

Director of Music

Parish Introduction and Job Description



Welcome from the Vicar

Bromley Parish Church is the historic parish church in the centre of Bromley, within the Diocese of Rochester. For over 800 years, it has stood at the heart of the town's civic and spiritual life, serving both the local community and the wider borough. Today, we are a friendly and welcoming Anglican church, drawing people from across Bromley and beyond. During the week, our chapel and churchyard provide a haven of peace amid the bustle of the town; on Sundays, our worship brings together a diverse congregation, reflecting the changing life of the community around us.

Music has long been central to the worship and witness of Bromley Parish Church. Under our former Director of Music, a strong and positive musical culture has flourished—one that is both open and well-integrated into the wider life of the church. We are now seeking a Director of Music to continue and develop this tradition, helping us to grow and to draw on the best of both traditional and contemporary church music.

Our musical life is in a healthy position. We have an experienced and committed choir that continues to grow in numbers and reputation, having sung at several cathedrals. The main Sunday service is a Choral Eucharist at 10.30am, complemented by Choral Evensong on the second Sunday of each month. As our parish grows and welcomes an increasing number of younger families, we also offer an All-Age Eucharist on the third Sunday. The Director of Music will play a key role in shaping the musical life of these services, helping the church's worship remain vibrant, inclusive, and inspiring.

The Director of Music is a valued member of the ministry team, contributing to the broader vision and mission of the church.

If you would like to have an informal conversation about this post, or to learn more about the life and worship of Bromley Parish Church, please contact the Church Office at administrator@bromleyparishchurch.org.

Rev. James Harratt and the Ministry Team





The Musical Life of the Church

Music is at the heart of our worship. The parish enjoys a strong choral tradition and values music as a means of glorifying God and deepening our shared life of faith.

Current musical provision:

- Main Sunday Service: Choral Eucharist (10.30am)
- Monthly Choral Evensong: Second Sunday of each month
- All-Age Eucharist: Third Sunday, with more informal music
- Festival Services: Advent, Christmas, Holy Week, Easter, Ascension, and civic occasions

Musical resources:

- A dedicated choir (SATB) of adults and senior youth, experienced in cathedral-style repertoire
- Organist and organ scholar supporting regular worship
- 3-manual organ built in 1991 by J. W. Walker & Sons Ltd (NPOR D03599)
- Mander chamber organ, Yamaha baby grand piano, and Clavinova
- Choir vestry serving as rehearsal room

The Role of the Director of Music

The Director of Music will be responsible for leading and developing the musical life of Bromley Parish Church, ensuring that music enriches our worship, supports the liturgy, and encourages the participation of the whole congregation.

Key responsibilities include:

Worship & Music Leadership:

- Plan and direct for all main Sunday and festival services in consultation with the Vicar.
- Maintain a high standard of liturgical and musical excellence in the Anglican tradition.
- Resource music for midweek and occasional services as required.

Choir & Music Development:

- Rehearse and direct the choir weekly, encouraging musical growth and enjoyment.
- Develop the choir's range and repertoire, building on its strong tradition.
- Explore opportunities for involving children and young people in music.
- Support and mentor choral and organ scholars.

Concerts & Outreach:

- Oversee the programme of recitals and concerts, including publicity and scheduling.
- Serve as an ambassador for Bromley Parish Church's musical life.

Administration & Oversight:

- Manage the music budget in consultation with the Vicar and Treasurer.
- Ensure the care and maintenance of the organ and other instruments.
- Organise cover for absences and liaise with the assistant organist as needed.

Safeguarding & Compliance:

- An Enhanced DBS clearance for working with children and vulnerable adults is required for this role.
- The Director of Music will be required to comply with all relevant safeguarding policies and best practice.

Person Specification

We are seeking a Director of Music who will bring imagination, skill, and faith to this ministry.

Essential qualities:

- A confident and inspirational church musician with a deep sympathy for Anglican liturgy.
- An accomplished choir director comfortable with a wide repertoire.
- The ability to lead, inspire, and recruit choir members.

- Strong communication, planning, and administrative skills.
- Commitment to the mission and ministry of the Church of England.
- Willingness to work collaboratively as part of the ministry team.

Desirable qualities:

- Ideally an accomplished organist comfortable with a wide repertoire.
- Experience of developing children's or youth choirs.
- A record of musical outreach, education, or community engagement.

Terms and Conditions

- Salary: £14,500 per annum
- Hours: Approximately 15 hours per week (including Sundays)
- Leave: Six weeks per year (pro rata), including not more than six Sundays and excluding major festivals
- Line Management: Reports to the Vicar; accountable to the PCC for budget and planning
- Contract: Appointed by the Vicar and PCC, subject to six-month probation during which time employment may be terminated with one week's notice by either side. Upon satisfactory completion of the probationary period, the notice period is three months
- Additional fees: First refusal for weddings, funerals, and memorial services
- Facilities: Use of organ, piano, and vestry for teaching and rehearsal by agreement with the Vicar
- Safeguarding: Appointment subject to Enhanced DBS check and compliance with parish policies

How to Apply

Applications should include:

- A covering letter outlining your interest and suitability for the role
- A CV detailing relevant musical and church experience

Please send applications to: administrator@bromleyparishchurch.org

Informal conversations are warmly welcomed with:
The Revd James Harratt, Vicar – vicar@bromleyparishchurch.org

Closing date: 12th December 2025

Interviews to be arranged for January 2026



Ethos and Values Statement

Ss. Peter and Paul, Bromley (Bromley Parish Church) has been the parish church at the heart of Bromley for over 800 years seeing it transform from a small village into a busy and vibrant town. Our work and mission

Bromley Parish Church, being part of the Diocese of Rochester within the Church of England and the world-wide Christian Church, seeks, in the power of the Holy Spirit, to confess Jesus Christ as Lord and to proclaim the Word and Work of God so that humanity is redeemed, community restored and creation renewed.

We do this by:

Enabling people to worship God so that they serve God faithfully.

Equipping people to learn more of Christ from God's Word and God's World.

Encouraging people to witness boldly to what God is doing in their lives.

Engaging with people to work for justice, compassion and healing.

Ethos Statement

The ethos of Bromley Parish Church, which is based on the doctrine and practice of the Church of England is the motivation for all our work. It is to work together to extend the Kingdom of God on earth by living out a lifestyle of love, truth, justice, mercy and forgiveness, according to his teaching. We are inspired by the message, life and example of Jesus through which God's unconditional love for all people is expressed.

Our ethos is given life through our relationships. The way we work together and behave with one another, and those we seek to serve, demonstrates and authenticates our ethos. It is through these relationships with each other and those whom we seek to serve, that we practise our ethos.

Our ethos or motivation, and therefore our relationships, are rooted in our faith in Jesus Christ and in his love, which compels us to serve others. This faith directs and influences our internal relationships as well as our work with those who the church is seeking to serve. Our activities are an outworking of our faith. The link between who we are and what we do cannot be broken.

Our Values

Integrity

We believe that our mission and purpose – to extend the Kingdom of God on earth – is indissolubly linked with how we operate internally. The values, which we promote for ourselves as an organisation, should be matched by those that we practice when relating to others. The link between who we are and what we do cannot be broken

Authenticity

This church believes that its purpose – to extend the Kingdom of God on earth through our activities – flows out of our desire to work towards the same for ourselves as an organisation. The love and care with which we serve others should be authenticated by the same love and care which we have for each other

Transparency

We believe that we should be open and transparent about our beliefs and the link between our beliefs and our mission in matters of publicity, fundraising, employment etc.

Accountability

We believe that all we have comes from God and that we should exercise wisdom, integrity and responsibility in using the resources entrusted to us.

United effort

We are committed to maintaining our distinctively Christian ethos by ensuring that Christians are appointed to those positions, which we have agreed, require Christians to fill them

Diversity

We believe that we have a duty to maintain our Christian distinctiveness by recruiting those who are committed to Christ's teaching about the Kingdom of God. However, at the same time we want to embrace the values of inclusivity and diversity by welcoming and involving where appropriate, those of other faiths and none

Servant leadership

We believe in working for the common good, where appropriate through partnership with other Christian organisations, churches and voluntary and statutory agencies. We seek to encourage, serve and build up other bodies recognising their role within local communities

Values about people

Equality

We affirm the God-given value of each person and believe in equal value of all. We stand for respect and freedom for everyone and tolerance and understanding between people of different opinions

Discipleship

We believe that as we serve others we learn as much about ourselves and our relationship with God as about the work

Well-being

We believe that God created people in His image, to be whole human beings and to flourish. We believe that well being should characterise our dealings with staff and volunteers

Transformation

We believe that everyone should have the opportunity to develop and change, realising their potential and thus making a full contribution to the organisation and society in general. We believe that as we grow and change, not only are we transformed but also the world around us. We believe that everyone is a learner and should be encouraged, supported and challenged to become who s/he can be. Learning who we are in God is as important as learning how to do the job.

Values about the way we work

Commitment to each other

We believe that a tolerant society is one in which people of different opinions can live together in peace. In working together to deliver the work of the organisation we want to endeavour at all times to trust one another, being patient and forbearing. We should work at paying attention to the way we speak to one another, attempting to listen well, even when it is uncomfortable to do so, being able to confront difficulties carefully and with compassion

Interdependence

We believe that each person has his or her own part to play and contribution to make to the whole. We believe that every opportunity should be taken to exchange views so that we can improve our understanding of ourselves, of one another and of the work we do

Community

We believe that a healthy community is one to which people feel that they belong. Within this organisation we are committed to the same way of life where volunteers and staff experience a sense of belonging to and identity with the organisation. We believe that successful delivery of our mission happens when people feel they belong and have a role.



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