



King's High School

GRADUATE ORGAN SCHOLAR & MUSIC ASSISTANT

The Collegiate Church of St Mary and King's High School, Warwick, seek to appoint an outstanding practitioner to the post of Organ Scholar & Music Assistant for the academic year 2027-28 (although there may be an opportunity to extend this position). The position is open to organists in sympathy with the aims and values of the Church of England, and with an interest in the education and musical development of young people.



The Collegiate Church of St Mary, Warwick



The Church enshrines much of the history of England and has great architectural beauty and significance. It is a home of prayer and worship, with a strong musical tradition.

St Mary's was founded on its present site in 1123 by Roger de Newburgh, Earl of Warwick. The glorious Beauchamp Chapel was built in the Fifteenth Century to house the tomb of Richard Beauchamp, the Earl of Warwick and one of the richest and most powerful men in the history of the country. The Chapel also houses the tombs of Robert Dudley, Earl of Leicester, his brother Ambrose, Earl of Warwick, and Robert's son the 'Noble Impe'.

The Chancel, Vestry, and Chapter House were rebuilt in the Fourteenth Century by Thomas Beauchamp, and this section of the building represents one of the highest peaks

of English Gothic architecture. The Nave and Tower were destroyed in the great fire of Warwick in 1694, and rebuilt by 1704 by the brothers Francis and William Smith. The Church is home to the Chapel of the Royal Warwickshire Regiment (Royal Regiment of Fusiliers), and the Crypt still remains from the original Norman building. It continues to be the final resting place for the Earls of Warwick to the present day.



There has been a choir at the Church since 1123, originally consisting of 6 “Quaeresters” and 6 “Vicars-Choral”. This remained the case until 1544 when Henry VIII ordered the dissolution of the College and the attached choir school. The Church now boasts independent front rows of boy and girl choristers, a fine back row, and an auditioned adult choir (St Mary’s Scholars).



King's High School, Warwick

Founded in 1879, King's High School provides independent, single sex, day education for approximately 833 girls aged 11 to 18. The school is renowned for its friendly and welcoming atmosphere and its strong reputation as a centre for educational innovation. It is founded on a distinguished academic tradition tailored to the individual needs of our students. We pride ourselves on the outstanding academic performance and broader creative and co-curricular passions of our pupils.

We value friendship, social responsibility, intellectual curiosity and creative thinking. Students are encouraged to follow their interests and excel in subjects they enjoy. Our aim is for our pupils to grow into happy, confident and compassionate young women with the ability to reason, analyse, learn independently and exercise strong judgement and leadership.

As we celebrated our 140th year, the school moved into its stunning new home on the Foundation campus in September 2019, joining Warwick School and Warwick Preparatory School. In 2021 The Kingsley School in Leamington Spa also joined our Foundation.

King's High School was crowned Senior School of the Year at the Independent Schools Association Awards 2021-2022. The School also won the Excellence and Innovation in Performing Arts Award.

We are proud to be a Tatler School and were named a 'School of the Future' in the Tatler Schools Guide 2022.

Above all, we are proud of our warm, friendly and positive ethos which places our students at the heart of all that we do.



MUSIC AT ST MARY'S



The Church is very proud of its choral tradition, and the role of music in its worship, and boasts independent front rows of boy and girl choristers, a fine back row of adults and the 'Junior Men' (teenage boys), as well as an auditioned adult choir (St Mary's Scholars).

St Mary's maintains four choral services during term time, sung by the various parts of the 'Robed Choirs':

The **boy choristers** – currently numbering 20 – are drawn from a variety of local schools, and travel to sing at St Mary's from as far afield as Coventry, Stratford-upon-Avon, Solihull, and Leamington Spa. There are scholarships available for choristers who attend the Warwick Schools Foundation schools, but the majority of the boys attend voluntarily (although the choristers do receive Choir Pay each term!). They rehearse on Tuesdays and Fridays, and usually sing both

services on Sundays with the back row. When boys' voices change, they usually move to the back as 'Junior Men', singing with the adults.

The **girls' choir** – currently numbering 28 – was founded in 1990 by the then Director of Music, Simon Lole. The girls, aged eight to eighteen, come from a range of schools, with scholarships available for those who attend the Warwick Schools Foundation schools. They rehearse on Mondays and sing Evensong on Wednesdays, as well as singing Sunday services with the back row roughly once a month, and join with the boys for major festivals. In addition to their liturgical duties, the girl choristers offer annual performances of Britten's *Ceremony of Carols* and Pergolesi's *Stabat mater*.

The members of the **back row** are all experienced musicians and are committed unpaid volunteers. Most are in full-time occupation, ranging from psychotherapy and professional golf coaching to positions in education, manufacturing and motor industries. The adults act as unofficial musical mentors to the Junior Men, and enjoy a rich and healthy social life in and around Warwick, organising regular curry evenings, pub trips and other similar activities.



The Robed Choirs have their own distinct parts but join forces for major feast days and significant concerts, and have undertaken numerous tours across the UK and further afield, including most of the UK's cathedrals and Russia, USA, Dublin, Germany, France and Spain. They have broadcast on BBC Radio and TV – including live on BBC One for Easter Day and Midnight Mass, being regular contributors to BBC Radio 3's *Choral Evensong* and for a number of *Songs of Praise* episodes – as well as featuring on a variety of CDs.

St Mary's Scholars is the deputy, adult choir of St Mary's, singing for services on up to six Sundays every year, as well as the Victorian Evening in November and during Holy Week. It has also sung in churches further afield and given occasional concerts. The repertoire encompasses a broad range of church music: plainchant and medieval music frequently “rub shoulders” with contemporary music, and the choir has given several first performances in addition to standard repertoire from Tallis to Tavener. Rehearsals take place on Tuesday evenings in the approach to a service or performance. Membership is by audition and the choir is formed from a wide pool of singers from all walks of life. The Organ Scholar is the accompanist for St Mary's Scholars.

The Music Department is led by the Director of Music, **Oliver Hancock**, who is responsible for the overall provision of music at St Mary's, and is also Choral Director at King's High School (Warwick's independent girls' school). **Mark Swinton** is the Assistant Director of Music, and takes on the majority of the organ playing at services and for concerts, and conducts the St Mary's Scholars. **Laurence Panter** is Vocal Coach to the Choristers and Junior Men. The Music Department is supported by a number of volunteers, including the Music Administrator, **Paddy Barr**.

The Vicar is the **Revd Canon Angus Aagaard**, and he is supported by the Canon Precentor, the **Revd Canon Peter Holliday**. The Church's Chief Operating Officer is **Clare Gould**.



St Mary's timetable

Monday:	4.30-6.00pm 6.00-6.30pm	Girls' rehearsal (Probationers 4.30-5.30pm) Girls' Musicianship & Theory/RSCM 'Voice for Life' session
Tuesday:	4.30-6.00pm 6.00-6.30pm	Boys' rehearsal (Probationers 4.30-5.30pm) Boys' Musicianship & Theory/RSCM 'Voice for Life' session
Wednesday:	4.30-6.15pm	Girls' rehearsal and Evensong
Thursday:	<i>Music Department's usual day off</i>	
Friday:	4.45-6.15pm 6.20-7.00pm 7.00-7.45pm 7.45-8.20pm	Men's rehearsal and Evensong Boys' rehearsal Boys' and Men's rehearsal Men's rehearsal
Saturday:	<i>No regular duties</i>	
Sunday:	9.30-11.45am 4.15-4.45pm 4.30-6.30pm	Boys' and Men's rehearsal and Eucharist (Girls and Men roughly once a month) Junior Men's Musicianship & Theory/RSCM 'Voice for Life' session (roughly once a fortnight) Boys' and Men's rehearsal and Evensong (Girls and Men roughly once a month)



The Organs

The present specification was drawn up by the organist, Andrew Fletcher, in consultation with Roy Massey, and was built by the firm of Nicholson and Co. Ltd. of Worcester in 1980. The aim was to produce an instrument well able to serve all the needs for accompanying the fine Collegiate Church Choir and also to be a versatile recital instrument. The result is effectively two organs played from one console in the Nave. The two-manual transept organ, now contained entirely in the north-east case (although the empty chancel and southeast cases remain in the Church to this day) retains much of the old Hope-Jones pipework and is most English in character, whereas the West organ, in the enlarged Schwarbrick case, is a neo-classically-voiced three-manual organ, ideally suited to the demands of the European organ schools. Both organs can be played singly, or used together to great effect. Further small tonal modifications and a modernisation of the console were completed in 1998. The church also possesses a three-stop chamber organ, made in 1993 by Richard Moore of Leamington Spa. Further information on the Organs at St Mary's can be found on the church website: www.stmaryswarwick.org.uk

The Specifications of the Organs

West Organ (Nicholson, 1980)

Pedal		Great		Swell	
Sub bass	32'	Bourdon	16'	Gedackt	8'
Principal	16'	Principal	8'	Viola	8'
Bourdon	16'	Stopped Flute	8'	Voix celeste	8'
Diapason	8'	Octave	4'	Principal	4'
Bass Flute	8'	Flute	4'	Octave	2'
Choral Bass	4'	Grosse Tierce	3 ¹ / ₅ '	Sesquialtera	II (12.17)
Octave Flute	4'	Larigot	1 ¹ / ₃ '	Plein Jeu	IV-V(12.22.26.29.33)
Mixture	III (26.29.33)	Fourniture	III-IV(15.19.22.26)	Posaune	8'
Schalmei	4'	Quartane	II (12.15)	Fagott	16'
<i>Tremulant</i>		Trompette	8'	<i>Tremulant</i>	
		Trompeta Real	8' (<i>from Positive</i>)		
		<i>Tremulant</i>			



Bombarde Pedal

Contra Bombarde	32'
Bombarde	16'
Fagott	16'
Octave Bombarde	8'

Swell to Pedal

Great to Pedal

Positive to Pedal

8 thumb pistons to each division

8 toe pistons to Pedal

8 toe pistons to Swell

8 general pistons

Reversible thumb pistons for all couplers

4 thumb pistons Sequencer advance (+)

1 thumb piston Sequencer regress (-)

1 toe piston Great to Pedal

1 toe piston Swell to Great

1 toe piston Bombarde 16'

1 toe piston Contra Bombarde 32'

Swell to Great

Positive to Great

Positive

Stopped Diapason	8'
Nachthorn	4'
Nazard	2 ² / ₃ '
Principal	2
Blockflute	2'
Tierce	1 ³ / ₅ '
Sifflote	1'
Cymbel	III (26.29.33)
Regal	16'
Voix Humaine	8'
<i>Tremulant</i>	
Trompeta Real	8'
Trompeta Octava	4'

Swell to Positive

Great & Pedal pistons coupler

Swell & Pedal pistons coupler

Generals on Swell toe pistons

Transept Great on Positive

Transept Swell on Positive



Transept Organ (Alfred E. Davies & Sons, 1969 – rebuilt Nicholson, 1979/1998)

Pedal		Great		Swell	
Geigen	16'	Contra Geigen	16'	Stopped Diapason	8'
Bourdon	16'	Open Diapason	8'	Salicional	8'
Principal	8'	Stopped Flute	8'	Vox Angelica	8'
Bass Flute	8'	Octave	4'	Principal	4'
Fifteenth	4'	Wald Flute	4'	Stopped Flute	4'
Trombone	16'	Twelfth	2 ^{2/3} '	Fifteenth	2'
Trumpet	8'	Fifteenth	2'	Mixture	III-IV (19.22.26.29)
		Fourniture	III-IV (15.19.22.26)	Contra Oboe	16'
		Trumpet	8'	Oboe	8'
		Clarion	4'	Cornopean	8'
Swell to Pedal		Swell to Great		<i>Tremulant</i>	
Great to Pedal				Swell Octav	
				Swell Sub-octave	



Both organs are played from a single detached 3-manual and pedal console situated in the North Aisle.
Compasses: Manuals C – c⁴; Pedals C – g¹

Chamber Organ (Richard Moore, 1993)

(Stopped Diapason) 8'
(Stopped Flute) 4'
(Principal) 2'
Compass: C – a³
Transposable between A=440 and A=415



MUSIC AT KING'S HIGH

Music is at the heart of the school community, developing musicians for the 21st century. All styles of music are appreciated and celebrated through the diverse range of extracurricular activities. Such experiences are excellent vehicles for musical learning. Live performances are a regular feature of the music programme, promoting self-discipline, hard work and, above all, fun. There are many opportunities for pupils across the key stages to work together and to showcase their diverse musical excellence through informal and formal concerts and events across the Foundation.

All pupils in Key Stage 3 experience a curriculum rich in Listening, Performance and Composition. Students are taught the basics of musical theory through practical sessions (including small-group instrumental teaching in Year 7) and more advanced musicians further their skills and experience through the GCSE course and A Level studies (both Edexcel).

We are extremely proud of our outstanding examination results and the proportion of students continuing to study music at leading music establishments is to be highly commended. In 2026, 100% of A Level Music results were at A*-C, and 85% of GCSE results were Grade 9. The University of Cambridge, Royal Academy of Music, the Royal Northern College of Music, the Royal Birmingham Conservatoire, Guildhall School of Music and Drama, King's College London, Royal Holloway, Durham University, Leeds University and are just some of the colleges of musical excellence that our pupils go on to attend.



The Role



The school has a long and distinguished history of music-making, and this post builds on the existing link between the Music Departments of King's High School and St Mary's. Following the launch of the King Henry VIII Choral Scholarships, the links between St Mary's and Warwick Foundation Schools has been further strengthened.

This appointment presents an ideal opportunity for an excellent and enthusiastic candidate to develop their skills and gain valuable experience as a member of our outstanding team, working across both settings.

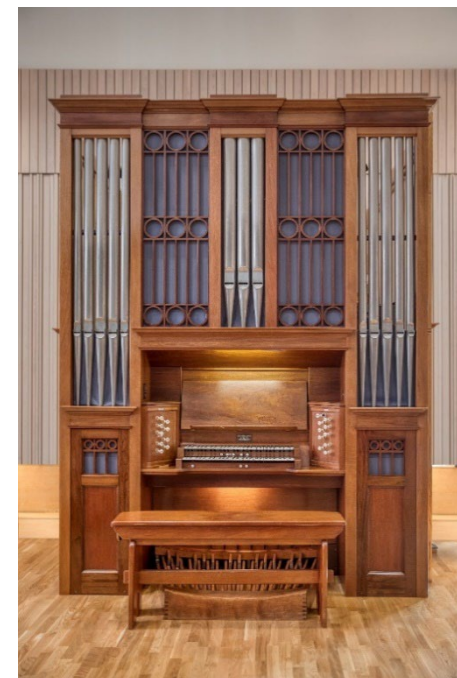
The Department

The music departments of both King's High and Warwick Prep are united under the leadership of the Director of Music, Adam Albrighton in the Music School which opened in 2020.

The Music School enjoys dedicated, state-of-the-art facilities including an auditorium, rehearsal studio (where the organ is located), two music classrooms, one keyboard suite running Cubase and Sibelius workstations, percussion studio, 14 practice rooms, music library and instrument storage, office and technical spaces.

The recent acquisition of the Lady Susi Jeans organ is a real boon for King's High. It is a versatile instrument (particularly good for trio sonatas) and, with its mechanical action, is an excellent teaching and practice instrument. The successful candidate will be encouraged to make as much use of this instrument as possible.

Most musical performances are given in the Music School, in Warwick Hall or at St Mary's Church, Warwick.



Staffing

Music staff include the following:

Director of Music (King's), Director of Music (Prep), Head of Academic Music (King's), Teacher of Music (King's), Teacher of Music (Prep), Choral Director (King's, who is also Director of Music at St Mary's), Graduate Organ Scholar (King's) and Music Department Administrator (King's). The department is also supported by the Foundation's Executive Music Lead, Stuart Thompson.

There is also a team of 40 visiting teachers across the department providing tuition for over 450 students across both schools, in piano and organ, strings (including harp and guitar), woodwind, brass, percussion, drum kit and singing.

Many students learn an instrument either in or out of school and Associated Board and Trinity exams are held three times a year at the end of each term.

Extra-Curricular Programme

The music department has a packed extra-curricular programme which takes place during lunchtimes, before and after school.

King's ensembles include:

King's Sinfonia

String Orchestras

Brass band

Big Band (Jazz)

Choirs (Senior Chamber Choir, Junior Chamber Choir, Pop Choir)

Numerous smaller ensembles also run and are formed to cater for all interests, genres and instruments (including brass, woodwind, percussion, strings, etc.)



Baroque Chamber Ensembles (regularly performing a range of cantatas and sonatas)

Jazz, Rock and Pop groups

Music Technology and Songwriting clubs

String and Wind Chamber Music

Vocal chamber music, including The MadriGals

Girls are also able to participate in Foundation Ensembles including:

Foundation Symphony Orchestra

Foundation Wind Orchestra

Foundation String Ensemble

Foundation Percussion Ensemble

We also offer tuition in composition, music theory and aural skills.

Prep ensembles include:

Choirs (Senior and Junior)

Guitar group

Prep School Orchestra

Hand Bell Group

Harp Ensemble

Windband

Camerata

Smaller instrumental ensembles (e.g. flute choir and clarinet ensemble)



The introduction of the King Henry Consort, in partnership with St Mary's, offers St Mary's choristers who are also students at the Foundation the opportunity to develop their choral singing further through a range of concert performances in partnership with local professional choirs.

Girls are also regular members of the National Youth Orchestra of Great Britain, National Children's Orchestra, National Youth Choir of Great Britain, City of Birmingham Youth Orchestra and City of Birmingham Youth Chorus

JOB DESCRIPTION

The post-holder will work in the Music Departments of St Mary's Church and King's High School, and will be fully involved in the musical life of both. The post-holder will be expected to undertake reasonable administrative duties in both institutions.

At St Mary's, the successful candidate will:

- Attend all services at St Mary's at which the robed choirs are singing. At these services the Organ Scholar will play the organ as required by the Director of Music, and/or assist the Assistant Director of Music.
- Work with choristers individually or in small groups, working on sight-reading skills, musicianship and theory, and helping choristers to prepare upcoming solos.
- Take an interest in the wellbeing and musical development of the choristers.
- Build and develop his/her organ repertoire, contributing to the regular term-time organ recital series. The Organ Scholar will also be encouraged to undertake recitals elsewhere, as far as Warwick duties allow.
- Take an equal share of covering services during choir holidays.
- Act as accompanist to St Mary's Scholars, under the direction of the Assistant Director of Music.
- Direct services and rehearsals as required by the Director of Music.
- Adhere to the Diocesan and Parish Safeguarding Policies and undertake training as required.



At King's High, the successful candidate will:

- Take a full role in the life of a busy music department and the school.
- Accompany both individuals and groups on piano and organ as required.
- Play for whole school and year group singing assemblies.
- Lead extra-curricular groups as required.
- Provide curriculum support in lessons and support GCSE students in composition work.
- Support Year 7 singing on Tuesday afternoons by accompanying and leading elements of the sessions as required.
- Support music department staff by helping to arrange parts for instrumental ensembles.
- All staff are required to:
 - adhere to the School Policy on safeguarding and undertake training as required;
 - ensure the safeguarding and well-being of children and young people at school, in accordance with School policies.

PERSON SPECIFICATION:

Essential:

- A proven ability to play the organ to a high standard, including strong sight-reading skills.
- Ambition to improve as a player and willingness to respond to constructive feedback.
- Competent piano accompanist skills.
- Educated to degree level with at least Level 4 or equivalent GCSE Maths and English.
- Team player with excellent communication skills, and ability to work independently.
- An interest in working with children and young people from a variety of backgrounds.
- Excellent written communication.
- A working knowledge of standard computer software (including Sibelius).
- An understanding of the needs of a music department made up of professionals and volunteers.
- Willingness to work flexibly.
- Ability to manage time and personal workload.
- A commitment to the safeguarding and well-being of children and young people, and a willingness to adhere to the policies of King's High and St Mary's on safeguarding and to undertake training as required.



Desirable:

- ARCO diploma or equivalent.
- Prior experience of choral accompaniment.
- An interest in liturgical improvisation.
- Prior experience of working with children.
- Prior conducting experience.
- Prior experience of arranging/transposing instrumental parts for school ensembles.
- High-level IT skills (including experience with Cubase, Sibelius and other music technology programmes) and web-based skills. An interest and/or experience in maintaining music technology systems would be particularly advantageous.
- Prior experience of working in a liturgical environment.
- Prior experience of working with voluntary choirs.

Further Details

The Employer is the Warwick Independent Schools Foundation and The Collegiate Church of St Mary.

Remuneration and holiday

The appointment runs from the beginning of September until the Sunday after school term ends in the summer (usually around the middle of July) and includes duties over Christmas and Easter. The salary is £15,429 (Point 11) King's High (term time only) and £8,485 (Point 15) for St Mary's (all year).

Roughly 25 hours a week will be worked at King's High, Monday-Friday. The hours at St Mary's – approximately 12.5 hours a week – span Monday-Sunday but will usually include two days free of Church duties (Thursday and Saturday).

Lunch is available daily at King's High during term time. Holiday should be taken outside of King's and Choir term.



Pension

The Foundation operates the Aviva pension scheme.

Staff Lunches & Parking

Lunches are provided, free of charge and staff are allocated a free parking space in one of several car parks on campus.

Terms and conditions

The offer of the position will be subject to the completion of recruitment checks including an 'Enhanced' DBS disclosure and the agreement to abide by St Mary's and KHS safeguarding policy.

St Mary's organ and facilities at King's High School will be made available to the Organ Scholar for practice purposes, subject to availability.

Child Protection: King's High

The school's Child Protection Policy is included in this pack. The interview will include questions about safeguarding children. The appointment will depend on satisfactory DBS clearance.

The Warwick Independent Schools Foundation is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Any concerns should be reported in accordance with the Foundation's Child Protection policy.

Child Protection: St Mary's

St Mary's Safeguarding Policy and the Coventry Diocese Safeguarding Policy are included in this pack. All appointments are subject to a satisfactory DBS check.

St Mary's is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.



HOW TO APPLY

- Complete the online application form detailing the following:
 - your reasons for applying;
 - what you could bring to the post;
 - what the post could offer you.
- Provide the names and contact details of two referees in the application form. One referee should be a musician of professional standing.
- You may attach a copy of your Curriculum vitae.
- Closing date: 5.00pm on **Friday 6 November 2026**
- Interviews will take place in Warwick on **Friday 13 November 2026**
- Please send your application to our HR department: hr@warwickschools.co.uk

THE AUDITION & INTERVIEW PROCESS

At St Mary's:

- Performance
 - Two contrasting pieces, one of which should be a short piece by J.S. Bach (e.g. a chorale prelude, trio movement, or a Prelude OR Fugue).
 - Each piece should last no more than 5 minutes.
- Skills
 - Play a verse of a hymn with a suitable introduction, followed by a short improvisation including a modulation to a specified key.
 - Sight-reading of a choral accompaniment.

At King's High:

- A short session with a music scholar, working on a piece known to the scholar.
- Interview with a panel drawn from both institutions.

