



NAPA VALLEY YOUTH SYMPHONY

## Music Director and Conductor

Job Title: Music Director and Conductor

Status: Average 10 hours per week, Part-Time, Non-Exempt

Compensation: \$2,000.00 per month (12-month contract)

Job Location: Napa, CA

Reports To: Executive Director

### ABOUT THE NAPA VALLEY YOUTH SYMPHONY

The Napa Valley Youth Symphony (NVYS) celebrates and enhances the cultural diversity of our community by bringing together student musicians to rehearse and perform symphonic music in an educational setting across the greater Napa Valley. We are dedicated to maintaining high musical standards within a supportive environment that fosters enthusiasm, knowledge, and a lifelong love of music. NVYS enriches students' lives through a challenging repertoire that equips them with the skills necessary to pursue music as both professionals and passionate amateurs.

With an operating budget of \$350,000, NVYS produces six to eight performances per season and offers foundational orchestral experiences and music education programs for students in grades 4 through 12. Since our founding in 2006, we have welcomed over 1,000 alumni into our ensembles. Currently, we serve 90 students across various programs, including Notes, Bridge, Sinfonia, Youth Chamber Ensemble, and Youth Symphony. We are seeking a Music Director/Conductor to strengthen the pipeline for music development from elementary through pre-collegiate levels.

### THE POSITION

We are seeking a seasoned Music Director/Conductor dedicated to building a strong, community-oriented youth music program. The ideal candidate will have experience in orchestral conducting, a broad knowledge of both orchestral and contemporary repertoire, expertise in concert programming, effective student musician recruitment strategies, and a focus on adolescent musical development. Strong managerial skills are essential for leading a collaborative musical staff, while excellent communication abilities will facilitate engagement with parents, donors, and the community at various events.

The successful candidate will be deeply committed to educating youth through music and will possess a thorough understanding of NVYS educational programs, fundraising events, community engagements, and summer camps. Additionally, this individual will conduct the Youth Symphony, NVYS premier youth orchestra.

The NVYS Music Director/Conductor will lead a core conducting staff of two and oversee a contractor coaching team of 12, while also managing professional guest musicians for concerts. This role is responsible for the musical leadership of NVYS, serving over 90 student musicians annually. As a key representative of NVYS, the Music Director/Conductor will partner with the Executive Director to achieve the organization's strategic and programmatic goals, fostering inspiring and collegial relationships within the organization and the broader community.

## DUTIES AND RESPONSIBILITIES

### Orchestra Leadership

- Conduct NVYS Youth Symphony during weekly rehearsals from late August to May/June, preparing for concerts and special events such as tours or outreach performances.
- Ensure that rehearsals serve as music education activities, providing members with training in all aspects of musical knowledge and orchestral techniques, along with preparation for performances.
- Demonstrated ability to work effectively with developing musicians in a caring and supportive manner.
- Teach NVYS members concert etiquette and standard performance practices.
- Foster high standards of personal musicianship and essential standards for orchestra participation.
- Clearly communicate responsibilities and expectations to students and parents, remaining accessible for conversations via email, phone, or online meetings. Collaborate with staff to address questions from parents regarding the NVYS music program.
- Attend all auditions in the fall, mid-season, and spring.
- In consultation with other ensemble conductors, judges, and music education staff, establish audition rubrics and criteria for acceptance.
- Select and approve musicians, designate principal players, and determine placement within each section.
- Collaborate with conductors of other youth ensembles, as appropriate, in the selection and placement of musicians.

- Balance well-known repertoire with compositions from underrepresented composers, serving as a springboard to ignite new talent and expand the breadth of musical genres.
- In consultation with ensemble directors, select repertoire appropriate to the performance level of NVYS members that:
  - Ensures effective engagement of all orchestra members.
  - Is suitable for the available instrumentation within the ensembles.
  - Provides an enjoyable and rewarding experience that enhances students' performance skills, musicianship, and growth.
  - Includes necessary bowings for string players prior to the first rehearsal.
- Develop a comprehensive program and schedule for orchestral training that includes coordinated coaching sessions for all ensembles, while advising and mentoring conductors and coaches on appropriate programming to enhance the pedagogical experience for NVYS musicians through observation during rehearsals, retreats, and concerts.
- Build strong relationships with local musicians and maintain a database of reliable substitutes, coaches, and professional musicians. Provide administrative oversight for conductors and coaches, including managing timecard submissions.
- Create a plan for effective and efficient rehearsals and concerts, assessing the capabilities of individual members and the orchestra as a whole.
- Implement innovative artistic programs for youth while ensuring that each ensemble prioritizes a fun and educational experience for student musicians.
- Coordinate with the Orchestra Manager and/or Music Librarian to borrow, purchase, or rent scores, ensuring that all bowings and markings are clear and consistent.
- Evaluate NVYS performances at the conclusion of the season and provide the NVYS Executive Director and Board with a report outlining overall accomplishments, strengths and weaknesses.

## Planning and Collaboration

- Demonstrate a strong commitment to inclusion, diversity, equity, and access.
- Collaborate with the Executive Director to establish long-range artistic and educational goals for NVYS, ensuring that music personnel needs are reflected in the annual budget and managing staffing to remain within budgetary constraints.
- Work with ensemble directors from March to May to plan the upcoming concert season, which includes the Youth Chamber Concert Series, Fall/Spring Concerto, Benefit Concerto, Concerto Competition, and Community Concerts (1-3 additional

in-school, holiday, open rehearsals, or similar events), as well as participation in BottleRock Napa Valley.

- Consult with ensemble directors on artistic decisions that may impact other youth ensembles, the performance schedule for all orchestras, and attendance policies, along with other enrollment requirements.
- Lead two annual planning meetings with all NVYS ensemble directors and the Executive Director, overseeing the curation of season repertoire selected by the ensemble directors.
- Collaborate with ensemble directors and staff to develop and implement an active and robust recruitment program for our youth ensembles and programs, targeting student musicians from Napa County and surrounding communities.
- Analyze and compare NVYS music program offerings with those of other regional and national youth orchestras to effectively communicate NVYS' value and public benefit.
- Advise the Executive Director and Board on best practices and innovative music education programs, establishing a pipeline from elementary to pre-collegiate levels and positioning NVYS as the premier music education organization for student musicians.
- Collaborate with the Executive Director and NVYS Board to determine strategic program evolution that enhances the NVYS mission, while also working together to create new avenues for community outreach.

#### Community Outreach and Public Benefit

- Develop strong working relationships with volunteers, parents, staff, Board members, and community partners for special events that benefit NVYS.
- Establish and maintain relationships with local school districts, including music directors and teachers, serving as NVYS artistic liaison with the community of music educators to foster collaborative partnerships with music instructors and professional musicians.
- Conduct on-site visits to schools and music departments to build connections with community arts partners.
- Maintain a leadership presence within the regional performing arts community and beyond, including youth and community orchestras, choirs, dance organizations, bands, and universities.

## QUALIFICATIONS

- Minimum of 3 years experience conducting a symphony orchestra, preferably with experience leading a youth orchestra.
- Degree in music performance, music education, and/or conducting preferred.
- Extensive knowledge of orchestral repertoire and practices along with an appreciation for a wide variety of genres of music.
- Exceptional oral and written communication skills as well as the ability to effectively manage relationships with guest artists, other NVYS youth ensemble conductors, musicians, and staff.
- Demonstrated ability to create and implement music education programs with progressive benchmarks for developing student musicians.
- Superb ability to motivate others, especially young musicians.
- Comfortable speaking with a large group of people and with various organizational stakeholders.
- Must be able to work days, evenings, and weekends, as needed.
- While the majority of administrative tasks may be performed remotely, at least one (1) day per week will require in-person presence in Napa for strategic meetings with Arts Partners, Board, Staff and/or Community Partners.
- Must be eligible to work in the United States.

## COMPENSATION

Compensation for this position is \$2,000.00 per month. Weekly schedule will vary depending on planned activities, but average is anticipated to be approximately 10 hours per week, more during performance weekends. Benefits include the ability to perform administrative tasks remotely, scheduled breaks during the season in line with the NVUSD academic calendar, opportunities for professional growth with expenses for travel and fees covered (pending approval) for youth orchestra conferences and seminars, and additional stipends for overnight participation in camps, summer tours, and revenue performances.

## TO APPLY

Please submit the following, via email to Silvia Regalado-Zachlod, Executive Director at [silvia@nvysso.org](mailto:silvia@nvysso.org). (Please include [Your Name and Candidate for Music Director/Conductor] in the subject line.) No phone calls, please.

- **Application Deadline: Friday, December 20, 2024 at 12:00 PM (PST)**
- Cover letter including a personal statement expressing how the Mission of NVYS and the Music Director/Conductor position aligns with your personal and professional goals and how your professional and personal experiences have prepared you for this role.
- Resume

- Three (3) professional recommendations; can be emailed to Silvia Regalado-Zachlod at [silvia@nyvso.org](mailto:silvia@nyvso.org). (Please ask the sender to include [Your Name and Recommendation Letter for Music Director/Conductor Position] in the subject line.) *Deadline to receive the letters of recommendation is Friday, December 13th, 2024 at 4:00 PM (PST).*
- Video link(s) representative of your recent conducting skills. Include at least two contrasting styles. No more than 15 minutes in total.

The Napa Valley Youth Symphony (NVYS) is committed to providing equal opportunity for all persons employed or seeking employment with NVYS. Candidates who identify as Black, Indigenous, or People of Color are strongly encouraged to apply. NVYS will recruit, hire, retain, promote, and otherwise treat all employees and job applicants equally, without regard to race, color, religion, national origin, gender, age, physical or mental disability, marital status, medical condition, sexual orientation, veteran status or any other basis prohibited by applicable law.