

## **PACO MUSIC DIRECTOR SEARCH ANNOUNCEMENT**

The Palo Alto Chamber Orchestra (PACO) is an award-winning youth orchestra for San Francisco Bay Area string players of high-school age and younger ([www.pacomusic.org](http://www.pacomusic.org)). With approximately 120 members spread across 5 orchestras, PACO's mission is to teach young musicians to play well with others, to forge a musical community, and to make the world a better place.

Founded in 1966 by William Whitson, PACO has been fortunate to have two exceptional music directors. The current music director, Ben Simon, has shaped the orchestra over nearly 20 years. In anticipation of his retirement, PACO is launching this search for a new music director, who would begin their duties in the 2023-24 season.

At PACO, we believe that making music—and lifelong friends—is best achieved in an atmosphere of cooperation and teamwork. Our focus on small orchestras and chamber music makes that possible, and we minimize internal competition to foster creativity and collaboration for our young musicians. PACO students get many opportunities to work with each other across orchestra levels, knitting our musical family together and providing teaching and learning opportunities for all. Team work, compassion, empathy and imagination are hallmarks for our community. More than just learning how to play the notes, our students learn the real meaning and value of playing well with others. Our emphasis on chamber music uniquely sets PACO apart from other youth programs and lies at the core of our educational success, allowing a highly personalized commitment to both our students and our community.

### **Responsibilities**

#### **General:**

- Establish the vision and inspiration for PACO as a whole. The MD will work with the Board and staff to establish the long-range plan for the organization.
- Take the lead planning role and directorship responsibilities for all aspects of PACO's musical program, including international tours, the annual chamber music workshop, auditions and community outreach.
- Serve as the primary spokesperson for PACO and represent the organization to the outside world in a professional manner.
- Assume responsibility for the musical development and inspiration of PACO's young members from early stages to seniors.
- Choose, train, and motivate the musical staff.

#### **Artistic:**

- Conduct one or more orchestras and supervise the staff conducting the other orchestras.
- Set the overall policies to be followed by all conductors regarding selections of musical works.
- Oversee and coordinate outreach efforts to music teachers and schools to attract the best student musicians.
- Work with local, national, and international communities to enhance performance opportunities and collaborations.

- With input from the Board and other staff, determine how many concerts each orchestra performs.

**Educational:**

- Maintain the respect and capture the interest of the members of the orchestra.
- Be readily accessible to all orchestra members as a counselor and mentor.

**Board:**

- Report to the President of the Board.
- Serve as an ex-officio member of the Board.
- Assist the Board in devising outreach, development, and communication strategies.

**Requirements:**

The ideal candidate should share PACO's vision of a community that "plays well with others." S/he should also bring a commitment to artistic excellence, whether demonstrated in the arena of conducting or other musical endeavors. Furthermore, s/he should be interested in educating younger musicians. It is important as well that the candidate have ideas about how to develop PACO over the next decade and strategies for implementing those ideas.

**Compensation:**

Total compensation, including benefits, will range between \$75,000-110,000 per year commensurate with experience.

**Application Instructions:**

By **December 1, 2021**, please submit to [hire@pacomusic.org](mailto:hire@pacomusic.org) a CV, an optional video sample of your work, 2 references, and a 500-1000 word cover letter describing your relevant experience, why PACO might be a good fit, and what direction you would envision leading PACO in if selected. We will be in touch with semi-finalists by the end of March, 2022.