

## **Position Announcement: Music Director / Conductor**

The Waco Symphony Association (Waco, Texas) is seeking a highly motivated and experienced candidate for the position of Music Director and Conductor of the Waco Symphony Orchestra, to begin in advance of the 2023-2024 season. This search begins as the previous Music Director and Conductor retires after serving in the position since 1987. The ideal candidate is expected to be an active and visible member of the local arts community.

The Waco Symphony Association's mission is to present live classical music that will enrich the cultural life of our community. The vision statement elaborates that music enriches the life of the individual as well as the cultural life of the community. It serves as a source of beauty, conscience, humanity, tranquility – elements essential to the human spirit. Music transcends all national, racial, social, and economic barriers and serves as both a link to our past and a bridge to our future.

It is administered by an active Board of Directors of community leaders and a full-time Executive Director who oversees an Office Manager and a Marketing Director. Contract staff includes a Personnel Manager and Music Librarian.

### **Candidate Profile**

In judging candidates, the WSA will consider musicianship as well as conducting skill and experience, including work with professional musicians; knowledge of a broad range of repertoire; interpersonal, leadership, and communication skills; vision, passion, and ability to make symphonic music relevant and exciting for existing and new audiences.

### **The Orchestra**

The Waco Symphony Orchestra will celebrate its 60<sup>th</sup> anniversary season in 2022-2023 and has established a reputation for high artistic merit and for showcasing some of the greatest soloists of our time, including Yo-Yo Ma, Itzhak Perlman, Renée Fleming, Emanuel Ax, Joshua Bell among many others and performances by noted popular icons like Henry Mancini, Burt Bacharach, Branford Marsalis, Art Garfunkel, Lyle Lovett, Doc Severinsen and Chris Botti, among many others. The orchestra's season currently includes five subscription concerts and a special holiday concert (The Nutcracker ballet in recent years).

The WSO consists of a core of approximately 50 tenured players who are joined on an as-needed basis by outstanding Baylor University student interns and professional substitute players from the Central Texas area. The WSO is affiliated with the Dallas/Fort Worth chapter (Local 72-247) of the American Federation of Musicians.

Responsibilities of the Music Director/ Conductor include, but are not limited to:

- Provide artistic leadership for the organization

- Plan and implement an annual season of quality musical programming that reflects the diversity of the community and stewardship of the Association's financial resources
- Work with the Artistic Advisory Committee to solicit Board input in an advisory capacity while retaining the control and decision making of artistic matters
- Reflect organizational skills that permit the timely function of the Association and orchestra
- Present concert previews for the Waco Symphony Council (a volunteer and fundraising group with hundreds of members) and work with Council leadership to promote a successful and active organization
- Conduct the orchestra in a manner that facilitates effective and transformative performances while maintaining a respectful and encouraging relationship with the orchestra players
- Promote the orchestra throughout the community and in tandem with the WSA's audience development efforts
- Chair Audition Committees through annual auditions and additional auditions as needed
- Work in concert with the D/FW Musicians Union to abide by Union contract stipulations
- Work in partnership with the WSA Executive Director
- Work closely with the appropriate leadership of Baylor University and the Baylor University School of Music to promote a relationship that is beneficial to both organizations including the continued maintenance of the joint orchestra library, continuation of the student intern program, encouragement of School of Music faculty participation in the orchestra and careful scheduling of rehearsals and concerts that is respectful of School of Music activities and availability of rehearsal and concert facilities
- Work closely with the Board of Directors to continue to develop the vision and effectiveness of the organization and promote audience development
- Serve as an ex-officio member of the Board and Executive Committee and attend relevant committee meetings
- Develop relationships with local community members for the purpose of promotion and fundraising for the orchestra

### **Compensation**

Salary commensurate with experience and qualifications.

### **Applications**

Send an email indicating interest to [conductorsearch@wacosymphony.com](mailto:conductorsearch@wacosymphony.com) and we will send you a link to an online application form.

Application must include a personal letter of interest from the candidate, resume, three links to recordings of varied repertoire posted on YouTube, and the names and contact information for three references. Please include all documents scanned into one PDF. No phone inquiries, please. The Waco Symphony Association is an equal opportunity employer.

The position is open until filled. To learn more about the Waco Symphony Orchestra, visit [www.wacosymphony.com](http://www.wacosymphony.com)