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Iona Community Job Description

Job Title	Musician
Reporting to	Abbey Warden
Salary Band	As residential post: annual allowance of £9,167, all rent, bills and food included. As non-residential island based post: salaried position at salary band F £29,672
Type of Contract	Pro Rated for seasonal staff seasonal – 9 months, shorter /lengths of contract might be considered start 1 February 2025
Location	Isle of Iona
Hours of Work	35 hours per week; with all Common Life commitments in addition. If the post holder is appointed on a salaried contract, they would still be expected to support some agreed aspects of the common life, including public worship
Common Life Accountability	Working for the Iona Community as part of the Resident Team is more than a job – it is a way of life. We live and work together as a community, committed to sharing a common life. This means that staff share in tending a home with one another, while also sharing daily tasks, worship and recreation with the guests who join us in community, and with each other. Living like this can be very rewarding. It can also be a very vulnerable and challenging experience, balancing our allocated job along with the shared “common life”. This life together is a commitment, or a covenant that is agreed, rather than a contract that is signed. It is this mixture of our daily work, with a commitment to the common life and the building, receiving and celebrating of community that makes working at our islands centres far more than a job; but a way of life.
Annual Leave	37 days for full-time staff. Pro-rata for part-time staff. Holiday/Annual Leave Entitlement runs from 1 January to 31 December each year and is inclusive of Public Holidays
Pension	Membership of the National Employment Savings Trust
Date of this Version	October 2024

Overview of the organisation

The Iona Community is an international, ecumenical Christian movement working for justice and peace, the rebuilding of community and the renewal of worship.
Our Community was founded in Glasgow, Scotland in 1938 by Rev George MacLeod, a visionary and social reformer.

The Iona Community is an ecumenical Christian movement seeking new ways of living the gospel in today's world through working for peace and social justice rebuilding community and in the renewal of worship.

Job Description

Between March and November, the Iona Community welcomes guests every week in the Abbey Centre. The Abbey team offers guests twice daily worship, as well as programme activities alongside full board and lodging the abbey accommodation.

The Abbey Church does not belong to any denomination; our liturgies are written by members of the Iona Community who come from different church traditions. One aspect of the Community's witness is the way in which congregational song is prioritised, using materials from throughout the world as well as from our own wells and the more traditional repertoire of the church.

There is no organ in the Abbey Church but a high-grade, digital piano; there is also frequent use of other instruments as well as *a capella* singing. There is no 'regular' congregation (beyond the Abbey team); guests and visitors join us for each service.

While the musician is primarily involved in the preparation and delivery of music, the post also involves *ad hoc* participation in other aspects of the guest programme and our community life.

This post involves early and/or late shifts in keeping with the flow of life in the Abbey.

We aim to have a Musician volunteer throughout the season.

The prime role of the Musician is to:

- 1) provide a range of music, including congregational song, suitable for the twice-daily services of public worship in Iona Abbey, and to contribute to the guest programmes at the Abbey centre.
- 2) represent the musical culture of the Iona Community and to do so in conjunction with the Wild Goose Resource Group (WGRG), who are based in Glasgow.

This post involves early and/or late shifts in keeping with the flow of life in the Abbey.

1) Main Responsibilities

2) Music for worship

- a) Coordinate music for all services of worship, ensuring that it challenges and expands the horizons of participants, and introduces them to the Iona Community's musical resources and ethos; seek new musical material from sources in the UK and worldwide.
- b) Prepare music for the services, arrange parts for instruments as required, and rehearse any items involving guests or Abbey team members including for *a capella* singing.
- c) Teach items of musical song that may be new to each congregation.
- d) Support the coordination of services of worship, in liaison with the Abbey Warden, Sacristan and service leaders; and if service or song sheets are needed, to do this in liaison with Admin team.
- e) Liaise with the WGRG regarding ideas and input for services and programme-related sessions; and about their participation in some weeks at the Abbey.
- f) Monitor Music expenditure and budget.

3) Musical support and encouragement

- a) Support and encourage guests, as well as the Abbey team, to participate musically, particularly in services, through singing (eg solo, small groups) and playing instruments, including percussion.
- b) Identify people who are keen to assist in musical leadership and practice with them. In general, enable people to 'find their musical voice' and fulfil their musical potential.

4) Programme Sessions for guests

- a) In conjunction with the Programme Team and bearing in mind the 'seasons of the year', be involved in running regular music-focused sessions, including 'wee sings', teaching songs

associated with the Iona Community and global songs; percussion sessions; initiating other musical activities according to the musician's interest and skills.

- b) To engage with the Programme Team, and guest leaders who would like some musical component within their sessions.
- c) Support and promote Iona Community worship material, including that of the Wild Goose Resource Group.

5) Management and Admin

- a) support, supervise, train musician volunteers.
- b) renew our annual copyright licences and make regular on-line reports as appropriate.
- c) include copyright wording on all printed out music/song sheets
- d) keep up-to-date with emails and other admin-related tasks
- e) in liaison with the Volunteer Coordinator, maintain an accurate data base of past Iona Abbey musicians to enable drawing on them as needed for holiday/other cover.

6) Musical resources

- a) maintain the stock of musical resources (inc instruments and printed music); indicate any materials that need replacing and new materials that would be beneficial to have available.

7) Other duties

- a) contribute to the overall life of the Abbey team by being flexible and helping out in other departments, when needed, most likely Sacristy
- b) occasionally to play for 'external' services eg weddings

Level of Autonomy and Decision Making

This post has considerable day-to-day autonomy and the post-holder can make decisions relating to the area of responsibility.

Supervision and Budget responsibility

Supervision of musician volunteers responsibility for the Musician budget.

Communications

Key Relationships

Personal Specifications

Essential

- Piano skills at minimum Grade 6 (Associate Board of the Royal Schools of Music) or international equivalent, though preferably Grade 7 or 8 (*subject to conversation at interview*).
- Ability to use a variety of skills: singing, playing other musical instruments, using recordings and sound equipment, in order to engage congregations creatively in worship through music.

- Demonstrated experience as an accompanist, particularly on piano.
- Good sight-reading skills.
- Experience and ability to confidently lead musical involvement and engage others musically, especially those with little musical background; including, teaching songs to large and small groups.
- Awareness of, and sympathy with, the Iona Community's Christian commitment, Purpose, Values, concerns, and resources.
- Familiarity, or a keenness to become familiar, with the existing musical repertoire of the Iona Community
- A broad appreciation, and experience, of church music
- Ability to communicate and work with people from a wide range of ages, backgrounds, abilities and nationalities.
- A creative, spontaneous, innovative and flexible approach to supporting creative and inclusive services of worship.
- The ability to plan ahead and respond flexibly and appropriately to changing situations.
- Experience of supervising and supporting people in their work, and ability to lead by example.
- Commitment to reflective practice and ability to receive constructive feedback.
- Be a team player and take a flexible approach to work including willingness to contribute to work in other departments.

Desirable

- Previous experience of leading church music, ideally in an ecumenical environment.
- Knowledge of the Iona Community's resources including the Wild Goose Resource Group's music and liturgy material
- Knowledge of world and church music
- Experience of copyright usage and reporting

This post contains elements of regulated work and as such is exempt from the Rehabilitation of Offenders Act and the post-holder will need to be or to become a member of Scotland's Protection of Vulnerable Groups Scheme.

AGREEMENT

Job Holder's Signature

Date

Immediate Manager's Signature

Date