

# CIVIC ORCHESTRA *of* MINNEAPOLIS

## **MUSIC DIRECTOR**

### **Position Announcement**

Posting Date: December 18, 2023

The Civic Orchestra of Minneapolis (COM) invites applications for a part-time, contracted Music Director position starting with the 2025-2026 concert season. The Music Director reports directly to the Board of Directors and is responsible for fulfilling the COM's mission to foster an enriching musical experience for audiences in the Twin Cities and advancing the COM vision of community building through music.

The Music Director is responsible for concert programming, assists with musician selection, and leads rehearsals and concerts. Additionally, the Music Director will advocate for the orchestra as relates to commissions, collaborations, fundraising, and marketing in collaboration with the orchestra and board members to further the stature of the orchestra.

### **Candidate Profile**

The ideal candidate will possess superior interpersonal and leadership skills; have relevant conducting experience, including work with volunteer musicians; and exceptional musicianship with knowledge of a broad range of orchestral repertoire. The music director will bring a passion, their own vision, and relationships in music and the community as to maximize the performance capability of dedicated volunteer musicians and make classical music exciting for COM audiences. This is the ideal opportunity for an ambitious conductor to grow and lead a talented ensemble with a devoted audience in a rewarding artistic environment.

### **About the Orchestra**

Established in 1952, the Civic Orchestra of Minneapolis is the oldest non-profit community orchestra in Minneapolis. It draws amateur and professional players from many different backgrounds and is dedicated to bringing free, live, high quality music to the greater Minneapolis area. Long noted for its innovative programming, the COM is known for commissioning and performing works by diverse composers.

### **Position Description**

The Music Director of the Civic Orchestra of Minneapolis (COM) is an accomplished musician who ensures the artistic development of the orchestra, striving for the highest possible level of musicianship and motivation among orchestra members, and providing the leadership necessary to advance the stature of the orchestra in the community.

The position is a contracted function responsible to the Board of Directors of the Civic Orchestra of Minneapolis. The Music Director will serve unlimited 1-year terms, subject to Board of Directors annual review and contract renewal.

### **Approximate Number of Services**

- Regular rehearsals – 33
- Dress rehearsals – 4
- Concerts – 6
- Member auditions – as needed

### **Essential Duties and Responsibilities**

The Music Director's primary role is to develop and conduct the musical programming for all rehearsals and performances and to oversee the musical quality and growth of the COM. They will:

- Establish the concert season including scheduling dates, venues, and soloists and selecting repertoire in alignment with COM commitments to new commissions and diverse programming, with consideration for orchestra member input, and within established personnel and budgetary guidelines.
- Lead focused, constructive rehearsals, providing advance notice of rehearsal goals, objectives, and order, and establishing an environment conducive to the musical development and achievement of the orchestra.
- Encourage emotional expression, set high musical standards, and leverage the full potential of the orchestra.
- Demonstrate enthusiasm for working with a volunteer member orchestra, participating in the recruitment and auditioning of new players, and nurturing and retaining current players of all skill levels.
- Communicate effectively to build and sustain open relationships with members of the orchestra, the staff, and the Board of Directors.
- Draft program notes and other text as needed for COM messaging.
- Identify and cultivate relationships between the orchestra and the local community to engage existing and new audiences.
- Advocate for and represent the orchestra as relates to commissions, collaborations, fundraising and grant writing, and marketing efforts in collaboration with the orchestra and board members to further the mission and stature of the orchestra.

### **Qualifications**

The Music Director:

- Is an accomplished conductor with relevant conducting experience and at least a bachelor's degree in conducting, music performance, or a related area of study, or the equivalent.
- Can conduct orchestral scores of any degree of difficulty and is knowledgeable of repertoire from diverse musical styles.
- Is technically proficient: clear of beat; consistent with dynamics and tempi; attentive to balance and intonation; able to identify and resolve problems; and has conducted soloists.
- Communicates concisely and has strong interpersonal and leadership skills with a sense of humor, patience, and positivity.
- Brings connections in the field of music and to the regional community; and/or has the interest and aptitude to build such relationships.
- Projects their voice and energy from the podium to inspire orchestra members from all walks of life, with diverse musical abilities, interests, and objectives.
- Must be available Tuesday evenings and concert weekends in the Twin Cities metropolitan area.

### **Reporting Structure**

The position is a contracted function responsible to the Board of Directors of the Civic Orchestra of Minneapolis. The Music Director reports regularly to the president of the Board of Directors and, in

addition, submits an annual report to the Board of Directors. The Music Director attends Board of Directors meetings upon invitation. The Music Director also engages with the COM Manager and Orchestra Librarian.

### **Compensation**

The position is compensated with an annual salary starting at \$19,000.00.

### **Application Requirements**

Applications must include:

- A one-page cover letter describing your interest in and vision for the COM Music Director position.
- A CV.
- Three to five references with phone and email contact information, including at least two of these contacts:
  - A musician who has performed under your direction.
  - A conductor who is familiar with your work, such as a mentor or colleague.
  - A supervisor or key colleague such as a member of a board of directors, a contact in collaboration, or similar.
- Two to four media samples demonstrating candidate conducting concerts and rehearsals, shared via a URL.
- Up to six pages in a single pdf file outlining the following in this order:
  - Your philosophy on how to engage an audience during a concert.
  - Your approach and commitment to diversity, equity, and inclusion.
  - Your methodology to encourage the best from an orchestra in rehearsal.
  - Your experience working with volunteer musicians, and musicians of diverse skill levels.
  - Your three favorite pieces to conduct and why they are favorites.
  - Your process for programming a season of orchestra works.
  - The repertoire for three concerts you would program for COM including:
    - 1 regular “subscription” concert
    - 1 summer outdoor concert
    - 1 family concert

In preparing repertoire lists, please avoid works the COM has performed later than 2020. Refer to our website’s [current and past concert listings](#) for guidance.

We kindly request files saved as pdfs and labelled with your name. A single pdf including all materials is acceptable. Please direct inquiries and application materials to Marie Harvat, Search Committee Chair, via [applications.civic@gmail.com](mailto:applications.civic@gmail.com)

### **Application Process**

**Priority will be given to applications received by 11:59PM on January 31, 2024.**

Applications that are incomplete or received after January 31, 2024, may be considered at COM’s discretion. Applications will be reviewed beginning February 03, 2024, with interviews to follow. Finalists will be invited to conduct one or more concerts during the 2024-2025 season with appropriate compensation.

*The Civic Orchestra of Minneapolis is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, or national origin.*