DURHAM
CATHEDRAL

November 2026

Relief Verger

Candidate Information Pack



Introduction and Welcome

Welcome, and thank you for your interest in the role of Relief Verger at Durham Cathedral.

This is an exciting opportunity to play a key part in the life of this vibrant and historic centre of Christian worship and mission at a significant point in our development.

Durham Cathedral is blessed to be a well-known and well-loved centre of Christian worship in the North-East of England and holds a foremost role in regional society and identity. The Cathedral is acknowledged globally for its outstanding architecture and its beautiful and dramatic setting, often cited as the finest Romanesque church in Europe. It is part of the Durham World Heritage Site, and the renowned author and former Chancellor of Durham University Bill Bryson called it 'the best Cathedral on planet earth'.

Each year Durham Cathedral holds over 1,300 services and welcomes around 400,000 visitors to enjoy all that we offer. Durham Cathedral is an active and energetic place, and our people expect to achieve high professional standards in all areas of the Cathedral's life.

Durham Cathedral is at an important stage in developing future plans across all areas of the Cathedral's activity. Our mission statement is: "Inspired by our saints, Cuthbert and Bede, the mission of Durham Cathedral is to offer everyone the opportunity to encounter God and know God's love in Jesus Christ".

From this mission we have developed a clear and ambitious vision for the period to 2033 and a strategy to deliver this. We offer welcome to all who come to Durham Cathedral and the work of our Verging team in supporting this welcome is integral to this aspect of our mission.



Guy Sampson
Chief Operating Officer (Chapter Clerk)

Durham Cathedral: Our Mission, Purpose and our Values

Our Mission:

Inspired by our saints, Cuthbert and Bede, the mission of Durham Cathedral is to offer everyone the opportunity to encounter God and know God's love in Jesus Christ.

Our Purpose:

Our purpose is to:

- worship God
- share the gospel of Jesus Christ
- welcome all who come
- celebrate and pass on our rich Christian heritage
- discover our place in God's creation

Our Values:

Our values help guide us in recognising how we fulfil our vocation. They reflect the qualities we believe are essential to our life and work as a 21st century Cathedral. We use them to highlight the necessity of working in ways motivated by wisdom, responsibility and ethics.

In all things, we are inspired, motivated and challenged by the Christian faith and the values of the Gospel.

- **Spirituality** - We recognise and respond to God's presence in our world and among us, practising a reflective approach to what we do.
- **Respect** - We recognise the image of God in all human beings, honour their dignity and treat them with courtesy.
- **Justice** - We deal fairly in our personal and collective behaviours, work to the highest ethical standards, and are honest in our speech and behaviour . We think, speak and act with integrity, are professional in our conduct, and are publicly accountable for our actions.
- **Collaboration** - We are a community founded on trust that prizes team working and builds partnerships that contribute to the common good.
- **Sustainability** - We are business-like in our corporate life and prudent in our stewardship of resources. We pursue the sustainability of our operations and environment.
- **Welcome** - We are welcoming and hospitable to all. We show Christian love and care to our guests and those who need our help.
- **Aspiration** - We are an outward-facing cathedral that reaches for the future with energy and courage, and reaches out to our communities in the hope of personal and social transformation.

More information about our Values and Behaviours can be found here.

Vision and Strategy

Durham Cathedral Vision 2033

The mission of Durham Cathedral, as freshly articulated in 2023, is as follows:

> *Inspired by our saints, Cuthbert and Bede, the mission of Durham Cathedral is to offer everyone the opportunity to encounter God and know God's love in Jesus Christ*

As we look forward to 2033, the 900th anniversary of the completion of the present Norman building, we have committed to following a vision marked by four priorities: Encountering God: Pilgrimage, Prayer and Proclamation.

Specifically, our prayer is that by 2033 Durham Cathedral will be known both locally and internationally as a:

- welcoming and engaging place for people to encounter God
- leading destination and resource for life-transforming pilgrimage for people of all stages of life and faith
- leading centre for the learning and practice of prayer
- leading focus for world engaging discussion, witness and proclamation in the name of Christ



We have a developed an outline strategic plan to implement this vision, and this has been endorsed by Chapter and is being further worked on by all the teams within Durham Cathedral. The enabling priorities which underpin this vision and strategy include money and development.

This is an ambitious and exciting journey which will stretch our faith and require us to call on God for the means to achieve what we believe we are being called to do. However, we are inspired by the past faithfulness of those who have served in our Cathedral and encouraged by what we believe is possible, under God, in the years to come.

Job Description

JOB TITLE: Relief Verger

LOCATION: Durham Cathedral

HOURS OF WORK: As required by business needs.
It is expected that the post-holder will be available to work flexibly, including early mornings and/or late nights on any of the seven days of the week including weekends and/or bank and public holidays.

SALARY: £14.09 per hour

RESPONSIBLE TO: The Head Verger

RESPONSIBLE FOR: This post has no line management responsibilities

KEY RELATIONSHIPS: Head Verger, Deputy Head Verger, Vergers, Visitor Experience and Welcome team and Cleaning team.

MAIN DUTIES AND RESPONSIBILITIES:

- **Preparation and involvement in all acts of worship**: setting up for services, setting out vestments, tolling the bells, leading of processions, controlling the Cathedrals sound, lighting and livestream equipment.

- **Welcome**: Meeting and greeting visitors and worshippers, responding to visitors needs, being alert, responding to safeguarding needs and liaising with the VEE team and Volunteer Stewards.

- **Caretaking**: Maintaining the security of the Cathedral building, managing books, plate, textiles and furnishings used in worship, cleaning and overseeing transfers of donations to the safe and the finance team.

- **Event management**: Erection and dismantling of staging, ordering of chairs and seating, liaison with Events staff and supporting the event hospitality.

- **Administration**: Reading and responding to emails, ensuring colleagues are aware of any emails that need actioning, reading and understanding service and events instructions.

Additional Responsibilities:

The above list is not exhaustive and is intended to reflect the main tasks and areas of work. Reviews and changes may occur over time and the post holder would be expected to agree any reasonable changes to the job description that are commensurate with the general nature of this post. All Verging staff are required to wear the Cathedral uniform, including black trousers and black shoes.

Person Specification

This section outlines the requirements and qualities the post-holder needs in order to fulfil the post. 'Essential' criteria are those that the post-holder absolutely must have in order to do the job i.e. the job cannot be done without those qualities. 'Desirable' criteria are those qualities that are non-essential, however would be either advantageous, useful or preferable for the post-holder to have in order to do the job, or those which can be trained to do i.e. the job can be done without those qualities.

CRITERIA: (E) – ESSENTIAL (D) – DESIRABLE
MEASURED BY: (A) – Application Form; (I) – Interview;

REQUIREMENTS **The post holder must be able to demonstrate:**	(E) / (D)	(A) / (I)
Qualifications		
Holds GCSE pass certificates; and NVQ Level 2 certificate; or equivalent.	E	A
Experience		
Experience of working in a Church or a Cathedral.	D	A/I
Knowledge		
Knowledge of Health & Safety at Work Regulations, including manual handling.	D	I
Understanding of liturgical principles.	D	A/I
Skills / Aptitudes		
Basic IT skills (including MS Word and Excel)	E	A
Able to communicate effectively with a wide range of people.	E	A/I
Able to work both independently and as part of a team, including working with Cathedral staff and volunteers.	E	A/I
A reasonable level of fitness to ensure that the physical demands of the role can be effectively performed.	E	I
Personal Attributes & Competencies		
Be a communicant member of the Church of England or of a church in communion with the Church of England.	E	A/I
To have an understanding and empathy for Durham Cathedral's Mission and worship activities.	E	A/I

Demonstrates a mature, responsible attitude to working in a Cathedral setting and maintaining confidentiality on all Cathedral matters. Willingness to participate in further training and development opportunities offered by the Cathedral to further knowledge.	E E	A/I I
Circumstances Must be willing to work flexibly including early mornings and/or late nights on any of the seven days of the week including weekends and/or bank and public holidays.	E	I

How To Apply

An application form is available to download from the Durham Cathedral website at www.durhamcathedral.co.uk/more/jobs

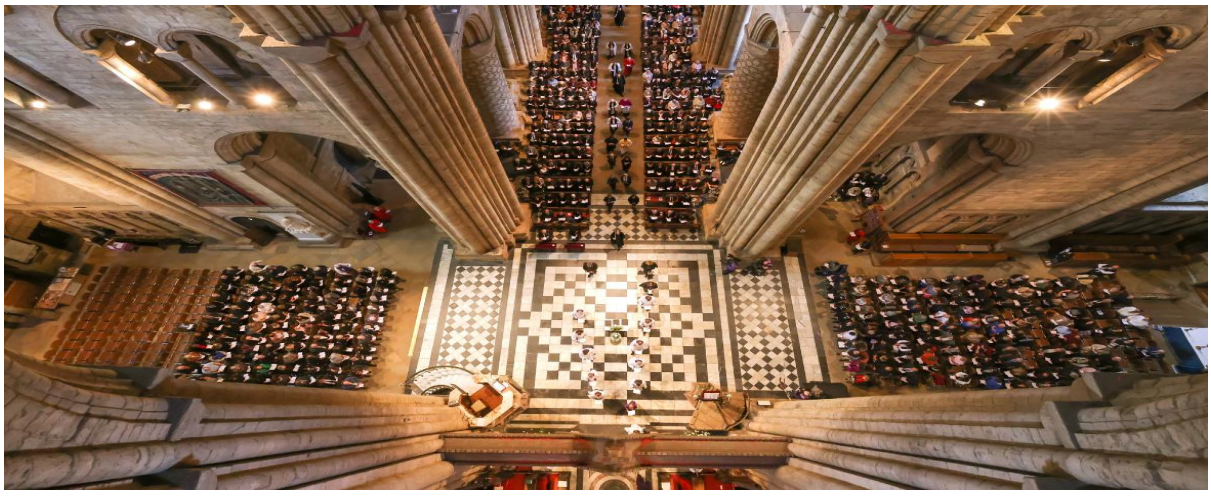
Completed application forms are to be emailed to HR@durhamcathedral.co.uk

Closing date for completed application forms is 9am on Thursday 26th November 2026.

Interviews will be held on Thursday 3rd and Friday 4th December 2026 at Durham Cathedral.

Durham Cathedral is committed to safeguarding and protecting the welfare of children and vulnerable adults. Applicants must be willing and able to undergo the relevant pre-employment checks including provision of proof of eligibility to work in the UK, a full and complete employment history (including any breaks in employment) and satisfactory references. This role is subject to a Basic DBS Check.

Should you wish to have an initial confidential discussion about this role, please contact Caroline Hayward, Head of HR, in the first instance on (0191) 375 5254 or via email at Caroline.hayward@durhamcathedral.co.uk



Statements

- **Equality**

Durham Cathedral recognises that discrimination and victimisation are unacceptable and that it is in the interests of the Cathedral and its employees to utilise the skills of the total workforce. It is the aim of Durham Cathedral to ensure that no employee or job applicant to the Cathedral receives less favourable treatment (either directly or indirectly in recruitment or employment on grounds of age, disability, gender/gender reassignment, marriage/civil partnership, pregnancy/maternity, race, religion or belief, sex or sexual orientation (defined as the protected characteristics in the Equality Act 2020).

- **Safeguarding**

The care and protection of children, young people and vulnerable adults involved in Church activities is the responsibility of the whole Church. Everyone who participates in the life of the Church has a role to play in promoting a Safer Church for all.

Durham Cathedral requires that all of our 'people' who undertake activities on behalf of the Cathedral are familiar with, and comply with, the Cathedral's Safeguarding Policy and Procedures. Durham Cathedral provides all of our 'people' with relevant and appropriate training, as well as access to professional safeguarding services, to ensure that we are all proactive in our approach to safeguarding and, as a minimum, we are compliant with our statutory responsibilities and policy commitments.

Durham Cathedral has adopted the Principles of the House of Bishops on safeguarding and promoting the welfare of children and adults at risk who enter Durham Cathedral, which is based on the following six overarching policy commitments:

- Promoting a safer environment and culture.
- Safer recruitment and supporting all those with any responsibility related to children, young people and vulnerable adults within the Church.
- Responding promptly to every safeguarding concern or allegation.
- Caring pastorally for victim/survivors of abuse and other affected persons.
- Caring pastorally for those who are the subject of concerns or allegations of abuse and other affected persons.
- Responding to those that may pose or present a risk to others.

During induction, the post-holder will be required to satisfactorily complete learning as deemed by the Cathedral to be relevant and appropriate to their post, including as a minimum completion of online Safeguarding learning at the 'Basic Awareness' and the 'Foundations' levels, and in Health & Safety related subjects within the post-holder's first week of employment. Additional learning is to be completed during the post-holder's probationary period.

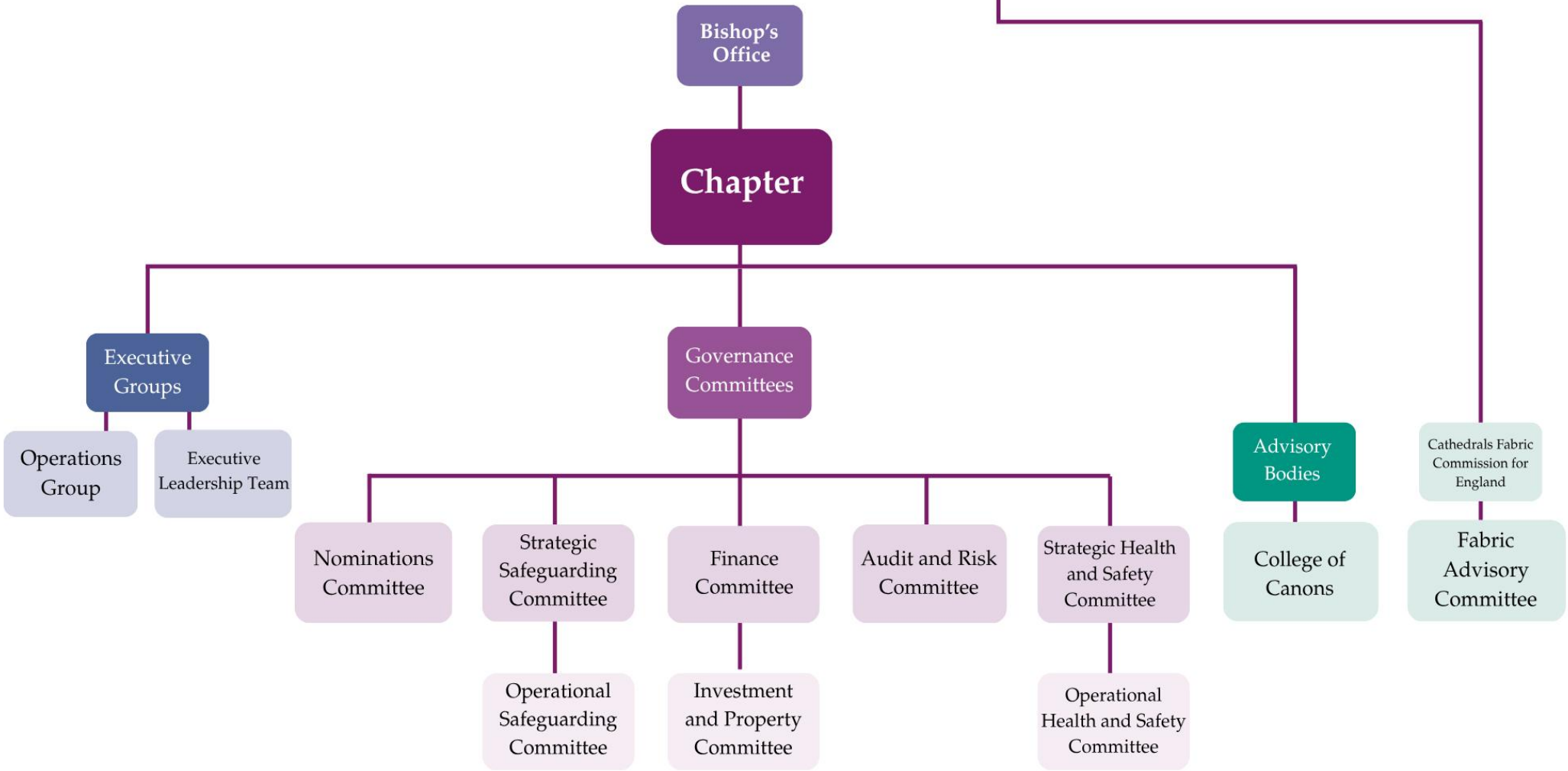
Further information about safeguarding at Durham Cathedral can be found via our website: https://www.durhamcathedral.co.uk/more/safeguarding.

DURHAM CATHEDRAL

Governance Framework

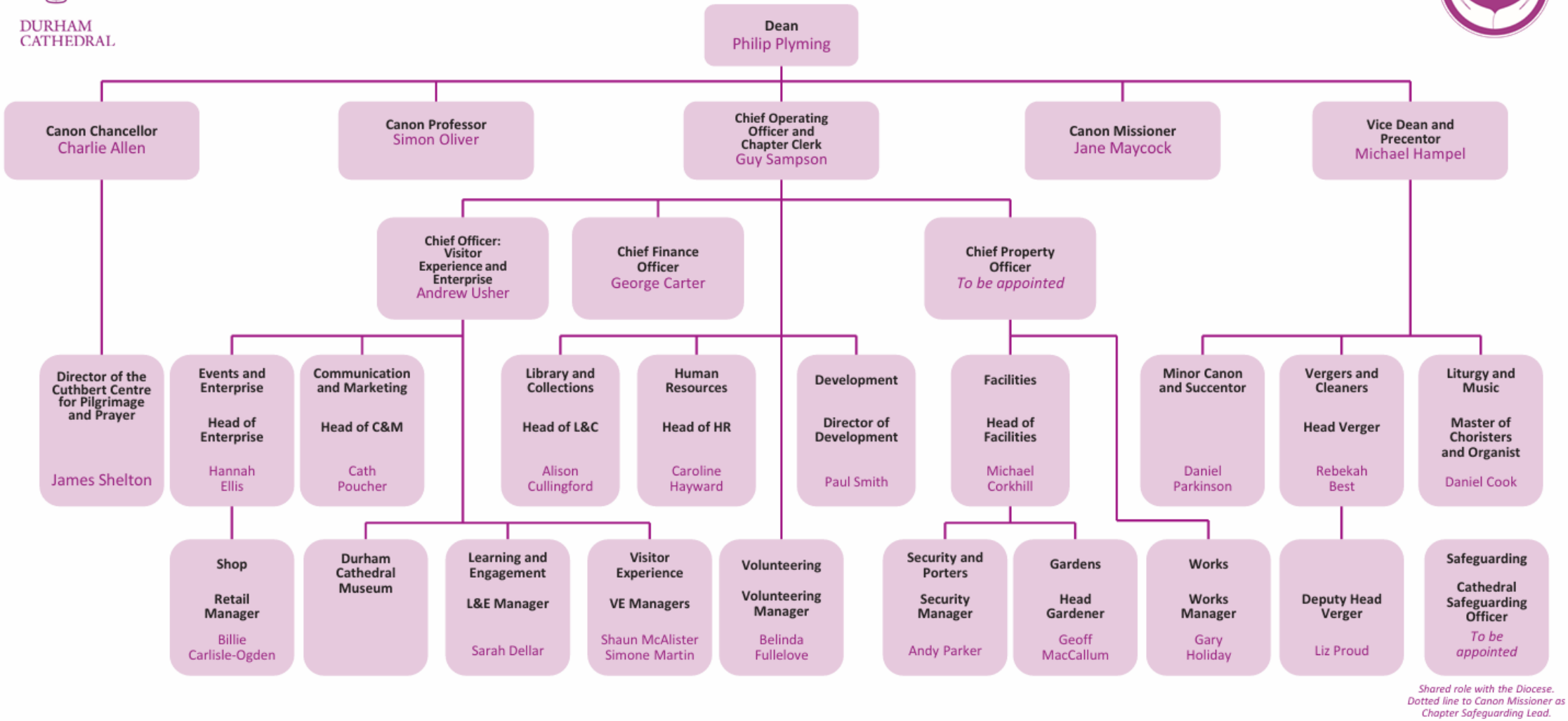
CHARITY COMMISSION FOR ENGLAND AND WALES

THE CHURCH OF ENGLAND



DURHAM CATHEDRAL

Organisational Chart – High Level



Shared role with the Diocese. Dotted line to Canon Missioner as Chapter Safeguarding Lead.