

**Job Title**

Music Director and Conductor

**Organization Description**

The Redlands Symphony Association (RSA), known locally as the Redlands Symphony Orchestra, is a 501 (c) 3 not-for-profit organization based in Southern California's San Bernardino County. The Redlands Symphony reflects and enriches the quality of life in the Eastern Inland Empire communities through the transformative power of live musical performance and education. What is now the Redlands Symphony began in 1950 as the University-Community Symphony Orchestra organized and run by the University of Redlands. In the 1970s, the organization changed focus to be more of a presenting organization known as the Redlands Winter Concert Association, a seasonal balance to the famous Redlands Bowl Summer Music Festival. In 1983, the organization once again rebranded and formally became the Redlands Symphony Association with the goal of presenting live musical concerts for our community.

The RSA has a deep connection and partnership with the University of Redlands, a private institution of higher learning. The University provides the Symphony with performance space in the historic Memorial Chapel, as well as use of percussion equipment, pianos, and other necessities for concerts. Unique to the RSA/University partnership is the use of faculty and student musicians. In collaboration with AFM Local 47, the RSA provides priority right to audition for principal seats in the orchestra to University of Redlands faculty. Additionally, students enrolled in the University's Conservatory of Music who pass a qualifying audition are able to perform with the orchestra as extras and substitutes.

The musicians of the Redlands Symphony come from all across the southland and play with many other orchestras and film scoring stages including the Los Angeles Philharmonic, Pacific Symphony, Los Angeles Chamber Orchestra, and studios such as Warner Brothers, Paramount, and Disney. All musicians are under a collective bargaining agreement with the American Federation of Musicians, Local 47 (Los Angeles).

Our flagship education program, OrKIDstra, brings 4<sup>th</sup> and 5<sup>th</sup> grade students from Redlands Unified and Yucaipa-Calimesa Joint Unified School Districts as well as other school children from the region to the Memorial Chapel for curated concerts. These concerts are performed in partnership with the University of Redlands orchestra under the direction of Redlands Symphony's Assistant Conductor, Co Nguyen. Between 3-6 performances per year, we are able to reach nearly 6,000 students annually with these concerts. Other educational programs are in development, including programs for chamber music, young composers, and adult-centered community outreach.

RSA has a typical operating budget of approximately \$900,000 and is managed by a professional staff of four. Our 12-member Board of Directors is composed of community leaders who govern the organization and provide financial resources through their contribution and fundraising activity.

### **Duties and Responsibilities**

The Music Director and Conductor will work collaboratively with Board Leadership, the Executive Director, and Assistant Conductor (if one is employed) to establish and articulate a compelling artistic vision for the Redlands Symphony that reflects the broad range of diversity, interest, and opportunity present in our community. They will lead the artistic side of the collaborative process of mounting a concert season. The concert season may include full orchestra concerts, education concerts and programs, special events, chamber music concerts, and/or pops concerts.

The Music Director and Conductor participates in coordinated efforts with the Executive Director to set and achieve both short- and long-term goals for the organization, with the Music Director and Conductor taking a leadership role in artistic matters. This includes:

- Selecting repertoire, guest artist(s), shows, and/or programs that align with the artistic vision and priorities of the RSA as outlined by the Board, Music Director, and Executive Director;
- Selecting performers and collaborating on repertoire/program goals for chamber music concerts;
- Determining a rehearsal schedule for maximum effectiveness and preparedness of the orchestra;
- Participating fully and actively with all audition processes for both tenure-track musicians under the RSA's Collective Bargaining Agreement, and student musicians seeking eligibility with the RSA under the terms of the RSA's CBA and Memorandum of Understanding with the University of Redlands;
- Participating in concerts and activities of the orchestra contracted by outside presenters (e.g., Redlands Bowl, Fallbrook Music Society, etc.);
- Serving as Principal Conductor
- Oversee personnel matters related to performance quality, discipline, tenure, and other parameters as outlined in RSA's CBA, in coordination with the Personnel Manager;
- Collaborate with staff on creation and execution of education and outreach programs as requested.

The Music Director and Conductor works closely with the Executive Director to work within the limits established by the organization's budget, its bylaws, and its internal policies.

The Music Director and Conductor engages actively in fundraising and promotion of the organization and will become both a visible presence locally and a leader within our artistic community. This may include:

- Participating in the promotion of the organization through speaking engagements, social media, special events and fundraisers, or other avenues as requested by the Executive Director;
- Meeting with donors and participating in donor cultivation activities as requested;

- Encouraging and acknowledging the activities of volunteers;
- Attending Board meetings as requested and possible;
- Fostering a positive relationship with creative partners and other cultural organizations in the community.

The Music Director and Conductor reports to the Board of Directors with day-to-day oversight by the Executive Director. They will work cooperatively with the Board, Executive Director, and other stakeholders to further the RSA's mission and objectives.

### **Compensation and Benefits**

The Music Director/Conductor position is considered a full-time, exempt position with a minimum annual salary of \$70,000. Final compensation will be determined by several factors including, but not limited to, qualifications and experience. The RSA reimburses travel expenses allowable within the scope of the Music Director's duties and as approved by the Board and/or Executive Director.

### **Requirements**

The Redlands Symphony Association seeks an exceptional conductor with experience leading professional ensembles with wide ranging interests and musical tastes as well as excellent communication and inter-personal relationship skills. They will be able to demonstrate the ability to inspire musicians, Board members, and staff in the execution of the mission, as well as cultivate effective relationships with guest artists, composers, managers, and other artistic partners.

The ideal candidate will possess many of the following traits:

- Ability to collaborate with several stakeholders;
- Ability to articulate artistic vision;
- Strong musical and conducting skills which integrate a thorough understanding of orchestral repertoire and familiarity with stylistic performance requirements of music for symphony as well as other styles which may interest the region's audiences;
- Effective and efficient rehearsal technique that emphasizes working collaboratively with musicians;
- A temperament and demonstrated ability to collaborate with a Board of Directors, executive and operational management, volunteers, and musicians to create an artistically robust and fiscally sound organization;
- A desire to balance tradition with new programming ideas;
- A willingness to understand the consumer market in the area and respond accordingly;
- An enthusiasm for speaking at and interacting with others at donor functions, internal and external meetings, community engagement activities, and educational/civic programs;
- The ability to manage situation of disagreement or conflict with maturity and diplomacy;
- The ability to assess strengths and weaknesses of artistic personnel;
- A proactive and flexible approach to problem-solving

While residency is not required, significant local, non-conducting time is expected. Preference will be given to candidates with permanent residency in the Western United States.

### **Application Procedure**

Submit applications via e-mail only, as one PDF attachment. Each packet should include a cover letter from the candidate, a resume or CV, professional biography, 1-3 links to videos on YouTube (or similar) which demonstrate the candidate's skills and artistic perspective. Additional materials may be required upon request, including references. The RSA makes every effort to notify every candidate about the status of their candidacy.

Apply to Robert Bourne, Chair of the Redlands Symphony Association Music Director Search, at [search@redlandssymphony.com](mailto:search@redlandssymphony.com). The subject line should read MUSIC DIRECTOR SEARCH.

Application deadline: Friday, November 1<sup>st</sup> at 5:00PM PST. Applications received after this date will not be considered.

### **Search Timeline**

Subject to change

- September—November, 2024: Candidate applications
- November—December, 2024: Candidate screening
- January 2025: Candidate selection and notification
- February—March 2025: Interviews
- April 2025: Final candidates invited to prepare program(s)
- May 2025: Finalists announced
- September 2025—January 2026: Finalists conduct in Redlands
- February—March 2026: Finalists Reviewed
- March/April 2026: Music Director and Conductor Announced