



# *Cathedral Architect*



Cadeirlan  
Deiniol Sant  
ym Mangor

Saint Deiniol's  
Cathedral  
in Bangor



# *The Dean & Chapter invite tenders for the role of Cathedral Architect*

The successful candidate will be an accredited conservation architect with a portfolio of significant historic buildings, ideally including cathedrals or major churches in Wales or England. An understanding of the liturgical, mission, and other purposes of the Cathedral is required as well as imagination and creativity to find workable and affordable solutions.

The appointment will be for an initial term of five years, with a review after the first year.

The ability to speak Welsh is desirable



# *An Introduction from the Dean*



Thank you for your interest in the post of Cathedral Architect at Bangor Cathedral.

To stand within Bangor Cathedral is to be part of a living tradition that stretches back nearly 1,500 years. Founded by St Deiniol in 525 AD, our Cathedral is one of the oldest continuous sites of Christian worship in Britain. Over the centuries, it has been a place of prayer, pilgrimage and community for the people of north Wales and beyond.

Having recently celebrated the 1,500th anniversary of Bangor's founding, we look to the future with hope and ambition. As both a place of worship, and an arts venue at the heart of Bangor, we are embarking on a new chapter, with significant restoration and conservation projects ahead, as well as the development of a rolling maintenance and renewal plan for the medium and long term.

We seek an Architect who will share in our vision for this sacred place, honouring its heritage, ensuring its sustainability as well as making it accessible and inspiring for generations to come.

We hope our next Cathedral Architect will support and encourage the life of this holy place, inspiring others to play their part in its ongoing story.

With all good wishes,

Manon Ceridwen James  
Dean of Bangor



# *Bangor Cathedral*

Founded by St Deiniol, Bangor Cathedral stands at the heart of the city's religious, architectural, and cultural life. Shaped by centuries of change, it has endured Viking raids, conflict, and renewal, with the present building largely dating from the 12th century onwards and displaying a rich blend of Romanesque and Gothic architecture. Major restoration in the 19th century by Sir George Gilbert Scott secured its future, and today the Cathedral is recognised as a Grade I listed building continuing its long tradition as a place of worship and civic life.

Beyond its liturgical role, the cathedral is a lively centre for music, learning, and community activity, welcoming pilgrims, visitors and local residents alike. In 2025, Bangor marked its 1,500th anniversary with a programme of celebratory events reflecting the cathedral's growing role as a place of pilgrimage and engagement.

The daily life of the cathedral is led by the Dean, supported by the Chapter and a committed team of clergy, staff, and volunteers. Together they guide the cathedral's worship, mission, and administration, working closely with the Diocese and the Representative Body of the Church in Wales.

The cathedral is currently in a period of renewal, with a strong focus on good governance, safeguarding, and long-term financial sustainability.

As the mother church of one of the original dioceses of the Church in Wales and the parish church for the city, Bangor Cathedral seeks to serve God as a house of prayer and worship, supporting the Bishop and the wider diocese while offering hospitality to the whole community.

Committed to inclusivity and the celebration of its heritage, the Cathedral welcomes all as pilgrims, inviting reflection, faith, and engagement with the Christian story. Reflecting the bilingual life of the Diocese, worship is offered in both Welsh and English.

## Key Challenges Ahead

- Conservation and Restoration: Ongoing repairs to masonry, stained glass, and historic interiors, including work identified in recent quinquennial inspections.
- Sustainability: Addressing climate change impacts, improving energy efficiency, and supporting the Church's net zero goals.
- Governance and Compliance: Ensuring best practice in governance, safeguarding, and financial management, in line with recent recommendations and audits.
- Community Engagement: Enhancing the cathedral's role as a centre for worship, music, education, and community events.
- Funding: Securing grants and developing sustainable funding streams for major works and ongoing maintenance

## Role description

The Cathedral Architect has overall responsibility for the care of the Cathedral's fabric, including the building, its contents, furnishings and setting. While they will not be a specialist in every area, they are expected to recognise when specialist advice is needed and to involve the appropriate experts.

They oversee all repair and conservation work to the Cathedral and associated buildings, as well as any maintenance that could significantly affect or permanently change the fabric. They provide advice on all aspects of the fabric, including its appearance and character, and bring both technical expertise and sensitivity to heritage, design and context.

For major new building or significant projects, an open selection process should be used to appoint the most suitable architect. The Cathedral Architect must be involved in developing the brief and consulted before any external designers are appointed. They act as a guardian of the Cathedral's fabric throughout such projects, helping to ensure continuity and integrity.

The Cathedral Architect will normally act as lead consultant on repair and conservation projects, working with other professional advisers as needed. The Chapter must ensure a quinquennial inspection is carried out. This will be undertaken by the Cathedral Architect.

They are a central member of the Cathedral's professional team and expected to attend Diocesan Advisory Committee (DAC) meetings when Cathedral matters are on the agenda, unless otherwise agreed.



## Responsibilities

The Cathedral Architect is expected to undertake the following key responsibilities:

### Quinquennial Inspections and Reports

- Carry out a full inspection of the Cathedral every five years.
- Provide a written report to Chapter, detailing necessary works, prioritising urgency and setting out a clear maintenance plan.
- The first report, due within one year of appointment, should be based on a full inspection and will act as the baseline for future planning.

### Chapter

Submit reports to Chapter summarising:

- Works carried out during the year
- Progress on quinquennial recommendations
- Advice on permanent records
- Any other issues relating to the care and preservation of the fabric

### Disaster Planning and Health & Safety

Contribute to fire audits, disaster planning, and health and safety reviews, especially concerning:

- Access for maintenance
- Visitor and staff safety

These areas are also reviewed as part of quinquennial inspections.

## Planning and Budgeting for Repairs

- Following each quinquennial inspection, prepare a forward plan for repairs and improvements, typically covering a five-year period.
- Provide prioritised recommendations with indicative costings.
- Advise Chapter during the budgeting process to ensure funding allocations are sufficient to maintain the fabric effectively.

## Project Development

Be consulted at an early stage on any project or development affecting the Cathedral fabric.

Prepare all necessary documentation required for Faculty approval or Planning Permission.

## Carry Out Works

All repairs, maintenance and alterations to the Cathedral are carried out under the professional direction of the Cathedral Architect to ensure that all projects respect the building's historic and architectural significance.

## Maintenance

Regular maintenance is essential to protect the Cathedral's fabric and fittings. Tasks may range from clearing gutters to stonework repairs. Where maintenance could significantly affect the building, relevant approvals may be required. Chapter staff should agree maintenance methods, materials, and tools in consultation with the Cathedral Architect.

## Conservation

The Cathedral Architect provides advice on caring for monuments, stained glass, ancient floors, furniture, and fittings, working with specialist conservators where necessary.

## Repairs

The level of supervision for repair work depends on its complexity. Quality standards should be agreed in advance with the Cathedral Architect, and any unexpected issues referred to them.

## Specialist Consultants

For projects involving ventilation, heating, lighting, security, fire safety, organs, bells, or other installations, the Cathedral Architect advises on appointing and coordinating independent specialists to ensure all work is integrated and appropriate.

## New Fittings and Works of Art

The Cathedral Architect is involved in proposals for new furnishings, memorials, stained glass, signage, and other artistic or liturgical changes.

They may design items, help select specialist designers, or review proposals to ensure they are suitable for the building's character.

Chapter should consult the Cathedral Architect before accepting any gifts or additions affecting the Cathedral's fabric or furnishings.

## New Projects

For larger projects or new facilities, the Chapter should consider whether the Cathedral Architect should lead the work or whether an external specialist is required.

## Accountability

The Cathedral Architect reports to Chapter and will be expected to do so formally once a year, providing a clear indication of what is to come as well as what has been delivered. The primary working relationship will be with the Operations Manager. Close liaison will also be needed with the Dean.

## Other Key Relationships

In addition to working closely with Cathedral staff, the Cathedral Architect will work collaboratively with a range of external stakeholders, including:

- The Diocesan Advisory Committee (DAC)
- Amenity Societies
- Cadw
- Local authority planning department
- Other relevant heritage, conservation, and planning bodies

## Fees and Time Commitment

An annual retainer will be paid (applicants should quote for this in their submission). The retainer is expected to cover:

- Attendance at agreed meetings and production of associated reports.
- Ad hoc advice and support, including:
  - Responding to enquiries
  - Telephone consultations
  - Short reports and papers
  - Early-stage project development (including work that may not proceed)
- Expenses related to the above activities

The retainer assumes that work for Chapter will be given priority and that Cathedral staff can seek advice without incurring additional fees.

## Time Commitment

The anticipated time commitment for work covered by the retainer is approximately two days per month.

## Additional Work Outside the Retainer

Some reports and studies, for example, Quinquennial Inspections or more substantial project scoping work may fall outside the scope of the annual retainer.

Applicants are asked to:

- Identify which reports or studies would not be included in the retainer.
- Provide indicative costs for these items.
- Include hourly rates for any work outside the retainer, to be agreed following approval of a fee proposal.

For larger projects or more complex developments, applicants should outline:

- Their proposed fee structure (e.g. percentage-based fees or fixed-price arrangements).
- Examples of fees for projects of different scales to assist the selection panel in assessing value for money.



# *Application process*

Applications should be sent by email to:

Tomos Dobson

Operations Manager, Bangor Cathedral.

[TomosDobson@churchinwales.org.uk](mailto:TomosDobson@churchinwales.org.uk)

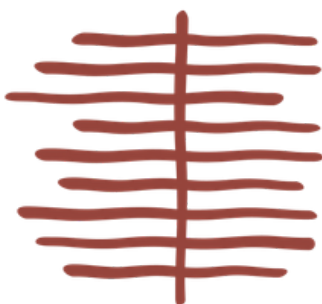
Applications should include two references from previous or current clients.

Arrangements for informal visits prior to application can be made through the Cathedral Office. Shortlisted candidates will be invited to visit the Cathedral for interview, with a short task set in advance to form the basis of a presentation.

## Appendix

Summary of Major Works Identified by Recent Quinquennial Inspection and Desirable Projects

- Masonry repairs to North Aisle and West Tower
- Conservation of stained glass (including Clayton & Bell windows)
- Restoration of the Bible Garden, working with city council
- Improvements to accessibility and visitor facilities
- Upgrades to heating and energy systems for sustainability (successful candidate will give priority to a new heating layout).
- Ongoing maintenance of roofs, drainage, and historic interior



**Cadeirlan Deiniol Sant  
ym Mangor**  
Saint Deiniol's Cathedral  
in Bangor