



## Music Director & Conductor Job Description

**Position Title:** Music Director & Conductor

**Status:** Exempt

**Reports to:** Board of Directors

### **Position Summary:**

The Music Director & Conductor works collaboratively with the Board, CEO, staff and musicians to fulfill the orchestra's mission, artistic potential, and role in the community. The Music Director & Conductor is responsible for repertoire and guest artist selection, programming, and artistic production, and the selection, development, and review of musicians. As the orchestra's artistic leader, the Music Director & Conductor must build and sustain the orchestra's visibility and involvement in the community. The Music Director & Conductor works closely, collaboratively, and equally with the CEO.

### **Key Responsibilities:**

- **Leadership:** Work with the CEO and Board of Directors to promote and advance the organization's mission. Partner with the Board and CEO for long-range artistic planning.
- **Artistic Planning:** Collaborate with the CEO to design compelling programs and select guest artists with cultural and educational value, engage the entire community and musicians, and introduce symphonic music to current and new audiences with attention to financial considerations, community needs, inclusive innovation, and artistic goals.
- **Conducting:** Serve as principal conductor, music director, and community arts ambassador in charge of most rehearsals and performances for the Walla

Walla Symphony. Create clear, organized, and efficient rehearsal schedules with personnel and guest artist considerations.

- **Development:** Support fundraising and organizational promotion.
- **Community Relations & Diversity, Equity, Inclusion, and Belonging (DEIB):** Participate in and support authentic, holistic community connections. Help foster a sense of community and belonging both on stage and off.
- **Recruitment:** Work with Orchestra Manager to attract and retain orchestra musicians, audition new members, and dismiss musicians if necessary.

### **Desirable Competencies:**

- Musical knowledge, insight, expertise, and experience sufficient to serve as Music Director & Conductor;
- A clear and artistic conducting technique;
- Effective time management and efficiency in planning for and running rehearsals;
- Demonstrated commitment to our shared vision for diversity, equity, inclusion, and belonging in all aspects of the orchestra's operations;
- Deep curiosity in music and a demonstrated ability or interest in developing imaginative programming that has relevance to the orchestra, the occasion, and the community;
- Commitment to fulfilling the orchestra's potential through demonstrated ability to lead a group in rehearsal and performance and to motivate and elicit the best efforts of the orchestra musicians;
- Ability to effectively and respectfully connect, communicate, build rapport and work with various constituencies, including musicians, staff, board, patrons, donors, current and potential audience members, and program participants;
- Confidence and integrity in making decisions;
- Good listening skills;
- Deep interest in our community;
- Openness to learning, growth, and professional development;
- Ability to foster a sense of belonging;

- A willingness to work collaboratively and an understanding that the role of Music Director operates in service to the full mission of the organization;
- An interest in helping steer the orchestral model toward anti-racist, inclusive, and welcoming practices;
- Ability to cultivate and maintain relationships with patrons, other artistic organizations, and current and potential audience members.

**Walla Walla Symphony’s Commitment to Diversity, Equity, Inclusion, and Belonging:**

We are committed to centering relationships with our communities as we work to build connections through music. We envision creating welcoming spaces that offer a sense of belonging where all are valued regardless of age, race, gender, religion, sexual orientation, ability, economic status, political affiliation, or education.

We believe that orchestral music is more relevant and alive when it honors tradition while embracing new ideas. We strive to work towards unraveling a history of exclusivity prevalent in classical music and we will continue our pursuit of diversity, equity, inclusion, and belonging through learning, listening, and engaging.

We recognize that, at present, neither the musicians, the audience, the board, nor the staff of the Walla Walla Symphony fully reflect the diversity that is present in our valley. We want to transform our relevance to the diverse communities we serve.