



## **CONDUCTOR, SANTA ROSA SYMPHONY YOUTH ORCHESTRA**

**Job Title:** Conductor, Santa Rosa Symphony Youth Orchestra  
**FLSA Status:** Part-Time, Non-Exempt  
**Job Location:** Santa Rosa, CA  
**Reports To:** Director of Education

### **GENERAL DESCRIPTION:**

The Santa Rosa Symphony is one of the Bay Area's leading nonprofit performing arts and music education organizations. With a \$5 million operating budget, the Symphony presents over 40 performances along with a robust portfolio of music education programs through its Institute for Music Education that inspire and engage 50,000+ people each season.

The Symphony seeks a talented, dynamic, and experienced musician/educator to join the organization in January 2025 as the next Conductor of the Santa Rosa Symphony Youth Orchestra (SRSYO), the Symphony's flagship youth orchestra. The Conductor is responsible for the overall artistic direction and music education development of SRSYO and its members according to the guidelines established by the organization. This includes, but is not limited to, evaluating auditions, selecting players and repertoire, leading rehearsals/performances, and collaborating in the planning of international tours every three years. The Conductor will also nurture and promote the well-being of the other youth orchestras and ensembles that fall under the auspices of the Santa Rosa Symphony.

The Conductor will interact regularly with the Santa Rosa Symphony's Music Director. From time to time, opportunities may arise to assist the Music Director with activities related to the Santa Rosa Symphony, including covering and/or leading performances of the orchestra.

### **DUTIES AND RESPONSIBILITIES:**

#### **Orchestra Leadership**

- Conduct SRSYO in weekly rehearsals from August/September to May/June in preparation for concerts and any additional special events, such as tours or run-out concerts. The rehearsals are to be a music education activity providing the members with training in all aspects of musical knowledge and orchestral techniques, as well as preparation for performances.
- Teach SRSYO members concert etiquette and standard performance practices. Maintain high standards of personal musicianship, as well as high standards for the orchestra membership. Communicate responsibility and expectations to all students and parents, and be available to converse with them during breaks, as well as before and after rehearsals.
- Attend all auditions in August/September, mid-season, and spring. In consultation with other Youth Ensemble conductors, judges and/or music education staff, establish the audition rubrics and criteria for acceptance, select and approve players, select principal players and determine placement within each section. Work with conductors of the other youth ensembles, when appropriate, in selecting and placing students.

- In consultation with the Santa Rosa Symphony's Music Director, select repertoire appropriate to the performance level of SRSYO's membership that, a) ensures the effective use of all orchestra members, b) is suitable to the instrumentation available in the orchestra, c) provides an enjoyable and rewarding experience for the students in terms of improving their performance skills, musicianship and growth, d) has necessary bowings for string players prior to the first rehearsal. Give Education Department staff a minimum of 2 weeks' notice of selected repertoire to prepare and process music before the first rehearsal. All repertoire must be finalized at least 6 weeks prior to the performance with program order, biography and any other information needed for the program book due 3 weeks prior.
- Develop a program and schedule of orchestral training that will include coordinated coaching sessions. The conductor should plan to oversee coaching sessions when possible.
- Develop a plan for effective and efficient rehearsals and concerts. Assess and interpret the capabilities of individual members and the orchestra as a whole. Implement innovative artistic programs for youth while remaining mindful that the primary focus of the orchestra is to provide an educational experience for the musicians.
- Coordinate with the Youth Orchestra Manager and/or the SRS Music Librarian to borrow, purchase, or rent scores; ensure that all bowings and markings are clear and consistent.
- Evaluate SRSYO performances at the conclusion of the season and provide the Music Director and Director of Education with a report outlining overall accomplishments, strengths and weaknesses. In addition, following the conclusion of the season, the Director of Education will provide feedback on the season, including input from orchestra members, parents, education staff and coaches.

### **Planning and Collaboration**

- Collaborate with the Santa Rosa Symphony's Music Director and Director of Education in developing long-range artistic and educational goals for SRSYO. Collaborate with Education Department staff March-August to plan the concert season, which will include the following performances and events: a classical concert each in the Fall, Winter and Spring, the Concerto Competition, 1-3 additional concerts (in-school, holiday, "preview" or similar), and *Free Concerts for Youth*. SRSYO members may also be asked to perform as chamber ensembles or soloists in other events, for which the Conductor's presence may be required. The Director of Education may add performances if special opportunities become available and the event fits into the existing calendar without overwhelming the students' workload.
- Consult with the Director of Education and the other conductor/directors of the SRS youth ensembles regarding artistic decisions that may impact these other youth ensembles, the performance schedule for all orchestras, and attendance policies and other enrollment requirements. Attend two meetings each year of all SRS Youth Ensemble conductors.
- Collaborate with Education Department staff on developing and implementing an active recruitment program for the Youth Ensembles to include students from Sonoma County as well as the surrounding counties.
- Any fundraising or special event planning with orchestra members or their parents, or guest artist engagements beyond what is budgeted, must be approved by the Director of Education.

### **Community Relations**

- Serve as the SRSYO's artistic liaison with community music educators. Work to continue developing collaborative working relationships with music instructors and professional musicians. On site visits to schools and music departments may be scheduled.

- Help burnish the overall public image and reputation of the Santa Rosa Symphony Youth Ensembles in the community and beyond. Assist in the general promotion of SRSYO by being available for public appearances, from time to time.
- Develop successful working relationships with volunteers, parents, Symphony staff and Board members, and Santa Rosa Symphony League members on special events designed to benefit SRSYO.
- Attend Education Committee meetings (and other committee meetings of the Santa Rosa Symphony) as requested by the Director of Education, Music Director, President & CEO and/or respective chairpersons (may provide a written report).

### **QUALIFICATIONS:**

- Minimum of 3 years' experience conducting a symphony orchestra, preferably with experience leading a youth orchestra.
- Degree in music performance, music education, and/or conducting preferred.
- Extensive knowledge of orchestral repertoire and practices along with an appreciation for a wide variety of genres of music.
- Exceptional oral and written communication skills as well as the ability to effectively manage relationships with guest artists, other SRS youth ensemble conductors, musicians, and staff.
- Superb ability to motivate others, especially young musicians.
- Comfortable speaking with a large group of people and with various organizational stakeholders.
- Must be able to work days, evenings, and weekends, as needed.
- Must be eligible to work in the United States.

### **POSITION:**

The Conductor, Santa Rosa Symphony Youth Orchestra is a part-time, non-exempt position. Programmatic activities generally take place at venues across Sonoma County, including Sonoma Country Day School and Green Music Center. Other administrative tasks may be performed remotely.

### **COMPENSATION:**

Target compensation for this position is \$70/hour. Schedule will vary depending on planned activities, but average is anticipated to be approximately 6 hours per week. Compensation package includes paid sick time.

### **TO APPLY:**

Email cover letter, resume, and links to conducting video clip(s) not exceeding 15 minutes in total by Friday, October 25, 2024, to Wendy Cilman, Director of Education, at [wcilman@srsymphony.org](mailto:wcilman@srsymphony.org). Include job title in subject line. No phone calls, please.

The Santa Rosa Symphony is committed to providing equal opportunity for all persons employed or seeking employment with the Symphony. Candidates who identify as Black, Indigenous, or People of Color are strongly encouraged to apply. The Symphony will recruit, hire, retain, promote, and otherwise treat all employees and job applicants equally, without regard to race, color, religion, national origin, gender, age, physical or mental disability, marital status, medical condition, sexual orientation, veteran status or any other basis prohibited by applicable law.

10/7/24