



May 2026

ROLE:	Principal Organist
DEPARTMENT:	Music
REPORTS TO:	Director of Music
WORK HOURS:	Full-time, including Sundays, major feast days, some evenings, and key liturgical seasons. The Principal Organist is expected to be present for most Sunday liturgies each year. Up to five Sundays annually may be taken as leave, arranged in advance and in coordination with the Director of Music to ensure appropriate cover.
CONTINUING EDUCATION AND PROFESSIONAL ENGAGEMENT:	Saint Michael supports continuing education, professional development, and appropriate professional engagement of its musicians. Reasonable allowances for conferences, professional associations, recitals, recordings, and other approved engagements will be coordinated in advance with the Director of Music to ensure appropriate coverage and continuity of the parish's musical and liturgical life. Specific terms will be outlined in the Letter of Agreement.

WHOM WE SEEK:

Saint Michael and All Angels Episcopal Church, Dallas, is one of the largest and most musically ambitious parishes in the Anglican tradition in North America. We are seeking a world-class Principal Organist to join a vibrant and growing music ministry. This senior position offers the opportunity to shape the liturgical and artistic life of a thriving Episcopal parish with a national profile. This is a pivotal moment in the life of the parish. Our new campus – including a purpose-built music suite – opens in 2026, marking a generational investment in the future of music and worship at Saint Michael. The successful candidate will help shape this next chapter, including playing a major role in a significant new pipe organ project on the horizon. With a supportive clergy, strong lay investment, and a clear vision for the future, Saint Michael invites applications from outstanding musicians ready to make a lasting impact.

EMPLOYMENT REQUIREMENTS:

- Fellowship-level certification from the Royal College of Organists (FRCO), American Guild of Organists (FAGO), or equivalent professional experience, including visible international performing career
- Exceptional skill as a liturgical organist with mastery in hymnody, Anglican chant and plainchant, improvisation, and Anglican choral accompaniment
- The ability to score-read, transpose, and play figured bass fluently
- Minimum five years' experience in a major Episcopal, Anglican, or similarly rich liturgical tradition
- Demonstrated record of excellence as a solo and collaborative performer, ideally with international visibility
- Deep familiarity with Anglican worship structure and choral tradition
- Experience and enthusiasm working with choirs (both adult and children) in a liturgical setting
- Commitment to supporting and training student, volunteer, and professional musicians
- Familiarity with the English cathedral chorister model and/or RSCM *Voice for Life* training program

is highly desirable

- Outstanding interpersonal and communication skills; ability to work collaboratively within a large music department and parish team
- Sensitivity to and leadership with pastoral and theological dimensions of church music
- Strong organizational and administrative abilities, including proactive communication and calendar planning
- Completion of “Safe Church” training and commitment to providing a safe space for all

DUTIES AND RESPONSIBILITIES:

- Serve as lead organist for Sunday and festal liturgies, in rotation with other organists on staff, offering expert leadership in hymn playing, Anglican chant and plainchant, choral accompaniment, improvisation, and organ voluntaries
- Provide keyboard support for choir rehearsals and musical preparations across the liturgical year
- Provide support for the Chorister program, including regular accompaniment for rehearsals and services as appropriate, and contributing to the musical formation of Choristers through stylistically informed playing, coaching, and modelling of high liturgical standards
- Share responsibility for pastoral services such as weddings and funerals with other organists on staff
- Collaborate with the Director of Music in the planning and execution of all liturgical services, ensuring theological, pastoral, and musical integrity
- Lead collaboration with other organists on staff to ensure musical continuity and mutual support, with shared Sunday and weekday playing responsibilities, including rehearsal coverage, as appropriate
- Attend departmental meetings and actively contribute to the strategic planning, execution, and evaluation of music ministry programming, as well as contribute to hiring, budgeting, and long-range music ministry goals
- Oversee the strategic care and artistic integrity of all Saint Michael keyboard instruments, coordinating with vendors and reporting needs to the Director of Music. Day-to-day tuning and maintenance scheduling may be shared with the Associate Director of Music and Organist
- Mentor and coach organists within the parish, including Organ Scholars or students where applicable
- Offer solo recitals and participate in concerts or collaborative events that support parish outreach, visibility, and artistic excellence
- Support the Director of Music in artistic planning and external partnerships, including the *Saint Michael Presents* concert series, commissioning projects, and other public-facing initiatives
- Champion the musical life of the parish and represent Saint Michael locally and beyond through visibility, collaboration, recitals, and community engagement

WE EXPECT OUR PRINCIPAL ORGANIST WILL ...

- Be committed to Saint Michael’s core focus (“build Christian disciples for a transformed community”)
- Embody Saint Michael’s core values (collaborative, loyal, effective, kind, and growth-oriented)
- Become proficient in the Entrepreneurial Operating System (EOS) used at SMAA
- Be energetic and have a demonstrated passion for Anglican and Episcopal church music
- Be consistently available on weekends and weeknights for all services and rehearsals, and at major liturgical and institutional events
- Encourage and support colleagues and choir members of all ages in using music as a pathway to

spiritual growth

- Support parish-wide musical growth, including the development of emerging organists
- Maintain active engagement with professional associations such as AGO, RCO, or equivalent
- Pursue continuing education and professional development that adds value to the parish

CORE COMPETENCIES:

- Strong teaching and collaborative rehearsal skills
- Vocal coaching and conducting experience preferred
- Proficiency in music notation software (e.g. Sibelius)
- Proficiency with Microsoft 365 Office applications, including Outlook and Teams
- Ability to learn and effectively use Pushpay and other church management software systems

If you would like to apply, please submit a letter of interest and resume to Susan Mills, Operations Manager, Saint Michael and All Angels Episcopal Church, 8011 Douglas Avenue, Dallas, TX 75225, or smills@saintmichael.org (reference "Principal Organist" in the subject line). No phone calls, please.