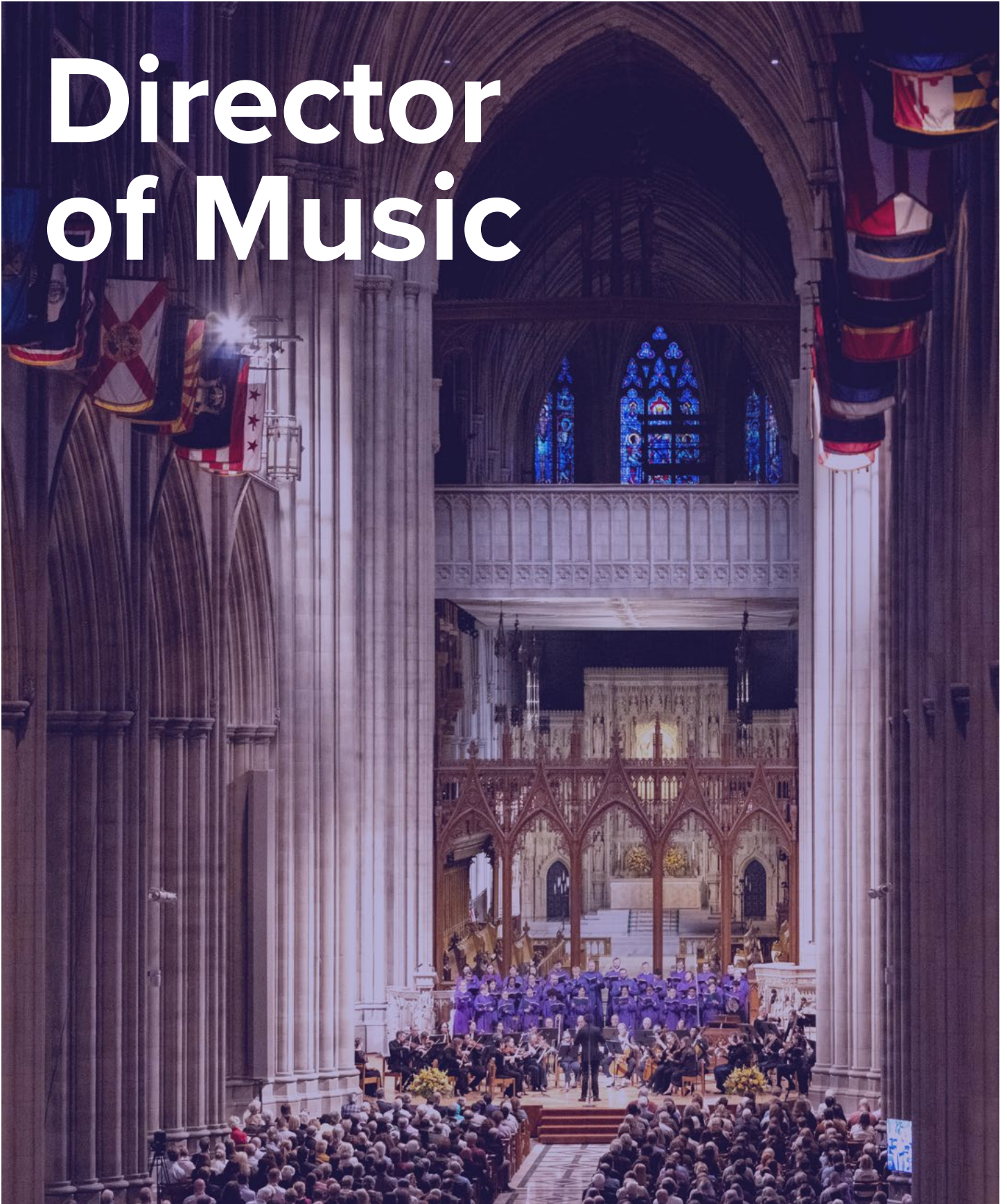




WASHINGTON
NATIONAL
CATHEDRAL

Director of Music





About Washington National Cathedral

Grounded in the reconciling love of Jesus Christ, Washington National Cathedral is a house of prayer for all people, conceived by our founders to serve as a great church for national purposes. Washington National Cathedral holds a unique place at the intersection of sacred and civic life. As the Cathedral of the Episcopal Diocese of Washington, we strive to serve God and our neighbors as agents of reconciliation, a trusted voice of moral leadership and a sacred space where the country gathers during moments of national significance.

Cathedral Music Department

Music at the Cathedral draws on our rich Anglican heritage while pioneering inclusive worship that reflects the diversity of all of God's people. Through worship, concerts and our beloved Chorister program, we invite you to experience the wonder and beauty of music in this sacred space. There is something for everyone here, and we hope you'll join with us as we follow the music into the very presence of God.

Principal Sunday Holy Eucharist

Sundays, 11:15 am

The Cathedral's principal Sunday Holy Eucharist includes the traditions of Anglican choral music, beloved hymns, and a hybrid blend of contemporary music. This service regularly features The Cathedral Choir, Choristers, and Contemporary Ensemble.

Choral Evensong

Sundays, 4 pm; Mondays–Thursdays, 5 pm

One of the treasures of the Anglican tradition, Choral Evensong is a service of sung evening prayer that combines music with readings from scripture and ancient prayers, led by the Cathedral Choir and Choristers.

Concerts and Recitals

Days/Times Vary

You're invited to experience the breadth of other performances offered yearly at the Cathedral:

Concerts

see schedule and get tickets

Midday Music

featuring organ and choral performances during Sightseeing Hours on select M/W/F; check Cathedral calendar for upcoming performances.

Carillon Recitals

Stroll the Cathedral grounds or find a quiet spot to listen as Carillonneur Edward M. Nassor plays a recital most Saturdays (confirm on the calendar before attending).

Instruments at the Cathedral

Cathedrals are known as the custodians of cherished musical traditions – most especially the mighty pipe organs that anchor worship services and lead God's people in praise.

Here at Washington National Cathedral, we have the traditional organs and bells, but also a diverse musical program that includes saxophone, piano and drums – and even a harpsichord loaned by the Library of Congress.

About Organ Renovation

A Cathedral just wouldn't feel like a Cathedral without the soul-trembling power of an organ. Its distinctive sound leads the congregation in song, but it also sets the tone for the entire place: Mighty. Magnificent. Majestic.

After nearly 85 years of daily use, the Cathedral's organ is showing its age and needs to undergo a top-to-bottom renovation. By 2029, the organ will be fully restored and ready to lead worshippers into a second century of Cathedral worship.

From 2024-2028, the Cathedral will deploy a custom-built, fully-digital organ provided by the Walker Technical Company in Zionsville, Pa. With speakers placed strategically throughout the nave, this fully-digital instrument produces such rich sound that it rivals the sound of the old organ (which contains some digital components).

About Cathedral Choir

The Cathedral Choir, the resident liturgical choir at the Cathedral, draws its members from the most distinguished musicians in the DC-area region. Employing nine regular singers, the ensemble performs alongside the student choristers for weekly worship services, events of national or ecumenical significance, and an annual concert series that champions a breadth of historical and contemporary repertoire.

Recent high-profile engagements include state funerals for President George H.W. Bush, President Jimmy Carter, the Honorable Sandra Day O'Connor, Senator Bob Dole, former Secretaries of State Colin Powell and Madeleine Albright, and Her Majesty Queen Elizabeth II's memorial service. Upcoming highlights of the season include performances of Handel's Messiah, Duruflé Requiem, and Monteverdi Vespers alongside renowned period orchestras.

Over the course of a year, the Cathedral Choir's regular singers participate in more than 250 services, including Sunday Eucharists, weekday Evensongs and holidays within the liturgical season. In addition, the Choir engages singers for external events, weddings, celebrations of life, prayer services, concerts and special projects that engage a choir.

About Choristers Program

Founded in 1909 as the Cathedral Choir of Men and Boys and subsequently expanded in 1997 to include the first Girls Cathedral Choir in the United States, the Cathedral Choristers are among the few such ensembles in the nation with an affiliated school in the English tradition.

The boys singing treble are ages 8–14 and attend St. Albans School; the girl trebles, ages 11–18, attend National Cathedral School. The boys and girls usually sing separately with the professional musicians of the Cathedral Choir but occasionally sing together for larger events and services.

The choirs share responsibility to provide support for Cathedral choral services, including weekday Evensong and Sunday services. The choirs have been featured in services of national and ecumenical importance such as the memorial service for Queen Elizabeth II, presidential inaugural prayer services, commemorations for 9/11 and Hurricane Katrina, and nationally televised funerals for astronaut Neil Armstrong, Nelson Mandela, Sen. John McCain and President George H. W. Bush.

About Contemporary Ensemble

The Cathedral's Contemporary Worship Ensemble aims to create diverse and inclusive worship experiences that reflect the depth and breadth of the Cathedral community. Though Gospel, jazz, blues and timeless classics, we offer a bridge between our cherished Anglican tradition and vibrant contemporary musical expressions of faith. We invite you to join us as we find new musical pathways to God!



Director of Music

Job Summary

Washington National Cathedral seeks a visionary leader who is emotionally intelligent and artistically excellent to lead one of the most visible and important music ministries in the Anglican Communion.

This senior leadership role oversees the Cathedral's expansive and evolving music program—spanning world-class liturgical offerings, chorister training, community outreach, concerts, recordings, and national ceremonies. The Director of Music will serve as the Cathedral's principal choral conductor, artistic strategist, spiritual leader through music, and a collaborative institutional partner.

Rooted in the rich Episcopal/Anglican choral tradition and open to innovation, the Director of Music will craft musical experiences that reflect the Cathedral's mission as a house of prayer for all people, a sacred civic space, and a spiritual home for worship, formation, and public life. This individual will lead a multi-faceted team of professionals and students and will serve as a public ambassador for the Cathedral's musical and spiritual life.

The successful candidate will demonstrate:

- Exceptional musical ability and choral conducting expertise across age groups and styles;
- Proven capacity to lead and inspire others—staff, choristers, musicians, clergy, and audiences alike;
- Deep knowledge of sacred music within Episcopal/Anglican liturgical tradition;
- Openness to integrating works from other liturgical and cultural origins to reflect the diversity and inclusivity of the Cathedral community.
- A warm and approachable leadership style marked by humility, emotional intelligence, and collaboration;
- Strategic thinking and administrative acumen, with the ability to manage complex schedules, budgets, and partnerships;
- A passion for using music as a tool for formation, ministry, and outreach.

The Director of Music works to steward and expand a program that is spiritually resonant, artistically excellent, and mission aligned. Responsibilities include conducting the Cathedral Choirs and ensembles, planning and executing all musical elements of worship and civic services, managing personnel and budgets, supporting and growing the chorister program, cultivating donors, and supporting the growth and wellbeing of the Cathedral's vibrant music community.

Duties And Responsibilities

I. Musical and Liturgical Responsibilities

- Serve as the artistic and musical leader of the Cathedral, upholding and evolving its Anglican musical tradition while embracing a diversity of musical styles.
- Direct and conduct the Cathedral Choirs, Choristers (boys and girls), resident musicians, and contemporary ensembles in worship services, concerts, and tours, in close collaboration with Music Department staff.
- Serve as principal conductor for all major services (Christmas, Easter, Holy Week, national events), balancing excellence, pastoral sensitivity, and spiritual presence.
- Collaborate with Canon for Worship and Worship Department on music selection and arrangement for all liturgical services, ensuring alignment with theological themes, preaching, and liturgical seasons.
- Support a robust chorister rehearsal schedule by directing rehearsals and overseeing chorister training in coordination with the chorister program team.
- Develop and introduce inspiring repertoire, balancing classical, contemporary, and diverse traditions.
- Collaborate with Associate Directors and staff or guest musicians to ensure high musical standards and cohesion.
- Collaborate with the Bishop and the Diocesan Liturgist to support Diocesan services.

II. Leadership and Team Culture

- Provide visionary and collaborative leadership for a multi-faceted department that includes professional musicians, full and part-time staff, and students.
- Foster an emotionally intelligent and relational culture within the music department—build trust, resolve conflict, and celebrate the gifts of others.
- Serve as a mentor and coach, especially for younger staff and choristers; build a pipeline of future leaders and musicians.
- Model servant leadership, humility, and approachability—valuing feedback, encouraging honest dialogue, and maintaining a calm, supportive presence.
- Build a team culture that is balanced, kind, disciplined, and fun—trusted by staff and cherished by children.
- Integrate the music team fully into Cathedral life, operations, and mission.

III. Strategic and Administrative Responsibilities

- Oversee all staffing, hiring, evaluation, and management of the music department—including professional singers, accompanists, teaching artists, and administrative support.
- Serve as a strategic partner to the Dean, COO/ Chief of Staff, Worship, Development, and Marketing and Communications teams, aligning musical programming with the Cathedral's annual goals and calendar.

- Plan, oversee, and manage the music program budget, including personnel, concerts, guest artists, licensing, and production expenses in close collaboration with the Director of Music Operations.
- Maintain close partnerships with parents and school leadership.

IV. Development, Public Engagement, and Outreach

- Serve as a visible ambassador for the Cathedral's music program—able to clearly articulate its value, theology, and spiritual power to audiences, donors, and external partners.
- Collaborate closely with the Development Department on cultivation, briefings, and special donor experiences; attend solicitation meetings and help steward major gifts and endowments.
- Design and implement an annual music calendar that supports both worship and outreach, including concerts, collaborations, tours, and recordings.
- Engage with outside musical organizations, civic partners, interfaith coalitions, and schools to extend the Cathedral's reach and deepen its community role.
- Embrace digital innovation—using recording, livestream, and content creation to expand music's reach and evangelism.
- Design accessible and inspiring musical experiences for Cathedral visitors and broader audiences, not only the congregation.

V. Institutional Collaboration and Vision

- Serve as a core member of Cathedral leadership, contributing to strategic vision, mission alignment, and long-range planning.
- Ensure that music aligns with the Cathedral's theological and spiritual identity, rooted in the Gospel and the Episcopal tradition.
- Champion diversity in musical style, repertoire, personnel, and guest artists; actively work to bridge cultural, racial, and musical divides.
- Be a public-facing artist and spiritual leader, who can represent the Cathedral at high-profile events and national moments of worship.
- Think creatively about how the Cathedral's spaces and platforms can be used for artistic and spiritual impact throughout the year.

Performs other duties as assigned.

Minimum Qualifications

- Master's degree in music, (e.g. choral conducting, sacred music, organ performance) or a closely related discipline.
- Minimum 5–7 years of progressively responsible experience in a cathedral, large church, or institutional sacred music setting.
- Demonstrated excellence in conducting choirs and ensembles of varied ages and abilities, including professional musicians and choristers.

- Proven ability to program, rehearse, and lead both traditional Anglican choral repertoire and contemporary sacred music styles, especially children's and chorister ensembles.
- Minimum of 5 years' experience working in a collaborative, multi-disciplinary team environment that includes clergy, staff, educators, and lay leadership.
- Minimum 5 years' experience managing diverse and varied teams.
- Strong keyboard skills (piano and/or organ), with the ability to lead rehearsals and accompany as needed.
- Experience working with children and youth in a musical and pastoral setting.
- Demonstrated ability to manage a team, delegate effectively, and navigate complex scheduling and budgeting needs.
- Excellent written and verbal communication skills, including the ability to speak about the role of sacred music to both internal and public audiences.
- High emotional intelligence, with a track record of relationship-building, mentoring, and navigating team dynamics with humility and professionalism.

Preferred Qualifications:

- Doctorate in music, sacred music, or a related field.
- An organist of FRCO (Fellow of the Royal College of Organists) or FAGO (Fellow of the American Guild of Organists) standard.
- Significant experience working in a prominent Episcopal or Anglican cathedral or church, with a deep understanding of its liturgical, musical, and theological traditions.
- Demonstrated success leading a chorister program, including recruitment, pastoral care, and collaboration with schools and families.
- Ability to curate a diverse and inclusive music program that incorporates Anglican choral tradition alongside gospel, jazz, global sacred music, and contemporary expressions.
- Demonstrated success in working with donors and fundraising partners, including participation in cultivation, briefings, and public engagement.
- Experience managing complex budgets, production schedules, and cross-departmental programming.
- Public speaking and ambassadorial experience—comfortable serving as the public face of a music program in both sacred and civic contexts.
- Strong network of professional musicians, composers, and collaborators; experience commissioning and premiering new works.

Knowledge, Skills, and Abilities

Musical Expertise

- Exceptional conducting skills and musical leadership across choral and instrumental ensembles.
- Strong keyboard proficiency (piano and/or organ), with the ability to lead rehearsals, accompany as needed, and support a variety of musical formats.

- In-depth knowledge of Episcopal/Anglican liturgical traditions and sacred music repertoire, including both classical and contemporary expressions.
- Ability to select, arrange, and prepare music that aligns with the theological and liturgical themes of Cathedral worship.
- Experience commissioning new works, developing diverse musical programs, and integrating spiritual meaning with musical artistry.

Leadership and Interpersonal Skills

- Demonstrated emotional intelligence, humility, and capacity to lead through collaboration, inspiration, and trust-building.
- Skilled at mentoring staff, nurturing young musicians, and cultivating positive team culture across diverse age groups and musical backgrounds.
- Ability to communicate effectively with clergy, lay leaders, musicians, parents, and donors—both interpersonally and in public-facing roles.
- Servant leadership style grounded in pastoral care, empathy, and mutual accountability.
- Ability to unify teams, build trust and team culture, and lead change through respectful, clear, and compassionate communication.

Organizational and Administrative Abilities

- Strong organizational, time-management, and delegation skills; able to oversee complex rehearsal schedules, event calendars, and team structures.
- Experience in budget creation and oversight, contract management, and strategic planning in alignment with institutional goals.
- Ability to manage and communicate within institutional systems—such as scheduling platforms, budget tools, and shared decision-making frameworks.

Technical and Creative Tools

- Proficiency with music notation software (e.g., Sibelius, Dorico), sound design tools, and recording technologies.
- Comfortable working with multimedia platforms, digital content creation, livestream integration, and music library systems.
- Familiarity with sound systems, staging, and technical production for both worship services and concerts.

Cultural and Mission Alignment

- Enthusiastic and flexible approach to sacred music, balancing reverence for tradition with openness to innovation and inclusivity.
- Deep personal faith and alignment with the mission of Washington National Cathedral as a sacred, civic, and national space.

- Ability to speak fluently about the spiritual role of music and its function as ministry, outreach, and formation.
- Passion for integrating music into the broader life of the Cathedral—worship, education, development, community engagement, and public witness.

Professional Development

- Commitment to ongoing learning and growth as an artist, educator, and leader.
- Active engagement with professional music, liturgical, and educational networks; openness to peer consultation and institutional benchmarking.

Working Conditions

- This position requires flexible working hours, including regular evening and weekend commitments, especially during major liturgical seasons (e.g., Christmas, Holy Week, Easter), rehearsals, concerts, recordings, and tours.
- Occasional national and international travel is expected for choir tours, conferences, and professional engagements.
- Must be able to stand for extended periods during rehearsals and services, as well as perform physical tasks related to music setup and event preparation.
- Requires the ability to lift, carry, and move objects such as musical equipment, folders, or instruments weighing up to 25 pounds.
- The role involves frequent use of hands for conducting, playing instruments, and operating office or music equipment; tasks may require repetitive hand movement, grasping, and fine motor coordination.
- Visual acuity is required for reading music, scores, and administrative materials—both close-range and at a distance.
- Acute hearing is essential for evaluating musical pitch, tone, blend, and balance during rehearsals and live performances.
- Must be comfortable working in large spaces (e.g., the Cathedral nave, rehearsal halls) and navigating a campus environment that includes stairs and historic facilities.
- The position operates in a fast-paced, multi-tasking environment that requires calm, focus, and adaptability under pressure.



Washington National Cathedral is an equal opportunity employer and strives to create a more diverse and inclusive atmosphere for all. Applicants will not be discriminated against because of race, color, religion, sex, sexual orientation, gender identity, or national origin.

We support an inclusive workplace where associates excel based on personal merit, qualifications, experience, ability, and job performance.

Washington National Cathedral seeks individuals who are committed to our mission. We appreciate interest from those who will contribute to an atmosphere in which diversity is valued and supported.

The base salary range for this position is \$120,000 to \$150,000, commensurate with experience, qualifications, and demonstrated skills. A housing benefit is included as part of the total compensation package. Relocation assistance will be provided to support a smooth transition for the selected candidate.

