

AVIS DE POSTE – DIRECTEUR MUSICAL

Directeur musical, Windsor Symphony Orchestra Windsor (Ontario) Canada

- Organisation** À l'aube de sa 64^e saison et situé à la frontière canado-américaine près de Detroit, au Michigan, le Windsor Symphony Orchestra (WSO) est un orchestre primé et un des meilleurs orchestres régionaux du Canada. Ses 43 musiciens professionnels présentent une saison de 33 semaines (de la fin septembre au début mai) composée actuellement de trois séries d'abonnement, comprenant quatre concerts de grandes œuvres (dont un avec le Windsor Symphony Chorus), cinq paires de concerts Pops et cinq paires de concerts de classiques intimes (orchestre de chambre). En outre, l'orchestre présente chaque année le festival de musique canadienne de Windsor (musique contemporaine) et un vaste programme de concerts éducatifs et de rayonnement, y compris des concerts parallèles avec le Windsor Symphony Youth Orchestra. Les séries des grandes œuvres et Pops sont présentées au théâtre Chrysler du St. Clair Centre for the Arts, les concerts de classiques intimes, à l'Assumption University Chapel et les concerts extra muros, dans des églises et autres lieux du comté d'Essex. Le budget d'exploitation annuel s'élève à environ 1,8 million de dollars.
- Fonctions** Assurer un leadership artistique visionnaire; diriger les répétitions et les concerts; surveiller le personnel de l'orchestre; participer aux auditions de recrutement de nouveaux membres; mener l'élaboration du répertoire et le choix des solistes; participer avec enthousiasme à la collecte de fonds et aux activités de rayonnement auprès de la collectivité et de relations publiques; prendre part à la planification stratégique et à la mise en œuvre des plans; prononcer des conférences sur l'appréciation de la musique dans le contexte des concerts; présenter des rapports mensuels au conseil d'administration.
- Qualités requises** Le candidat idéal détient une maîtrise en musique ou l'équivalent et possède une expérience à la fois vaste et fructueuse en direction d'orchestres professionnels. Il manifeste un sens de la musique, des connaissances musicales et des compétences en direction exceptionnelles; il possède une personnalité dynamique et a des antécédents manifestes en ce qui concerne les relations avec l'auditoire, le développement orchestral et l'innovation en programmation. Il possède également de grandes compétences en leadership, en relations interpersonnelles et en communications.
- Rémunération** En fonction de l'expérience.
- Candidature** Prière d'envoyer par courriel à mdsearch@windsorsymphony.com votre candidature accompagnée d'un CV, d'une liste de répertoires, de critiques et des coordonnées de sept références. Sur réception des documents, nous enverrons aux candidats qualifiés un courriel d'accusé de réception renfermant les instructions pour télécharger des fichiers d'audition audio-vidéo montrant leur technique de direction à un site FTP (File Transfer Protocol) sécurisé.

Les documents de candidature peuvent aussi être envoyés à : Comité de recrutement d'un directeur musical, Windsor Symphony Orchestra, 487, avenue Ouellette, Windsor (Ontario) CANADA N9A 4J2.

Les candidatures seront examinées au fur et à mesure de leur réception jusqu'à la date limite du 14 octobre 2011. Les auditions et les entrevues auront lieu durant la saison de concert 2012-2013, la nomination entrant en vigueur pour la saison 2013-2014. Les étrangers sont encouragés à présenter leur candidature, mais la priorité sera accordée aux citoyens canadiens et aux résidents permanents du Canada.

- Renseignements** Jeth Mill, directeur exécutif, Windsor Symphony Orchestra, jeth.mill@windsorsymphony.com. Voir aussi www.windsorsymphony.com et www.visitwindsorsex.com pour des renseignements sur l'orchestre et la collectivité.

MUSIC DIRECTOR SEARCH

WINDSOR SYMPHONY ORCHESTRA
WINDSOR, ONTARIO, CANADA

BRIEFING DOCUMENT/POSITION PROFILE
AUGUST 2011

1. The Opportunity

The award winning Windsor Symphony Orchestra (WSO) will celebrate its 64th birthday during the coming season. Dynamic previous and current Music Directors, Susan Haig (1991-2001) and John Morris Russell (2001-2012), oversaw a tremendous improvement in the quality of the orchestra and expansion of its profile and reputation in Windsor/Essex, Ontario and Canada. Working with the Board of Directors and the orchestra's administrative leadership, the new Music Director will make a major contribution to taking the orchestra to the next level musically and reputationally, and to enhancing its already important role in elevating the quality of life in our community.

Located on the Canada/USA border in an area on the Canadian side with a population of 400,000 and on the American, of 5 million, the WSO is broadcast nationally on CBC Radio 2 and is recognized as one of the best regional orchestras in Canada. Its musicians were trained at some of the finest music schools in North America, and are invited regularly to play with such leading orchestras as the Toronto Symphony Orchestra, the orchestras of the National Ballet of Canada and the Canadian Opera Company, the Detroit Symphony Orchestra, and the orchestra of the Michigan Opera Theatre. John Morris Russell, the outgoing Music Director, has recently been appointed Conductor of the world-famous Cincinnati Pops Orchestra and is a sought-after guest conductor with major orchestras in Canada and the USA, including the Toronto and Vancouver Symphony Orchestras the Los Angeles Philharmonic, the Cleveland Orchestra, and the Detroit Symphony Orchestra.

The new Music Director will provide expert artistic guidance with a collegial leadership style. S/he will have considerable successful experience in professional orchestra conducting, a dynamic personality and excellent communication skills. S/he will be a visible and vocal champion of the orchestra, of the arts more broadly and of our community, and will play an active role in raising their profile and increasing support for the orchestra's continued development.

2. Organization Profile

"The mission of the Windsor Symphony Orchestra is to engage, entertain, educate and inspire people in Southwestern Ontario through performances of classical and popular music." Its vision is to be recognized "as a vital member of the community providing high

quality, innovative and sustainable musical performances and educational programs to an expanding audience of music lovers.”

The WSO is governed by a 20-person Board of Directors drawn from many professions and sectors of the community, such as education, law, business, accounting, and the arts. The Music Director and Executive Director report to the Board through the Board Chair. A hard-working administrative staff, headed by an Executive Director, and numbering 13 (seven full time and six part time), are responsible for the day by day operations of the orchestra and implementing the Orchestra’s strategic plans and the Music Director’s artistic vision. Affiliated with the WSO are the Windsor Symphony Guild, a group of 75 volunteers who make a major contribution to fundraising and assisting the Orchestra in numerous other ways, and the Windsor Symphony Youth Orchestra, which was formed in 2004 and helps young musicians develop their talent and realize their full potential through the experience of making music at a high level of excellence.

The orchestra itself is recognized for its versatility, innovative programming, strong commitment to showcasing Canadian musicians and composers, development of vibrant community partnerships, and broad range of outstanding education and outreach activities. Comprised of 43 talented professional instrumentalists and the 75 voice Windsor Symphony Orchestra Chorus, the musicians are committed to offering high quality concerts catering to a variety of musical tastes, and to demystifying the concert experience for the audience by offering a performance atmosphere that is informal, welcoming, and electric.

The WSO’s 33-week season from late September through early May includes three main subscription series (Masterworks, Pops, and Intimate Classics), the Windsor Canadian Music Festival (contemporary music), Education Concerts for elementary and secondary school students, Side-by-Side concerts with the Windsor Symphony Youth Orchestra, Community Outreach Concerts, Peanut Butter ‘n Jam Concerts for pre-school children, numerous small ensemble performances, and a collaborative music therapy program with the University of Windsor School of Music and the Windsor Regional Hospital.

Masterworks and Pops concerts are performed in the 1053 seat Chrysler Theatre of the St. Clair Centre for the Performing Arts. Intimate Classics and Windsor Canadian Music Festival programs take place in the beautiful 325 seat Assumption University Chapel on the University of Windsor campus and in various churches and other venues throughout Essex County.

The orchestra’s annual operating budget is approximately \$1.8 million. Revenue to support that budget is derived from ticket sales and performance fees, grants from public sources including the City of Windsor, Ontario Arts Council, and Canada Council for the Arts, as well as contributed income from individuals, businesses, and foundations.

The WSO has received both Juno and Gemini nominations for its recordings and a number of provincial and local awards. Its performances are broadcast regularly to a national

audience on CBC Radio 2 and online through the CBC's *Concerts On Demand*.

3. Position Profile

The overall mandate of the new Music Director is to fulfil the orchestra's artistic potential and to elevate the organization's image and reputation in the community and beyond, in other words, to achieve the mission and vision of a vital cultural institution.

Reporting directly to the Board of Directors and working closely with the Board Chair and Executive Director, the Music Director will maximize the orchestra's considerable strengths. S/he will work to ensure that Windsor Symphony Orchestra concerts are a preferred destination for people seeking a high quality musical and entertainment experience. While manifesting strong leadership qualities, s/he will have a collaborative team-oriented approach. S/he will be an advocate for the orchestra, and a builder of partnerships and collaborative relationships between the orchestra and other organizations and institutions in the community and beyond, with the media, donors, community leaders, and volunteers, with local, provincial, and national arts councils.

S/he is responsible for the repertoire, programming, and artistic production, and for the selection, development, and replacement of musicians. As the orchestra's artistic leader and public face, and a leader in the cultural affairs of the Windsor/Essex region, s/he must play an active role in enlarging and sustaining the orchestra's visibility and involvement in the community, and in promoting the social and economic importance of the arts to a community that is reinventing itself. S/he will willingly assist with fundraising and promotional activities.

4. Candidate Profile

As a result of extensive consultations and discussions, the following background, experience, skills, and personal qualities have been identified as important considerations as the Search Committee looks for the next Music Director. While recognizing that no single individual is likely to possess them all in equal measure, the Search Committee will seek in candidates the following:

Education and Experience

- a Master's degree in Music from a recognized university, or equivalent;
- extensive successful experience conducting professional orchestras;
- experience conducting choral/orchestral music;
- well-connected in the North American orchestral world.

General

- outstanding musicianship, a passion for music-making, and proven commitment to quality;
- dynamic personality and outstanding leadership, interpersonal, and communication

skills;

- can effectively articulate an inspiring long-range vision and can lead a transformation of the organization to greater heights, to a new level of artistic excellence and community service;
- proven ability to motivate and elicit the best efforts of the orchestra musicians;
- thorough knowledge of past and present performance practice, and of the orchestral repertoire, scores, and styles, including orchestral concert music, works for chamber orchestra, operas, oratorios, and contemporary and cross-cultural music;
- instinct for developing imaginative, innovative, flexible, and diverse programming that has significance to the orchestra, the occasion, and this particular community;
- awareness of current solo artists and composers, particularly Canadian;
- very strong commitment to, and successful experience, creating innovative and engaging education concerts for school children and outreach concerts for the community.

Technical and Performance

- an acute ear for orchestral intonation, balance, and colour, and advanced skills in sight-reading and transposition;
- practical knowledge and understanding of all instruments used in orchestral performance and an understanding of and sensitivity to the musician's point of view;
- advanced skills in musical analysis based on professional competence in counterpoint, harmony, composition, musical structures, and orchestration;
- mastery of various musical styles, knowledge of performance traditions and interpretive skills that enable communication of the emotional content of a wide range of music.

Conducting

- an effective baton technique that maintains the continuity and quality of the overall performance of a work;
- an effective and efficient rehearsal technique that uses time effectively and balances attention to technical details with communication of overall interpretive goals;
- a podium presence that enhances the quality of music-making and the musicians' and audience members' experience;
- ability to inspire and communicate musically and verbally with audiences of all ages, both on and off the stage;
- off-the-podium qualities that will inspire board, staff, and community to do their utmost to aid the orchestra's development.

Administrative and Personal

- awareness of the important role of the orchestra in a changing society and its value in enhancing the quality of life in a community;
- commitment to fulfilling the orchestra's potential as an artistic and community resource and willingness to become involved in community outreach activities and the life of the community more broadly;

- eagerness to support and participate in fundraising and promotional endeavours of the orchestra;
- understanding of the orchestra as a not-for-profit organization, and of the roles of the board, Executive Director, musicians, administrative staff, and volunteers;
- openness to the ideas of others and ability and willingness to collaborate with the staff and Board as part of a management team;
- ability to operate within established budgetary limits;
- understanding of the nature of contract negotiations and an instinct for good personnel relations, including respect for the musicians and concern for the effect the music director has on their professional lives and performance quality;
- the confidence and integrity to make difficult decisions, and good judgment and a sense of fairness and objectivity in making recommendations to the orchestra's management about personnel decisions.

Residency

- Residency in Windsor by the new Music Director is strongly preferred.

5. Location

Windsor, Ontario is a no-nonsense city that is proud of its resurgent manufacturing sector, its vibrant university and college, and its generous-hearted people. Advantageously located at the tip of Canada's southernmost county on the Canada/USA border across the Detroit River from Detroit, Michigan, visitors are often surprised to learn that it sits at the same latitude as northern California and Tuscany in Italy, and that the moderation of the climate is second only in Canada to southern British Columbia.

With an area population of approximately 400,000 that is among the most ethnically diverse in Canada, the City of Windsor and Essex County have very affordable housing. While, in common with other manufacturing-oriented areas, the region faced a challenging economic situation as a result of the recession of 2008-09, the community has responded creatively, and finds its economy rebounding as the manufacturing sector is once again doing well, new industries and businesses move in, and the area's capacity for research commercialization grows. Also, the region is one of the most agriculturally productive areas in Canada, and is home to a number of award-winning wineries and large mixed farming operations.

The Windsor/Essex region fosters a lifestyle of friendship and harmony, personal enrichment, and professional and educational excellence. The area is overflowing with cultural events, festivals, world-renowned entertainment, and thanks to our Detroit neighbours, major league sports and world-class performing and visual arts. Windsor is blessed with magnificent riverfront parks including the largest outdoor sculpture garden in Canada. Surrounded by three major bodies of water (Lake Erie, the Detroit River, and Lake St. Clair, the area is a paradise for boaters and bird watchers.

In addition, there are numerous fine universities and colleges on both sides of the border, including in Windsor the University of Windsor, with which the WSO has many links, and St. Clair College, Wayne State University and the University of Detroit Mercy in Detroit, and the internationally renowned University of Michigan in Ann Arbor only 70 km/40 miles away. Easy access to the Windsor International Airport and the Detroit Metropolitan Wayne County International Airport facilitates travel to other parts of Canada, the USA, and abroad.

To learn more about the City of Windsor and Windsor-Essex County Region, please visit: www.citywindsor.ca , www.visitwindsoressex.ca and www.choosewindsoressex.com.

6. Search Process and Applications

The WSO Music Director search process is being conducted by a Search Committee appointed by the Board of Directors and comprised of three board members, the Executive Director, three musicians from the orchestra including the concertmaster, a professional musician from the University of Windsor, and three members of the wider community who have a strong commitment to the orchestra and the arts more broadly. It is anticipated that the short list of candidates will be announced early in 2012, that auditions and interviews will occur during the 2012/13 concert season, that the successful candidate will be announced by the spring of 2013, and that s/he will take up her/his appointment for the 2013/14 concert season.

Please send letter of application, resume, repertoire list, reviews, and contact information for seven references via e-mail to: mdsearch@windsorsymphony.com. Upon receipt of documents, qualified applicants will receive a confirming e-mail message that will include instructions for uploading audio/video audition files demonstrating conducting technique to a secure File Transfer Protocol (FTP) site.

Application materials may also be sent to: Music Director Search Committee, Windsor Symphony Orchestra, 487 Ouellette Avenue, Windsor, ON, CANADA N9A 4J2.

Applications will be reviewed as received with a closing date of October 14, 2011. Auditions and interviews will be held during the 2012-13 concert season, with the appointment to begin with the 2013-14 season. International candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority.

The Windsor Symphony Orchestra respects the privacy and confidentiality of personal information provided by candidates.