



Director of Music

Applicant's Information Pack

Welcome from the Abbot	3
The Abbey	5
Mission and Works	7
Music at the Abbey	9
The Organ	10
The Choir	12
The Role	13
Main Responsibilities	14
Person Specification	16
The Application Process	17

Welcome from the Abbot



Thank you for your interest in the role of Director of Music at Ealing Abbey. Music has always held a special place in the life of our Benedictine community, enriching our worship and drawing hearts closer to God. The beauty of sacred music is not merely an adornment to the liturgy—it is an integral part of prayer, a way of lifting the soul and expressing the mystery of faith.

At Ealing Abbey, we strive to offer worship that is reverent, vibrant, and deeply rooted in the Benedictine tradition. Our music ministry plays a vital role

in this mission, serving both our monastic community and the wider parish. We seek a Director of Music who shares this vision and can inspire others—monks, parishioners, and musicians alike—to participate fully in the praise of God.

This is an exciting opportunity to shape the musical life of the Abbey, fostering excellence while remaining attentive to the spirit of the liturgy. If you feel called to this work, we warmly invite you to explore this application pack and consider joining us in our mission.

Please do not hesitate to contact us to discuss this opportunity further or arrange a visit. You would be most welcome.

With every blessing,

Abbot Dominic Taylor
Ealing Abbey



The Abbey

The Abbey Church of St Benedict at Ealing is a distinguished example of late Gothic Revival architecture, designed in the Perpendicular style by Frederick Arthur Walters (1849–1931).

Construction began in 1899, following the Benedictines' arrival in Ealing at Cardinal Vaughan's invitation. Walters envisioned a grand abbey church inspired by medieval English models, though the full design was never completed.

The first two bays of the nave were opened in 1899, and by 1904 the initial section was in use. Expansion continued with the sanctuary and Lady Chapel in 1915, and by 1934 the western bays and turreted west front were completed under Walters' son, Edward John Walters. These additions used yellow Guiting stone faced with Bath stone, harmonizing with earlier work.

Bombing during World War II destroyed the east end in 1940,

obliterating the sanctuary and choir. Restoration began in 1957 under Stanley Kerr Bate, who completed the transepts and crossing by 1962. The final major additions—the monks' choir and Lady Chapel—were designed by Sir William Whitfield and built between 1996 and 1998.

The interior features a long nave with a single hammerbeam roof, richly painted with monograms of Christ and St Benedict. Highlights include the west window by Burlison & Grylls and memorial glass by Ninian Comper. Today, Ealing Abbey stands as a Grade II listed building, embodying a century of Benedictine vision and resilience, and serving as a focal point for worship and community life in West London.



Mission and Works

Ealing Abbey is a Benedictine monastery committed to living out the Rule of St Benedict in the heart of West London. Its mission is rooted in the Benedictine values of prayer, hospitality, and service, expressed through the rhythm of monastic life and outreach to the wider community. The monks gather daily for the Divine Office and the Eucharist, offering a witness of prayer and stability in a busy urban setting.

The Abbey serves as the spiritual home for Saint Benedict's Parish, a vibrant Catholic community within the Archdiocese of Westminster. Through its liturgy, sacramental life, and pastoral care, the parish welcomes people of all ages and backgrounds, fostering faith and fellowship. Music and the beauty of worship are central to its mission, reflecting the Benedictine tradition of glorifying God through

excellence and diverse styles in liturgy.

Education has long been integral to the Abbey's work. The Abbey offers a place of worship and faith formation to several local primary and secondary schools. The Benedictine Institute, based at the Abbey, offers courses and resources in theology, spirituality, and monastic studies, promoting lifelong learning and formation.

Hospitality is another hallmark of Benedictine life. The Abbey provides space for retreats, spiritual direction, and community gatherings, offering a place of peace and reflection amid the city's bustle. Through these works, Ealing Abbey seeks to glorify God in all things—*Ut in omnibus glorificetur Deus*—and to serve both Church and society with faith, hope, and love.



Music at the Abbey

Music has been at the heart of Ealing Abbey's life since its foundation in 1897, reflecting the Benedictine conviction that sacred music is integral to worship.

The monastic community's daily liturgy is sung in English and Latin, with Gregorian chant forming its backbone. Other music groups with assorted styles volunteer for the Parish liturgies.

The Abbey's acoustic enhances the beauty of chant and choral music, while its organ—central to the liturgical soundscape—supports both solemnity and celebration. Beyond worship, Ealing Abbey promotes the study and performance of sacred music through collaborations with conservatoires and the Benedictine Institute, aiming to offer professional qualifications in liturgical music.

Sunday

7.40 Lauds
9.00 with Children's Liturgy
10.15 Family Mass in Parish Hall
10.30 Monastic Conventual Mass:
with the Abbey Choir
12.00 Sung Mass
18.00 Vespers
19.00 Young People's Mass

Monday to Friday

6.00 Matins
7.00 Monastic Conventual Mass
7.40 Lauds
9.15 Mass
18.00 Mass
18.35 Vespers
20.00 Compline

Saturday

6.30 Matins
7.00 Mass
7.40 Lauds
9.15 Monastic Conventual Mass
17.30 Vespers
18.00 Vigil Mass
19.30 Vigils (Matins of the Sunday)

The Organ

The organ at Ealing Abbey was built in 1974 by Rushworth and Dreaper, a distinguished Liverpool firm active from 1828 to 2002. Installed after decades of disruption caused by wartime damage, it replaced the original John Compton organ, destroyed in the 1940 bombing.

Designed on neo-classical lines, the instrument reflects the mid-20th-century revival of clarity and balance in liturgical music. Its specification—two manuals and 26 speaking stops—offers a versatile tonal palette for Gregorian chant, polyphonic choral works, and congregational accompaniment. Bright principal choruses, expressive flutes, and colourful reeds complement the Abbey's resonant acoustic. Positioned in the west gallery, the organ supports the Abbey Choir at Conventual Mass, major feasts, and monthly recitals.

Despite its reliability and musical integrity, the organ

remains awkwardly placed and limited in resources, a product of its experimental era. The Abbey's postponed organ development project proposes reusing much of the instrument to create a choir organ in the east end and a grand organ in the west gallery, enhancing worship and concert capability.

Specification (Stolist)

Great Organ

- Chimney Flute 8
- Principal 8
- Wald Flute 4
- Octave 4
- Twelfth 2½
- Octave 2
- Mixture V-VI
- Trumpet 8

Swell Organ (enclosed)

- Salicional 8
- Stopped Flute 8
- Principal 4
- Koppel Flute 4
- Block Flute 2
- Cornet II
- Larigot 1½
- Mixture III-IV
- Krumhorn 8
- Clarion 4

Pedal Organ

- Principal 16
- Bourdon 16
- Octave 8
- Flute 8
- Choral Bass 4
- Nachthorn 2
- Mixture III-IV
- Fagot 16
- Schalmei 4

Couplers

Swell to Great,
Swell to Pedal,
Great to Pedal



The Choir



The Abbey Choir, established in 1908 by Dom Cyril Rylance, has long upheld the rich heritage of Gregorian chant and Latin polyphony, while embracing works by composers such as Jonathan Dove, Gabriel Jackson & Errollyn Wallen. This blend of tradition and innovation ensures that the Abbey's music remains both rooted and dynamic. The weekly commitment of the Choir revolves around the Sunday Conventual Mass. The choir also sings for major feasts, Advent



Vespers, and seasonal concerts such as *Carols by Candlelight* and *Tenebrae*.



The Abbey Choir consists of twenty boy and girl treble choristers, who receive music tuition, and six professional lay clerks. The Choir's principal commitment revolves around the liturgy in the Abbey Church each week and at Christmas and Easter; repertoire ranges from Gregorian chant and Latin polyphony to works by composers such as Jonathan Dove, Gabriel Jackson & Errollyn Wallen.

Outside of the liturgy the choir is extremely active, giving public concerts and touring

regularly. The choir has toured across Europe and USA and given concert performances including Bach's *St John Passion*, Handel's *Messiah*, Orff's *Carmina Burana* at Cadogan Hall and Monteverdi's *Vespers*.

There are six professional (contracted) Lay Clerks in the back row of the Choir: two altos, two tenors and two basses. They sing Mass every Sunday with the choristers, as well as other special services. Some services during the school holidays are sung by the men alone. There is a list of approved deputies.

The Role

Position: Director of Music

Responsible to: The Abbot

The Abbey is seeking a confident and inspiring Director of Music to lead its choir and music programme. The church maintains a high standard of liturgical and musical worship within the

Catholic Benedictine tradition and this role offers the opportunity to work in a context where the choral tradition is taken seriously, and where music plays a central role in the liturgical expression of the church. Following the exceptional twenty-year tenure of the current Director, the post will suit a gifted musician who brings artistic sensitivity, professional focus, and a desire to maintain and develop a well-established tradition of excellence in church music.

The salary is £20,000-£24,000+ depending on experience. Additional service fees separately negotiated. Subsidised accommodation (90% reduced) or allowance (£900 pcm) is offered. The Director is expected to work an average of at least 14 hours per week, including Easter Triduum, Christmas, and Ash Wednesday, to fulfil required duties and rehearsals, with built-in flexibility to support the role's growth over time. The

probationary period is 6 months.

The current schedule is:

Tues, Wed, Fri 8.00am-
8.30am

Tues

4.30pm-
5.30pm

Sun

9am-10.20am

Mass

10.30am

Main Responsibilities

The postholder is responsible for the liturgical music planning and leadership, which includes to:

- Plan and prepare all choral and congregational music in line with the liturgical calendar and lectionary.
- Lead the musical elements of worship, normally by conducting the choir in collaboration with an organist. May occasionally play the organ at services, and is responsible for arranging appropriate deputies or assistants when required. It is equally possible for a non-organist to undertake this role.

Another area of responsibility is Choir Direction and Development, which includes to:

- Direct the choir at the weekly Conventual Mass (Sundays at 10:30am), Ash Wednesday, the Easter Triduum, Midnight Mass, Christmas Day.
- Rehearse the full choir before services, typically 9:00am on a Sunday and one hour before special services.
- Rehearse the choristers during the week – the current routine is three morning rehearsals per week (8:00-8:30am) and Tuesday afternoon (4:30-5:30pm).
- Select repertoire that reflects and builds upon

the church's well-established liturgical and musical tradition.

- Build and sustain a committed choral community, including families and the Friends of Ealing Abbey Choir. This includes fundraising for future activities such as tours, concerts and charitable activities.

A further area of responsibility is Musical Education and Formation, which includes to:

- Encourage confident congregational singing and musical engagement.
- Be responsible for the recruitment of new probationers, helping to develop the choir's membership over time and ensuring that there is a long term plan for the sustainability of the choir.
- Support the ongoing musical development of probationers, choristers and Lay Clerks.

- Provide opportunities for the continuing musical formation of former choristers (e.g. an Adults' Schola).
- Contribute to the broader educational life of the Parish through outreach initiatives related to music and liturgy.

An additional area of the role is Administration and Oversight, which includes to:

- Act as Line Manager for choir staff, including Organist, Choir Matron and Lay Clerks.
- Report each term to the Abbey Choir Management Committee, which oversees the running of the choir.
- Plan and manage income and expenditure guided by the Abbey Choir Management Committee.
- Oversee the maintenance and tuning of instruments (organ and piano).
- Act as the Safeguarding Representative of the

choir to the Safeguarding Liaison Committee.

- Ensure compliance with copyright and licensing policies.

A final aspect of the role is Collaboration and Wider Engagement, which includes to:

- Work closely with the Abbot, Monastic Community, parents and local schools.

- Support occasional collaborations with visiting musicians, choirs, and other churches.
- Develop the organisation of concerts, recitals, or musical events consistent with the liturgical and musical life of the church.
- Represent the musical life of the church in appropriate external settings, e.g. tours.

Person Specification

Essential

- Music degree or professional qualification relevant to the post (e.g. ARCO).
- Proven experience in choral direction and liturgical music.
- Knowledge of the Catholic choral tradition (Gregorian chant and Renaissance polyphony), organ repertoire, and its liturgical context.
- Ability to lead, inspire, and develop a choir of skilled singers.
- Experience of working with young people in a musical context and an understanding of safeguarding.
- Strong organisational and communication skills appropriate to a professional church setting.

Desirable

- Familiarity with the Catholic tradition.
- Excellent keyboard skills, particularly in organ performance and improvisation.
- Experience managing music in a liturgical context.
- Experience of working with professional musicians.
- Ability to work collaboratively with clergy, staff, and volunteers.

The Application Process

Making an application

Applicants are required to download and submit a completed application form. We are unable to accept CVs so please do not attach your CV, references, or copies of educational certificates to your form. If there is insufficient room on the form in a particular section, you can simply attach an extra page and mark it clearly with your name and the job title, indicating the number of the relevant question.

Section 5: *Qualification/Training* – this section should include details of any Public Music Examinations/Diplomas as well as any non-musical qualifications and/or training which might be relevant to the role.

Section 6: *General Experience & Further Information* - this section of the form is where you make your case for the job and is your opportunity to tell us specifically why you wish to apply and what makes you a suitable applicant. You should include anything you feel would be useful in support of your application telling us as much as possible about yourself in relation to all the items listed in the job description.

Please remember that those involved in the selection process cannot make assumptions about you - tell us everything relevant to your application and complete all the sections on the form.

DBS Checks

Ealing Abbey is committed to safeguarding and promoting the welfare of children, young people, and vulnerable adults. All staff must adhere to the policies of the Catholic Church in England and Wales for safeguarding children, young people, and vulnerable adults. In line with our safeguarding policy, some employees and volunteers working in specific roles at the Abbey will be subject to satisfactory clearance being obtained from the Disclosure and Barring Service (DBS). As this work involves regulated activity with children, this appointment is subject to a satisfactory Enhanced DBS check. The check will be undertaken as part of the appointment process with the successful candidates. In the event of an offer of employment being made, we will take up references and reserve the right to validate all information entered on the application form.

Data Protection

Information provided by you as part of your application will be used in the recruitment process. Any data about you will be held securely with access restricted to those involved in dealing with your application and in the recruitment process. Once this process is completed the data relating to unsuccessful applicants will be stored for a maximum of 6 months and then destroyed. If you are the successful candidate, your application form will be retained and form the basis of your personnel record. By signing and submitting your completed application form you are giving your consent to your data being stored and processed for the purposes of the recruitment process, equal opportunities monitoring and your personnel record if you are the successful candidate.

Equal Opportunities

Information provided by you on the Equal Opportunities Monitoring Form will be used to monitor our equal opportunities policy and practices. This part of the form will be detached from the main body of the application form and will not form any part of the selection process.

Work Permits

Under the Asylum and Immigration Act, we are required to check that anyone taking up employment with us has the legal right to work in the UK. Short-listed applicants will be asked to provide us with documentary evidence to support their entitlement to work in the UK prior to any offer of employment being made.

Applications and Timetable

Application forms are available from:

Website: www.ealingmonks.org.uk

E-mail: info@ealingabbey.org.uk

Tel. 020 8194 2300

Please return the application form together with a covering letter to either:

By post: Abbot's Secretary
 Ealing Abbey
 Charlbury Grove
 London W5 2DY

Or, by Email: info@ealingabbey.org.uk

For enquiries: Tel.: 020 8194 2300 (reception)

Further information: www.ealingabbeychoir.org.uk

The closing date for completed applications is Wednesday, 7 January 2026 at 11.59pm.

Shortlisted candidates will be invited for interview and to rehearse with the choir at a date in January. Further details about what this will involve will be provided, should you be invited for interview. If you have not heard by Monday, 12th January you may assume your application has not been successful.