



June, 2019

Artistic Director and Choir Conductor

Position Description

Based in Victoria, British Columbia, the Victoria Children's Choir (VCC) has an 18-year history of success as a cultural organization that aspires to artistic excellence through choral music and music education. The VCC consists of three choral ensembles: Concert Choir: ages 12 – 17, Recital Choir: 10 - 12 (both auditioned), and Prelude Choir: 7 – 9. A total of 115 choristers participated in the 2018/19 season.

The VCC's Artistic Director (AD) is the Organization's senior artistic representative. Guided by the VCC's mission statement, the AD fosters and enhances both the sense of community and the joy of singing that are hallmarks of the Victoria Children's Choir. The work is integral to both the organization's future as well as the choristers' ongoing vocal development, music education and personal growth.

The AD works proactively and collaboratively in directing the activities of the other artistic staff. He/she fosters clear and timely communication with the Executive Director (ED). The AD operates within budgets (operating/tours/special events) developed for Board approval. He/she is responsible to the Board of Directors and sits ex-officio on the Board as a non-voting member.

The VCC Artistic Director is an annual, part-time contractual position with compensation commensurate with both experience and the extent of conducting responsibilities.

The two complementary roles include the following:

Leadership:

- responsible for the longer term (3-5 years/ongoing basis) planning and development of the artistic, music education and performance vision for all choirs and choristers of the VCC
- build on and enhance the VCC's creativity and musical repertoire
- communicate and collaborate with other artistic staff to set specific goals, learning objectives and activities for each choir for the forthcoming season(s)

- present both long-term and seasonal artistic concepts and plans, including tour plans, with associated budgets, to the Board. The VCC currently operates on a
- 4-year touring cycle, i.e., senior choristers participate in major (international) or minor (national or North American) tours every second year

- initiate and/or participate in events with community and professional artistic individuals or organizations (Victoria and nearby communities); cultivate relationships with local schools to aid in developing their choral music programs, and to support VCC chorister recruitment

- seek growth opportunities for the Choir and its members, including: competitions, guest artists, mentoring, professional development, alumni involvement, commissions, etc.

- promote the VCC's reputation: act as the principal spokesperson on artistic matters and actively seek ways to expand audiences

- participate in the recruitment and selection of artistic staff and make recommendations to the Board on artistic appointments

- work closely with the ED where interests intersect, e.g., planning, budgets, direction of Choir Managers

- foster clear and timely communication within the organization, and with those associated with the Choir

- attend and support major VCC fundraising events; participate in donor engagement

- contribute input to VCC publications and reports, e.g., making artistic background material available for concert programmes and the website

- recommend music, supplies and equipment for acquisition

- attend regular Board meetings; present written monthly reports of activities

Choir Conductor:

- organize and deliver the seasonal artistic performances of the senior ensemble (Concert Choir) including the selection of repertoire, regular rehearsals, and conducting the Choir during performances. Depending on the terms of the contractual agreement, interests and availability, may also organize and deliver the performances of either the Recital or Prelude Choirs
- ensure a safe, enjoyable and joyful learning/performing environment for choristers
- provide and seek constructive feedback on musicianship skills and performances
- in collaboration with other artistic staff, complete auditions and chorister evaluations each season
- lead the choir(s) on national and international tours, competitions and events
- set the focus and goals of choir camps for all choristers; lead the camps for senior choristers.