, organists, instrumentalists and worship leaders, all of which have benefits which go well beyond the actual occasion, enjoyable as we always hope it will be. Digital events such as webinars and online lectures are now part of this work.
- Varied events bringing our mission to life at local and regional level
- our member magazine, *Church Music Quarterly*, available to all within each member church
- our quarterly guide to choosing music for worship, *Sunday by Sunday* (from 2023 also available as enhanced 'Sunday by Sunday Digital')
- the RSCM Press, publishing music and training resources
- our website – offering resources, advice and support
- our national choir for young people – the RSCM Youth Choir
- our 4 training choirs – RSCM Voices South, Voices West, Voices North and Scottish Voices

We also work to support our members across the UK, through the network of member organised events which we curate, including: festivals, come and sing events, workshops and training sessions.

We also work in partnership with others, consulting with the churches nationally and locally and collaborating with a range of other church, music, and educational organizations.

Education strands

Our Education work supports our principal beneficiaries: young people, music leadership, and clergy leadership. Our Education Strategy guides and shapes this work.

A significant new array of training and teaching sessions have been planned and developed and are now being enacted; and we are about to formally begin The Choir Project, a new 3-year project supported by £400,000 of Church of England partnership funding which will see the launch or re-vitalising of 200 choirs for children and young people nationwide.

The Role

The role has been established to lead, co-ordinate and grow the Development activity, including the growth in philanthropic income from major donors, trusts and foundations and individuals. It reports to the RSCM's Director.

Key tasks will include overseeing work of other staff who contribute to Development activity as a part of their roles, and the execution of fundraising activity. A particular focus in the next 18 months will be the furtherance of an ambitious Centenary Campaign to secure wider support for the charity's missional work (the centenary is in 2027).

Key responsibilities are to:

- Design, lead and execute an overall plan for fundraising activity and to contribute to Centenary planning work, liaising with the Director, trustees and others as a Centenary Board is established and enacted, and to increase giving levels at all levels
- Create a complementary High Net Worth approach plan, building on the existing Case for Support and using the 2027 Centenary as a 'hook', and leading to a new, enhanced level of fundraising activity on a sustained basis.
- Develop and oversee the execution of a Friends campaign, with the specific aim to grow the numbers and levels of support
- On an ongoing basis, prepare and submit applications to agreed grant funders and trusts, using information supplied to enable the authoring of successful bids.
- Provide general, long-term input into RSCM Fundraising initiatives, working with the Director and other colleagues as required to develop single and multi-year fundraising plans and strategies

You will demonstrate *most of the following skills and experience:*

- Proven, successful experience of significant fundraising income generation within a charity, educational institution or comparable organisation.
- Ability to create and enact a fundraising strategy across multiple elements, including trusts, legacies, individual donors etc. and to focus on the most fruitful ones.
- Understanding of user/client/customer bases, and applying such information to inform future planning and policy
- An experienced line manager, capable of inspiring staff to innovate and think creatively, but also able to oversee budgetary planning and control, ensuring appropriate levels of return on investment.
- Strong verbal and written communication skills, and an ability to communicate the 'story' of our work clearly.
- An empathy with the mission of the RSCM.

Salary, hours

£40-50k (depending on experience); F/T (35-hour contract).

Location

The RSCM's administrative centre is based in Sarum College, situated in Salisbury Cathedral Close. Salisbury is 90 minutes from London Waterloo by train. The role is expected to be appointed as hybrid with regular, consistent presence in the office expected on a weekly basis, or fully office-based. However, some travel to other locations, especially London, is also expected as a part of the role. Further details on our flexible-working policy, drawn from the staff handbook, are available on request.

How to Apply

Anyone interested in applying should do so by emailing recruitment@rscm.com

1. A CV (ideally of no more than 2 pages)
2. A cover letter, setting out your interest and relevant experience (ideally no more than 750 words)
3. In addition we ask you to complete the optional RSCM Equality and Diversity Monitoring Form found [here](#).

Please include details of two referees together with their contact details: they will only be contacted if you reach the interview stage.

Closing Date: 5:00pm BST Monday 3rd August

Interviews: Wednesday 12th and/or Thursday 13th August in Salisbury

Following a shortlisting meeting, all applicants will be updated on the outcome.

Appointment is subject to:

- Completion of the RSCM Safer Recruitment process (including references and satisfactory completion of the RSCM's Confidential Self-declaration Form)
- Basic level safeguarding training can be completed once in post
- Right to work in the UK

RSCM works to positively promote the importance of effective safeguarding, holding to the Christian belief of valuing each person as someone who bears the image of God and is loved equally by God, and therefore should be protected from harm.