



POSITION: Artistic Director

PURPOSE: This position provides artistic leadership and direction for Bel Canto Chorus.

SCOPE OF RESPONSIBILITIES: The Artistic Director is responsible for directing all artistic aspects of Bel Canto Chorus, including developing the artistic vision for the main auditioned choir, singer technique development, performances and programming, artistic development, educational and community outreach, and audience development. The Artistic Director is involved in fundraising, community and board relations, and contributes marketing content that enhances the position's status as the primary public face of the organization. The Artistic Director's work embodies the mission and vision of Bel Canto Chorus.

REPORTING RELATIONSHIPS: The Artistic Director reports to the Chief Executive Officer and works closely with the Managing Director. Reporting to the Artistic Director are all artistic staff. The Production Manager, who reports to the Managing Director, may work closely with and take direction from the Artistic Director. The Artistic Director works in collaboration with and engages in regular planning with the CEO and administrative staff.

DESIRED CHARACTERISTICS:

- Comprehensive understanding of the choral arts
- Exceptional conducting and rehearsal techniques
- Inspiring speaker and advocate for the chorus in the community
- Consistently fosters artistic excellence while maintaining a strong communal feel within a chorus
- Habitually communicates with respect and positivity to all organization stakeholders
- Considers all staff and stakeholders as integral to upholding Bel Canto Chorus' mission
- Collaborative approach to designing multi-year artistic visions
- Strong written, oral, and interpersonal communication skills
- Productive conflict resolution skills
- Engages with professional development opportunities
- Actively contributes to a positive staff culture

DESIRED EXPERIENCE:

- Master's or Doctorate Degree in Music or equivalent competency
- Minimum eight years of demonstrated experience in conducting broad and inclusive choral repertoire
- Experience engaging communities and leading outreach programs
- Experience with music arrangement or composition
- Experience with staging music events and performances
- Experience managing non-profit budgets, including financial and concert expense planning
- Experience in organizational stewardship and promotional activities

DUTIES:

I. Artistic Leadership

A. Artistic Vision

1. Develop and communicate clearly and concisely the artistic vision for the future of Bel Canto Chorus
2. Provide visionary leadership to the organization and the Milwaukee area arts community
3. Identify organizational needs required to attain artistic vision
4. Collaborate with the Artistic Advisory Committee to identify future choral program growth opportunities

B. Singer Growth and Education

1. Maintain a challenging and rewarding singer development program for Bel Canto Chorus singers
2. Develop and implement plans which impact the musical and communal experience of individual singers in the choir
3. Rehearse with and conduct performances of the principal auditioned choir, with the option to conduct other Bel Canto Chorus ensembles and tour ensembles

4. Promote individual skills development (sectionals, soloists)
5. Oversee procedures and hold auditions for singers
6. Select, oversee, and coach section leaders in support of artistic excellence and a culture of positivity, encouragement, and growth

C. Artistic Staff Leadership

1. Select, motivate, and supervise artistic personnel
2. Maintain regular meetings and planning calendar cycle with artistic staff
3. Plan staff enrichment programs for artistic personnel
4. Provide ongoing and annual performance reviews of artistic staff
5. Recommend artistic staff for service on board and community committees
6. Maintain a 'visit' schedule and provide feedback of all rehearsal sites in support of artistic staff and other programs

D. Concerts/Programming

1. Create/program/conduct public concert season
2. Create/program/conduct state, national, and international choir tours
3. Create/program/conduct fee engagement performances
4. Develop (in conjunction with CEO) budget for musical aspects of concert series
5. Approve/locate concert locations in collaboration with the Managing Director and Production Manager
6. Select guest artists and other artistic support personnel
7. Provide artistic information for printed and digital publications (brochures, newsletters, press releases, etc.)
8. Develop, maintain, and supervise the structure of the choir programs

II. Artistic Development

1. Assist in maintaining and developing Bel Canto Chorus' professional activities and reputation locally/nationally/internationally
2. Develop local, national, and international professional relationships and collaborate with other arts organizations and artists
3. Assist in identifying and vetting performance venues
4. Work with administrative staff and the Artistic Advisory Committee in developing/booking tours
5. Establish recording schedules/plans and assist in developing increased distribution opportunities
6. Initiate and oversee choir commissioning/arranging/publication projects
7. Maintain an awareness of similar musical organizations by way of observation of rehearsals and concerts
8. Devote time to research and study of chorus repertoire as necessary

The following areas require the Artistic Director to work in collaboration with the CEO, administrative staff, and appropriate Board of Director members and committees:

III. Educational Outreach

1. Maintain professional music association memberships and participation (such as ACDA/Chorus America, etc.)
2. Be available as an artistic resource for workshops, clinics, master classes and other educational opportunities, and assist in preparation of materials for such, to include occasional lecturing and conducting
3. Oversee and promote strong relationships with the local educational community
4. Create an annual recruitment and retention plan with staff and other stakeholder input

IV. Audience Development

1. Develop/implement programs and approaches designed to enhance the education of Bel Canto Chorus audiences (conductor commentary, program notes, etc.) and the greater community
2. Work with administrative staff in developing creative marketing ideas that enhance programming and help attract audiences

V. Fundraising

1. Assist the CEO, Board and Fund Development Committee with funder and patron relationship, stewardship, and solicitation efforts
2. Maintain, document, and provide artistic metrics, measurements, and outcomes required for public and private grants
3. Support volunteers with annual fundraising projects (presence and encouragement)

VI. Internal Relations

1. Establish and maintain good communication with staff, singers, and volunteers

2. Participate in regular meetings of the administrative and artistic staff, Board, and committees as requested

VII. Community Relations

1. Participate in media interviews and programs
2. Participate in, support, and/or aid community service concerts
3. Participate in meeting with and promoting the choir to civic, community, and cultural organizations
4. Engage in activities that broaden Bel Canto Chorus' name recognition in the Milwaukee area
5. Actively support and lead Bel Canto Chorus' contributions to UPAF events and activities

SALARY AND BENEFITS

This is a full time position with a starting salary range of \$65,000-\$75,000. Benefits include personal time off and sick leave. While Bel Canto Chorus has not offered benefits beyond these in the past, additional benefits are being considered. We support a healthy work-life balance and do our best to schedule accommodations for holidays, special life events, and time to recover after long weekends due to Bel Canto Chorus performances or events.

We strive to create a positive and inclusive work culture. The successful candidate can look forward to colleagues who will make you smile and singers who will inspire.

JOB LOCATION

To fully engage as a primary face of the organization with singers, stakeholders, major funders, and the performing arts organizations in the area, the successful candidate is expected to reside or relocate to the Greater Milwaukee region. On-site work will be required for all concerts, rehearsals of the full adult choir, venue site visits, and any other required in-person meetings, such as staff or major donor meetings.

Bel Canto Chorus is currently a work from home organization with no central office. Regular communication with staff and other stakeholders via phone, email, and video conferencing is expected. A laptop with video capabilities and VoIP phone will be provided by Bel Canto Chorus. Access to a personal cell phone, internet, and transportation are required for the position.

HOW TO APPLY

Please email the below information to our supporting search firm, Equity Sings, at search@equitysings.com, by August 10, 2023.

- A thoughtful cover letter and resume (or Curriculum Vitae). Explain your approach in creating programming and your approach to collaborating with administrative staff.
- Three samples of previous concert programs conducted. If desired, these may be complemented with a statement regarding the programming.
- A list of references.
- A 10-15 minute video that consists of live performance footage and rehearsal footage that demonstrates your conducting technique and style.

Additional materials will be requested from candidates who are moved forward after initial interviews.

SEARCH TIMELINE

- Deadline for submission is August 10, 2023
- It is our hope that applicants will be notified by September 10, 2023, if selected for a virtual, first-round interview.
- First round interviews will take place in late September.
- Applicants moved forward as finalists will be invited to Milwaukee for in-person auditions with the chorus as well as interviews with staff and board members.
- The Search Committee hopes to have the process completed by March 2024.

Questions and application submissions may be sent to our supporting search firm, Equity Sings, at search@equitysings.com. *Bel Canto Chorus is an equal opportunity employer and does not discriminate on the basis of race, color, religion, gender, gender expression, sexual orientation, national origin, age, or disability.*