



SEATTLE GIRLS CHOIR

Now Hiring:

Artistic Director

About Seattle Girls Choir

Founded in 1982, Seattle Girls Choir is an organization in which young people are inspired to become the best musicians in the Pacific Northwest, celebrated for their contributions to their community, and encouraged to be their own best advocates. Our combination of music education and youth leadership opportunities provide the 165 youths in our programs aged 5-18 with an outlet to express themselves in a world where they are often taught to be silent. Learn more about us at seattlegirlschoir.org

Our Mission

Seattle Girls Choir provides a robust education in the choral arts, helping girls* build skills to succeed in life, and enriching the cultural landscape of the Pacific Northwest.

* encompasses girl-identified youth and gender non-conforming/expansive youth

Hours and Compensation

25 hrs/week, with some potential flexibility in hours possible depending on the selected applicant's availability. \$52,800 salaried position.

Additional Benefits

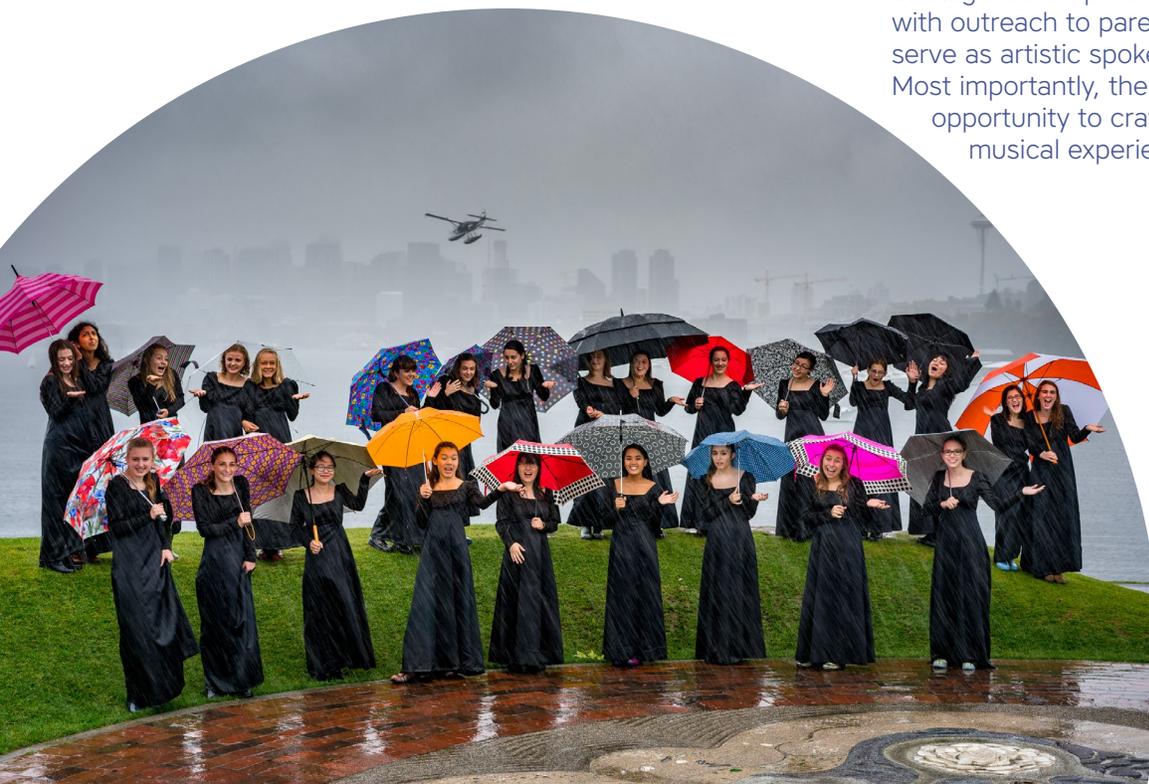
\$350 a month stipend for eligible health care costs through a QSEHRA account. Flexible work schedule and the ability to work from home. 15 days of vacation a year in addition to public holidays. The SGC office closes during the last week of December and the first week of July.

Reports to

SGC Board of Directors

Position Summary

SGC seeks a highly skilled, energetic and inspiring choral conductor with proven ability to provide artistic, educational, and organizational leadership. Reporting to the Board of Directors, the Artistic Director will provide leadership and direction to the other musical faculty; build relationships with other arts organizations in the community; work with the Executive Director and Board of Directors on the strategic development of the organization; assist with outreach to parent and alum communities; and serve as artistic spokesperson for the organization. Most importantly, the Artistic Director will have the opportunity to craft meaningful and life-changing musical experiences for SGC singers.



ARTISTIC DIRECTOR POSITION DETAILS

The Artistic Director will be responsible for the following areas:



Artistic Management and Conducting

Provide overall artistic leadership and direction for all eight choir levels, and conduct our top level choir.

The Artistic Director will conduct Prime Voci, our senior level choir, which meets twice weekly on Mondays from 4:30-7:30pm and Wednesdays from 4:30-6:30pm. This choir level is made up of auditioned high school aged students. 90% of the choristers have been promoted from the previous SGC choir level(s). Prime Voci performs regionally throughout the school year and typically tours internationally every 2-3 years.

- Craft overall vision and oversee artistic production of our self-produced concerts including winter season opportunities for all choir levels, Prime Voci's Carmina Angelorum, spring recitals, and end of the year celebration concerts. Oversee repertoire selection, working closely with the conductors of each choir to program annual concerts.
- Identify and solicit guest artists and/or instrumentalists for current and future seasons.
- Teach/Conduct at our annual summer camp the first week of August.
- Oversee audition panels for incoming choristers, in collaboration with choir level conductors.
- Collaborate with directors to refine singer evaluation norms and processes.
- Track and recommend new performance, festival, and tour opportunities.

Staffing and Leadership

Act as the lead for faculty support and professional development.

Much of our strength as a musical organization comes from adopting the same pedagogical approach across choir levels. The AD will ensure that faculty are teaching to the standards of SGC and following its musical curriculum, while understanding that each instructor has their own personal style and strengths.

- Hire, train, and lead all conductors, teaching assistants, and accompanists. Identify, codify, and share best practices on choral music instruction with teaching staff by leading and curating engaging professional development.
- Schedule regular observations of conducting staff and provide formal and informal feedback.
- Manage regular check-ins with faculty to monitor workflow and progress towards goals. Coordinate and lead faculty meetings.
- Help coordinate substitute faculty when there are absences.
- Collaborate with choir instructors to review and update music curriculum frameworks for each choir level as needed.
- Ensure that culturally responsive pedagogical approaches are consistently employed in rehearsal and performance.





Vision and Strategy

Work with the Executive Director and Board of Directors to develop and fulfill organizational goals.

In collaboration with the Board and Executive Director, design and articulate a strategic direction and plan that reflects a shared vision of the mission, values, and goals of SGC.

- Attend all regularly scheduled meetings of the Board of Directors. Provide written reports on the artistic progress of the organization.
- Participate in and provide creative support for financial development activities including annual appeals, grants, and special events.
- Participate in strategic planning sessions and help set organizational performance goals and vision.

Stakeholder Relations

Serve as an approachable and knowledgeable representative of the organization and maintain positive relationships with the community.

- Serve as a key official spokesperson for the choir, in collaboration with the Executive Director.
- Participate in community activities that further the name recognition of the choir.
- Participate in musical and professional organizations locally, nationally, and internationally.
- Assist in building relationships with other arts and cultural organizations.
- Collaborate with and recommend publicity opportunities for the choir.
- Utilize our relationships with SGC alums as a powerful tool for mentorship and community for current choristers.



Diversity, Equity & Inclusion

Help ensure that an excellent choral education and strong community bond is attainable for all choristers.

Engage in meaningful conversations with faculty, staff, board, parents, and choristers about the ways in which issues related to diversity, equity, and inclusion show up in the children's choir classroom.

- Participate in conversations with SGC's DEI committee, and play a key leadership role in developing SGC's vision for greater diversity, equity, and inclusion in our choir and our community.
- Help develop engagement and inclusion efforts aimed at increasing access to choir programming for underrepresented communities.
- Help faculty develop culturally and pedagogically appropriate teaching strategies that honor the life experiences of all choristers.
- Enthusiastically support the participation of all choristers as they navigate a space that started as a place for young women and which is now a place where treble voices of many genders participate.





Desired Attributes and Qualifications

The right candidate will be a capable and collaborative team leader, with a clear artistic viewpoint to bring to SGC. Successful candidates will have a commitment to excellence, a clear knowledge of the value of musical education, strength in mentoring, and a passion for development and growth of the organization.

- Master's degree in choral music education or equivalent experience preferred.
- Minimum 5 years of direct experience and demonstrated success as a choral music educator. Education or work experience specific to SSAA youth choirs preferred.
- Minimum 3 years of direct supervisory experience, having led and mentored a team of highly capable individuals.
- Training and fluency in solfège and rhythmic counting, and the ability to mentor others in their teaching of these techniques.
- Knowledge of choral techniques, vocal pedagogy, and a broad range of choral repertoire for a children's choir. Curiosity to learn new repertoire and help faculty expand their musical choices as well.

- Experience developing and facilitating meetings and workshops on best practices in culturally responsive choral music education preferred.
- Demonstrated knowledge of developmentally and culturally appropriate teaching for a diverse group of students. Demonstrated commitment to personal growth in their knowledge of issues related to diversity, equity, and inclusion.
- A love for working with young people as partners in decision making, and appreciation for their voice and perspectives. Ability to talk to young people in an age appropriate and respectful manner.
- Strong interpersonal and public communication skills, especially public speaking and written skills.
- Strong organization and project management skills; able to manage multiple tasks, priorities and stakeholders effectively; ability to generate results and complete projects within deadlines. An ability to keep cool and professional in stressful situations.
- Connections or interest in connecting to broader regional, and national choral networks appreciated.
- Reliable transportation/access to transit and flexibility to attend meetings and events or be onsite at rehearsals and concerts. Flexibility to work some nights and weekends.
- Some experience with audio and/or video editing software is a plus.



Seattle Girls Choir works to create a powerful sense of belonging for all our faculty, staff, choristers, family members, and audience members. We are an equal opportunity employer. We encourage people from all backgrounds, abilities, races, sexual orientations, and gender identities to apply.



Work Environment

Our rehearsals take place at the Volunteer Park SDA Church in the Capitol Hill neighborhood of Seattle. (Please note, we are not a religiously affiliated institution.) Our administrative office is in the Central District of Seattle. The Artistic Director will have the option of working in the office and/or working from home for their non-rehearsal hours.

Vaccine Requirement

All SGC employees are required to be vaccinated against COVID-19. Employee will be asked to provide proof of full vaccination prior to their first day on the job.

To apply please submit the following to searchcommittee@seattlegirlschoir.org:

- A cover letter clearly describing your personal goals and interest for the position.
- Resume/Curriculum Vitae
- Video and/or audio examples of your conducting experience or choral work. (YouTube, Vimeo, portfolio website, etc.)
- List three references, with phone and email contacts, and description of relationship. (References will only be contacted in the final stages of the application process.)

Application Deadline

Priority consideration for applications submitted by June 16th.

Interviews

Initial interviews will be held the week of June 20th, with a selection committee representing the Board of Directors, SGC faculty, choristers, and leadership from the local artistic community. Final candidates will additionally be asked to conduct rehearsals with both members of Prime Voci and a younger choir level sometime during the weeks of July 18th or 25th, depending on the candidates' and hiring committee's availability.

Desired Start Date

Mid-August, or September 1st at the latest.

