

Kantorei Staff Role



Artistic Director Position Description

Position Function

- Directs Kantorei to achieve the choir's artistic mission to share our passion for lifelong singing and allow our voices to express the essence of music
- Assures that Kantorei remains artistically elite and vocally sound while restructuring the business model to sustain long-term viability
- Plans and conducts rehearsals to assure the singers' readiness for concerts, such as:
 - Kantorei's own concert season (traditionally running from September to May with 3 different programs and 6-8 performances)
 - Collaborative events with other professional choirs or orchestras
 - Any other opportunities to share music and educate others
- Continually improves the vocal and artistic/expressive level of singers
- Enables singers to achieve their vocal, musical, expressive potential by creating non-threatening environments that allows singers to thrive as individuals

Responsibilities: Administrative

- Member of Artistic Committee (to be created)
- Member (ex officio, non-voting) of Kantorei Board
- Together with the Executive Director, drives the overall marketing strategy to create a sustainable business model, including leveraging of social media channels to create a vibrant virtual audience that complements live, in-person performances
- Conducts interviews to represent Kantorei in print, radio, TV and internet social media
- Represents Kantorei at fundraising events and visits with donors and prospects

Responsibilities: Artistic

- With input from section leaders and artistic committee:
 - Develops programmatic themes and ideas for the season
 - Suggests/selects repertoire appropriate for each concert program (e.g., Advent, benefit gala, ensemble, and springtime concerts at a minimum) from the Kantorei library and other sources
- In cooperation, and support from, section leaders, develops and enforces artistic policies and procedures:
 - Rehearsal preparation procedures
 - Sectionals when necessary
 - Practice aids for singers
 - Weekly rehearsal structure/sequence and prep expectations to singers
 - Attendance policies
 - Auditions

- Re-audition or listening sessions for returning singers, as needed
 - Auditions for new singers to field a balanced 32-40 singer ensemble
- Directs weekly rehearsals as scheduled
- Assists in selecting new performance venues and verifies their suitability
- Serves as chief artistic liaison to:
 - Other choral ensembles for collaborations
 - Instrumentalists as needed for concert accompaniment
 - Schools for educational outreach programs
- Conducts Kantorei concerts
- Conducts Kantorei when collaborating with guest ensembles as required
- Appoints Section Leaders
- Suggests timing and submits budget to Board to produce recordings for re-sale

Qualifications

- Experienced as both an *a cappella* choral conductor and voice teacher, with a strong understanding of, and appreciation for, Kantorei’s vocal philosophy, including Alexander Technique, “bodymind” and voice relationships
- Holds an advanced degree or equivalent experience in choral conducting, with DMA preferred
- Has experience engaging and conducting instrumental ensembles
- Demonstrates excellent musical and intonation skills
- Demonstrates excellent leadership and communication skills
- Proficient keyboard skills
- Possesses strong connections within the Minnesota choral and arts communities, and exhibits strong relationship-building skills
- Familiarity with marketing and promotion through social media channels
- Ideally has access to an extensive choral library suitable for use by Kantorei

Term of Office

- Two-year contract beginning in September and ending after the August of the second year, with subsequent multi-year extensions at the discretion of the Board
- Reports to the Board
- Assists in recruiting a talented successor

Benefits

- Base and Performance-driven Compensation Plan:
 1. Stipend funded by concert revenue and donations (paid out in December & May)
 2. Bonus if concert revenue exceeds costs for the year (paid out in August)
 3. Percentage of revenue from sales of new recordings once production costs covered
- Opportunity to lead one of Minnesota’s premier choral ensembles to prominence, while creating exceptional art for the community
- Springboard to expand connections within the Minnesota arts community