



## **GOLDEN STATE YOUTH ORCHESTRA**

**Position Title:**        **Music Director and Conductor**

Reports to:            Executive Director

Status:                 Full Time, Exempt, Benefits Eligible

Golden State Youth Orchestra seeks an experienced and enthusiastic music educator and conductor to serve as its next Music Director and Conductor beginning in the 2022-23 Season. This role is responsible for creating a musical vision for the organization in consultation with the Executive Director, providing administrative and artistic leadership, and helping further the mission and goals of the organization.

### The Organization

Golden State Youth Orchestra (GSYO), previously El Camino Youth Symphony (ECYS), is a 501(c)(3) nonprofit organization located in Palo Alto, CA. It was founded in 1963 by William Galbraith, a young maestro who envisioned an orchestra that would give youth musicians the opportunity to perform challenging standard professional repertoire.

GSYO is a nationally recognized organization with 6 orchestras of 450+ students from the Silicon Valley and greater San Francisco Bay Area. The organization is dedicated to nurturing, training, and developing young musicians from culturally and economically diverse backgrounds and providing a lifelong appreciation of music.

### **POSITION OVERVIEW:**

The Music Director for Golden State Youth Orchestra provides artistic leadership for GSYO and oversees the training and artistic development of all students. The MD is charged with maintaining the standard of excellence among the artistic staff through interaction, evaluation, example, curricula and artistic leadership. The Music Director is an ambassador to the greater community including professional musicians, private instrument instructors, public and private school music teachers, and prospective students.

This position reports to the Executive Director, collaborates with the Board of Directors, and works closely with the faculty and coaches. The MD helps develop and execute a recruitment program, acts as liaison with school music programs and private music teachers, and represents GSYO in the musical community.

As artistic advisor to the Board of Directors and its committees, the MD attends monthly Board meetings, the annual Board Retreat, and committee meetings where artistic input and expertise are needed. The MD carries out all required duties in a manner consistent with the policies, procedures, goals and objectives established by GSYO.

### **ESSENTIAL JOB DUTIES AND RESPONSIBILITIES:**

#### *As Music Director:*

- Act as a true partner with the Executive Director in co-leading the financial, pedagogical, and artistic success of GSYO. Develop a total education program that matches the financial scope of the organization.
- Help coordinate and participate in faculty and faculty/staff meetings. Spend one half day a week in the office to proactively address issues and work with staff directly and respond to requests and network with the stakeholder groups. Meet weekly with the Executive Director around issues of importance to the organization.
- Develop curricula for ensemble workshops, camps, and the annual Symphony retreat that reflects the organization's mission and values.
- Establish relationships with community organizations to foster recognition of GSYO, identify performance opportunities for orchestras and ensembles, and encourage fundraising. Plan and interface with musical partner organizations.
- Help in planning recruitment efforts to ensure the robust participation in all of the GSYO ensembles. Assist Director of Membership in developing a network of local music teachers.
- Observe a minimum of four rehearsals of each ensemble in one season and attend all GSYO ensemble concerts. Provide individual feedback to faculty annually based on observed rehearsals and concerts, and select and manage coaches.
- Evaluate appropriateness of repertoire selections made by GSYO faculty and communicate ideas and suggestions as necessary to ensure curriculum success.

- Adjudicate annual All-GSYO and Plano Concerto Competitions and audition players for all orchestras and ensembles as needed.
- Write recommendations upon request of GSYO students.

*As Symphony Conductor (Senior Symphony and Camilla Kolchinsky Orchestra [CKO]):*

- Conduct all **Symphony** rehearsals, dress rehearsals, annual Retreat, and up to 4 performances including one holiday concert. Conduct one biennial Bon Voyage concert. Conduct biennial Bay of Youth Orchestra Festival performance in San Francisco. Conduct **CKO** rehearsals, dress rehearsals, annual Allegretto Camp, and up to 4 performances. All concerts, and additional concerts, will be scheduled and organized in consultation with the Executive Director and staff.
- Lead Senior Symphony in biennial international tour. Assist staff with choosing travel destinations, plan tour repertoire, and select soloists if needed in consultation with the Executive Director. Conduct all pre-tour rehearsals and all tour concerts (4).
- In consultation with the Executive Director, approve and confirm arrangements with guest artists.
- Develop musical standards for students through the appropriate selection of repertoire, sectional coachings, and interaction with professional musicians and other innovative programming.
- Select the repertoire for the Symphony in consultation with the Executive Director to ensure a quality performance in the assigned number of rehearsals for each concert. This includes determining and meeting deadlines for programming and scheduling of rehearsals and sectionals.
- Work with the librarian to prepare all string parts including bowings and fingerings, and prepare woodwinds, brass and percussion parts with measure numbers and phrase markings.
- Participate in annual auditions, evaluating the skills and techniques of GSYO applicants and advise faculty on audition requirements. Make the final determination of applicants to be accepted and their placement within the Symphony and/or ensembles. Provide seating assignments using the guidelines of the GSYO Seating Policy and in collaboration with coaches.

- Facilitate communication and relationships with and among the Symphony musicians to ensure a positive environment. In collaboration with the Executive Director, resolve disciplinary issues as needed.
- Support the work of the Orchestra Managers in a timely and considerate manner.
- Plan and lead rehearsals at the annual Symphony Retreat and CKO Allegretto Camp (August).

In keeping with GSYO Guidelines and Policies, while working on behalf of GSYO, the Music Director and Conductor will act at all times in a professional, respectful, and appropriate manner.

Golden State Youth Orchestra is an Equal Opportunity Employer.

### **REQUIREMENTS:**

The ideal candidate will have 5 years of experience conducting youth musicians (with an emphasis on ages 12-18) and 2-3 years experience as a Music Director or in a related position. Candidates will have the ability to work collaboratively and effectively with students, staff, faculty, and the Board of Directors, inspire students throughout the organization, and demonstrate strong leadership and decision making skills.

### **WEEKLY HOURS:**

Approximately 32 hours weekly will be expected to fulfill the position. This will be a balance of off-site rehearsal time, and office hours. Office hours are flexible, some telecommuting possible by mutual agreement.

### **COMPENSATION:**

Total compensation will be commensurate with the candidate's skill and experience, to be discussed during the interview process.

### **APPLICATION INSTRUCTIONS:**

For full consideration, qualified and interested candidates should submit to the following materials to [sducey@gsyomusic.org](mailto:sducey@gsyomusic.org):

- Letter of Interest describing your qualifications and experience for this position
- Curriculum Vitae with conducting positions and any administrative positions held
- List of Repertory conducted

- 2 video samples of conducting youth orchestras, high school orchestras, or community/volunteer orchestras

Thank you for your interest in this position and learn more about us at [www.gsyomusic.org](http://www.gsyomusic.org).

The deadline to apply is November 12, 2021.