



Application Pack

Stone Mason
December 2022



About Lincoln Cathedral

The Corporate Body of the Cathedral Church of the Blessed Virgin Mary of Lincoln (to give it its proper title) is first and foremost a church, the seat of the Bishop of Lincoln and a centre of worship and mission led by the Cathedral Chapter. A minimum of three services take place each day of the year, at least one of which is usually sung by the Cathedral's renowned choir. It is the principal 'mother' church of Lincolnshire and holds many of the county-wide services of celebration, commemoration and memorial.

Lincoln Cathedral is a place of pilgrimage, where people come to seek God, to learn more about faith, or to take time out of a busy day for quiet reflection. It is a place of welcome and hospitality where all of any faith or no faith are encouraged to feel at home. There is a real richness and variety in the way the Cathedral building is used; significant musical and drama events take place during the year along with a range of lectures and talks covering a wide range of topics.

Set in the historic Old Deanery, and overlooking the beautifully landscaped Dean's Green, Lincoln Cathedral Café has delicious food and drinks, bright modern interior, and a wonderfully welcoming atmosphere. Lincoln Cathedral shop has long been popular with visitors but is now set in a contemporary in the visitor centre, with a stunning boutique look and entrance direct from the Dean's Green. Alongside the café and shop, a suite of community meeting rooms is available for use and hire and there is a learning suite, discovery centre and exhibition gallery later in the year.

We welcome thousands of visitors from across the world to the Cathedral annually and provide floor, tower and roof tours throughout the year. Many hundreds of children visit during our annual schools' festival; Church Schools Festivals, Infant Schools Festival, Secondary Schools Festival and we also offer schools' tours and trails throughout the academic year. Lincoln Cathedral is an exceptional building that was designed to inspire and continues to do so. We rely on an exceptional body of employees and volunteers to ensure that the full range of our activities is known beyond the Cathedral walls.

Our Mission

The diocesan mission statement is to be faithful and confident. As we support the bishop in mission, we will build on this as we seek, Joyfully to proclaim the love of God in worship, outreach, service and welcome to all, and to faithfully exercise our role as custodians of a sacred heritage building.

Our Purpose

- To advance the Christian religion in accordance with the faith and practice of the Church of England, by furthering the mission of the Church of England
- To care for and conserve the fabric and structure of the cathedral building
- To advance any other charitable purposes which are ancillary to the furtherance of the purpose

Our Values

Our values reflect the qualities we believe are essential to our life and work, and will help guide us to achieve our objectives, and demonstrate Christian faith and witness as we progress a culture of mutual flourishing, respect and a shared endeavour, that is inspired and challenged by the Gospel.

- Inclusive
- Trustworthy
- Kind
- Collaborative
- Flexible
- Accountable
- Pro-active to change

Organisation, Management and Governance

Lincoln Cathedral is governed by Chapter with support and oversight from the Cathedral Council and college of Canons. The Chapter is responsible for all aspects of the day-to-day management of the Cathedral. Chapter comprises the Dean, three Residential Canons, a non-residential clergy member from the college of canons, and currently four lay members with a breadth of business experience. The Senior Leadership Team, chaired and led by the Chief Operating Officer, comprises the Dean, the Residential Canons, and the senior leaders of each department. The Team meets regularly to review performance against business plans and strategic objectives and to discuss operational activities.

Lincoln Cathedral Estate

The Cathedral estate includes many buildings and recently developed further, with the addition of the Old Deanery Visitor Centre via the Lincoln Cathedral Connected project. Lincoln Cathedral Connected was a high profile, multi-million-pound transformational project which is bringing economic and social benefits to the Cathedral, as well as the city of Lincoln. The Connected project was designed to radically improve the Cathedral's setting and visitor experience – offering more engaging and dynamic spaces for a wider number of visitors to enjoy. The project was designated £12.4million by the Heritage Lottery Fund to undertake ambitious restorations and renovations to the Cathedral. New facilities that have been introduced as part of the project include a new visitor centre, a larger café and shop, new toilets and a changing places facility, and an interpretation centre to display some of the Cathedral's treasures.

The Cathedral Works Department are employed by Dean and Chapter to conserve and restore the fabric of the Cathedral and Close Property portfolio. A specialist team of highly skilled crafts men and women in stone masonry, architectural conservation, joinery, and glazing conserve the building all year round. This work is an annual programme of planned and reactive maintenance. Traditional heritage skills and modern construction maintenance combines to ensure that the buildings remain operational for the primary purposes set out above.

Events

There is a real richness and variety in the way the Cathedral building is used. Throughout the year the Cathedral has a lively programme of concerts and organ recitals. There is an active lecture series each year with speakers offering their insights into current and historical affairs. In recent years we have also sought to use the Cathedral nave for fundraising for the fabric of the building and for the operation of the Cathedral.

Job Description

Job Title:	Stone Mason
Department:	Works and Property
Reporting to:	Head Stone Mason
Job Purpose:	
<p>The Masonry team is managed by the Head of Masonry and Head of Conservation to serve the primary purpose of the Cathedral Works Department, restoration and conservation of the cathedral fabric and close property portfolio. Stone masons undertake banking, fixing, conservation cleaning, and carving duties in line with complex works programmes designed and delegated from the Cathedral Architect (Surveyor of the Fabric) and Director of Works and Property, following recommendations made in the Quinquennial Inspection report. Stone masons will work in the mason's workshop on bankers carving profiled stones to suit project cutting lists, fixing on scaffolded sites around the cathedral, lime mortar repairs and pointing, conservation cleaning with various wet and dry methods and carving of unique sections should they be experienced enough to do so.</p> <p>High standards of workmanship, health and safety consideration and conservation ethic are essential for the privileged position of Stone Mason on one of the UK's most prestigious medieval buildings.</p>	
Duties and Responsibilities:	
<ul style="list-style-type: none"> • Carry out banker mason duties in the Works Department workshop, off site production facility and mobile site workshops if necessary. • Carry out fixer mason duties on site. Sites will include ground level and substantial scaffolded structures (working at height is essential). Must be physically capable of lifting masonry and of good health with free movement due to sometimes restricted spaces. • Carry out cleaning including air abrasives, high pressure steam cleaning and have the ability and willingness to learn new techniques which will be driven by conservation principles and ethics. • Carry out mortar repairs, pointing, shelter coating, limewashing, plastering and rendering where necessary. The ability to learn new skills where appropriate to benefit the team and deliver the project. • Carry out carving duties appropriate to your ability, allocated and set out by the Head of Masonry. Ability to learn new skills and sometimes work alongside external carvers and masons to improve carving capability and capacity. • Be able to read schedules, specifications, and programmes of work. Transfer project information to practical application and deliver projects in line with the project aims. • Take measurements on site, read cutting lists and prepare material schedules from project information and site circumstances. • Carry out setting out as allocated and set out by the Head of Masonry. • If required, use sawing equipment in the production facility and on-site saws to aid project continuity. Work will be alongside Head of Masonry and Production Manager. 	

- General organisation of work duties including use of tools, plant, PPE, materials, and consumables in line with project delivery.

Health and Safety:

- As a representative of the Cathedral organisation the most exemplary behaviour is required. When wearing livered uniform and/or within the cathedral vicinity, language, behaviour, and personal presentation must be in line with this expectation.
- Be responsible for ensuring that the Cathedral is kept in safe order and setting an example for the Works Department team. House keeping is a minimum requirement and should always be exceptional.
- Working to CDM regulations in all pre-construction and construction phased works around the estate.
- Training will be provided for health and safety qualifications where necessary. Staff are expected to undertake the minimum necessary statutory compliant qualifications and aim to exceed with relevant courses to improve project delivery and craft skill.

Team Responsibilities:

- At all times ensure that behaviour and conduct are compliant with the cathedrals mission, vision and purpose.
- Engage in regular team meetings and take part in the wider community and conversation.
- Project delivery is in line with expectation and budget constraints.
- Work with the rest of the Works Department team to deliver the collective aim of being a conservation centre of excellence.
- Work alongside apprentices, improvers, trainees and foreign exchange students to share skills and enrich the heritage profession.
- Work in a small, close team in an exceptional environment and the ability to liaise with other trades as required.
- Work to the highest practical standard achievable whilst observing project allocations, time scales and requirements. A considered blend of commercial productivity and high-end practise is required.

Additional responsibilities:

- Any other duties as may reasonably required
- Ensure that the highest standards of professional performance are maintained
- Promote equal opportunities in the work of the Cathedral
- Ensure compliance with relevant legislation and statutory codes of practice, as advised
- To be aware of and follow the Cathedral's Safeguarding Policy
- Participate in Church of England Safeguarding training, as required
- Participate in the arrangements for performance review and appraisal

Person Specification

REQUIREMENTS OF THE POST	Essential	Desired
1. Minimum Level 2 stone masonry qualification	✓	
2. Minimum three years' experience in a banking and fixing stone masonry role in the heritage construction environment	✓	
3. Demonstratable experience on site with banking, fixing and cleaning skills	✓	
4. Should skills be limited to either banking, fixing masonry or cleaning, demonstratable evidence that you can learn the new skills required to meet the person specification	✓	
5. Excellent verbal and written communication skills with the ability to communicate at all levels, within the organisation and externally. Highly diplomatic with experience of dealing with a wide range of people	✓	
6. Organisation, time management, prioritising and the ability to handle a complex, varied workload	✓	
7. Attention to detail but also the ability to see the implications for the bigger picture	✓	
8. A good working knowledge and understanding of safeguarding principles and practices	✓	
9. Demonstrates empathy for the vision, mission and values of Lincoln Cathedral	✓	
10. CITB SSSTS or equivalent qualification		✓
11. Cathedrals Workshop Fellowship Foundation Degree or equivalent		✓

Main Particulars of the Post

Salary:	Band 5a: £22,685 to £27,922 (depending upon experience)
Contract:	Permanent
Location:	The Works Department, 28 Eastgate, LN2 4AA
Accountable to:	Head of Masonry and Head of Conservation
Pension:	All eligible employees will be automatically enrolled in the Pension Builder 2014 section of the Church Workers Pension Scheme operated by the Church of England Pensions Board
Working hours:	38.75 hours per week
Holidays:	33 days per annum (including bank holidays)
Car Parking:	There is no parking at the Cathedral
Other:	The post will be subject to two satisfactory references and where required an enhanced DBS check.

Equality Statement

The Cathedral is committed to the principles of equality and diversity in employment and aims not to discriminate on grounds of gender, age, appearance, race, sexuality, class, ability, culture, nationality, political belief, trade union activity or religious belief.

It is the intention of the Cathedral Chapter to ensure that the principles outlined in the Equal Opportunities Policy are embedded into our planning, decisions and actions which extend to the treatment of job applicants, employees (including former employees) clients, visitors, and pilgrims.

To ensure that Chapter's Equality and Diversity policy is operating effectively (and for no other purpose) we maintain records of employees' and applicants' racial origins, gender and disability. Ongoing monitoring and regular analysis of such records provide the basis of appropriate action to eliminate unlawful direct and indirect discrimination and promote equality and diversity.

Safeguarding Statement

Every person has a value and dignity which comes directly from creation of people in God's own image and likeness. Christians see this as fulfilled by God's re-creation of us in Christ. Among other things this implies a duty to value all people as having the Holy Spirit within them and therefore to protect them from harm.

We follow the policies adopted by the Church of England and Diocese of Lincoln. We are committed to:

- The care, nurture of, and respectful pastoral ministry with, all children, young people and all adults;
- The safeguarding and protection of all children, young people and adults when they are vulnerable;
- The establishing of safe, caring communities which provide a loving environment where there is "informed vigilance" as to the dangers of abuse

Interview and selection process

Please submit your application using the application form. A CV is not an acceptable substitute but may be attached as an additional document if you wish.

Closing date for applications: **Noon on 25th January**

Shortlisting: **w/c Monday 30th January**

Interview date: **W/c 6th Feb 2023**

Applications by email to: recruitment@lincolncathedral.com

If you are invited for interview, you will be asked to produce evidence of your eligibility to work in the UK. Offers of employment are subject to satisfactory references, and, where appropriate, a Disclosure and Barring Service (DBS) check at enhanced level.

The Cathedral reserves the right to interview and appoint at any point during the recruitment process.