

## Artistic Director

The Artistic Director / Principal Conductor is responsible for the artistic operation of the orchestra. The person who holds this position exercises authority in artistic matters according to the guidelines established by the Board of Directors and mutually agreed upon at the time of engagement. The Artistic Director / Principal Conductor will work in close consultation with the Executive Director, Personnel Manager, members of the Board and with the Musician (or Section Leader) Committee and Artistic Committee within the limits set by the budget, and in accordance with the terms of the working agreements with musicians and guest artists.

## Qualifications

- Significant musical talent including an acute ear for orchestral intonation, balance, and color and skills in sight-reading and transposition.
- Mastery of at least one instrument and experience as a solo, chamber and orchestra performer, along with knowledge and understanding of all instruments used in orchestral performance; functional keyboard skills and ability to arrange orchestral parts.
- Proven ability to provide a performance experience of the highest caliber through application of effective baton and rehearsal technique.
- Podium presence that captures the power of body language to enhance the quality of the orchestra's performance and support the orchestra's physical and emotional well-being.
- Thorough knowledge of orchestral repertoire, literature, and styles.
- Ability to develop imaginative programming ideas that have significance to the orchestra and the LGBT community.
- Understanding of and commitment to sexual orientation, gender identities and gender expression issues.
- Solid judgment and political acumen in a variety of situations.
- Effective musical and personal leadership.
- Ability to motivate and elicit the best efforts of the orchestra musicians.
- Ability to make rehearsals and performances an enjoyable experience for all musicians.
- Budgetary skills or willingness to learn.
- Basic knowledge of a nonprofit organization, with an understanding and appreciation of the roles of the board, the executive director, the musicians, and the support volunteers. The conductor is a non-voting member of the board of directors.
- Awareness of the current field of solo artists, contemporary music, and performance practices.
- Skills necessary to communicate effectively both in writing and public speaking.
- Ability to work with an orchestra membership that includes musicians of varying backgrounds and abilities.
- Three or more years related experience performing the majority of the duties outlined above.

## Responsibilities

- Conduct concerts and rehearsals as agreed upon and encourage, support and supervise the work of any assistant and/or guest conductor(s).
- Work with the organization, including the Executive Director, members of the Board and the Musician (or Section Leader) Committee and Artistic Committee, in developing and planning the orchestral artistic plan (and calendar), both short and long term that has significance to the LGBT community, within budgetary parameters, and communicate effectively with all entities.

- Be responsible for the repertoire, programming, artistic production, and select guest artists, recruit permanent and supplemental musicians, select, develop, and (if necessary) replace musicians, attend auditions when appropriate, and determine the number of rehearsals and kind (sectional, etc.) of rehearsals.
- Assist in choosing guest conductors. In general BARS will have one guest conductor per year.
- Assist in section seating.
- Resolve personnel issues and artistic management of players.
- Coordinate with a cover conductor / assistant conductor.
- Collaborate with community arts organizations and initiatives.
- Report to the Board of Directors, providing regular updates. Attend Board meetings as requested.
- Communicate with the orchestra staff including the Executive Director, Personnel Manager, Librarian, Stage Manager, and Section Leaders in a timely and effective manner.
- Commit to fulfilling the orchestra's potential as an artistic and community resource and a willingness to participate in the promotional endeavors of the orchestra.
- Develop the overall public image of the orchestra in the community and beyond.
- Assist in the general promotion of the orchestra by being available for public appearances and fundraising activities.
- Demonstrate a concern for the effect the conductor has on the professional lives and performance quality of the musicians
- Perform other similar and related duties, as directed by the Board, not requiring materially different qualifications from those described in this document.

## Salary

- The position is part-time with flexible hours (5-15 hours per week). Subject to negotiation, the current wage is \$2,500 per set. No relocation benefit.

## Organization

- The Bay Area Rainbow Symphony (BARS) is a non-profit 501(c)(3) orchestra based in San Francisco, California that provides a safe and supportive environment for musicians of all sexual orientations, gender identities, and gender expressions. BARS makes cultural, social, and educational contributions to the San Francisco Bay Area by performing ambitious repertoire to a high standard.
- The orchestra performs four to five major concerts each year and chamber ensembles perform at various intervals.
- Website <http://bars-sf.org>

## How to Apply:

Please send a cover letter, resume, and answers to the Applicant Questionnaire by July 15, earlier if possible, to [committee@bars-sf.org](mailto:committee@bars-sf.org)

Finalists will conduct a set with the orchestra including approximately eight weekly rehearsals, a dress rehearsal and a concert. Guest Conductor appearance honorarium is \$2,000.

Women and minorities are encouraged to apply. BARS is an equal opportunity employer.

## **Applicant Questionnaire:**

We are asking all applicants to submit answers to the following questions with their resume and cover letter. Most of the questions are open-ended and designed to give applicants an opportunity to consider various aspects of the positions of Artistic Director and to give us insight to applicant approaches to those areas. Please limit yourself to one page for the whole questionnaire. We may ask you to elaborate on some of these questions during the interview.

Please write a vision for a 2 year artistic plan.

Please write a vision for a 5 year artistic plan.

Please provide a program you would like to do in the near future with the orchestra.

Do you have any other skills and abilities you feel are relevant to the position?

Please let us know of any potential periods of time that you anticipate not being available in the next year or any annual commitments (e.g. conducting in a festival, vacations etc.).