

# Director, Artistic + Education

The Calgary Philharmonic celebrated 65 years as a pillar of Calgary's vibrant arts community in 2020 and has grown to be one of Canada's most celebrated live music ensembles. Led by Music Director Rune Bergmann, the Calgary Phil presents classical standards, pop favourites, bold collaborations, and cutting-edge new works, and attracts world-renowned guest artists and dynamic conductors. In addition to 66 orchestra musicians, the Calgary Phil is one of two major symphony orchestras in Canada that has its own chorus of over 120 volunteer singers, which celebrates 60 years in 2023. In a typical season, the Calgary Phil welcomes over 100,000 visitors to the concert hall, engages thousands of students through educational programs and reaches audiences worldwide through free and accessible digital programming. Follow the Calgary Philharmonic at @calgaryphil on social media and register for email updates at [calgaryphil.com/newsletter](https://calgaryphil.com/newsletter).

## The Role

The Calgary Philharmonic is looking for a Director, Artistic + Education to oversee the artistic elements of performance, rehearsals, recording, education and community initiatives, and Calgary Philharmonic Chorus activities. Reporting to the President + CEO (P+CEO), the Director, Artistic + Education, works closely with other members of the senior management team, the Board of Directors, the Music Director, the Resident Conductor, Chorus Master, orchestra musicians, and chorus members.

As a member of the senior management team, you will guide and direct the Artistic + Education Department, artistic planning and delivery, strategic thinking and industry knowledge-gathering, financial accountability, Union and Player relations, and manage contract obligation fulfilment. The Director, Artistic + Education will work closely with the Director, Orchestra Operations (DOO) to plan, execute and report on events, and assist the P+CEO in reporting to the Board and other stakeholders.

## Responsibilities

### Leadership

- Guide, direct, and set the tone for Artistic + Education Department
- Ensure artistic planning and education operations run effectively and in a financially sustainable way
- Apply and communicate strategic plan reasoning and action to stakeholders
- Embed anti-racism, equity, inclusion, and diversity work into all aspects of the Calgary Phil's work
- Work with P+CEO to report to Board and other stakeholders
- Lead the Artistic + Education team, including work allocation, training and development, problem resolution, and evaluating performance
- Collaborate effectively with the senior management team
- Responsible for all budgets and spending in Artistic + Education Department

### Artistic Planning and Delivery

- Deliver artistic seasons based on the strategic plan, including the Music Director's artistic vision and goals
- In collaboration with Music Director, plan approximately 85 concerts/events each season

- Ensure orchestra schedule balances maximum opportunity for both artistic achievement and revenue
- Assess areas of long-term artistic focus, including partnership opportunities, collaborations, recording projects, and run outs/tours
- Research potential guest artists, conductors, composers, and other artistic personnel to advise Music Director and P+CEO on long-term planning

#### Contracts

- Ensure contractual obligations are adhered to including:
  - Facility and venue agreements
  - Collective Bargaining Agreement, other AFM agreements
- Enable the best possible performances while maintaining appropriate cost controls and upholding artistic integrity
- Oversee negotiating and administration of contracts with guest artists
- Negotiate contracts and/or partnership agreements with partner organizations and key stakeholders including artistic leadership, commissions, and sold services

#### Union and player relations

- Assist P+CEO and DOO in collective bargaining (CBA) negotiations and any other agreements with the AFM (American Federation of Musicians of the United States and Canada)
- Follow CBA rules in artistic planning and execution.

#### **Required Qualifications and qualities**

- A bachelor's degree, post-secondary education, or equivalent work experience is required.
- 5 to 10 years of related experience leading and supervising a team
- Experience in and understanding of artistic planning for an orchestra
- Interest in collaborating with musicians, composers, and artists
- Proven ability to think and act strategically
- Keen attention to detail
- Strong organizational and negotiating skills
- Excellent verbal and written English communication skills
- Ability to work well under pressure and handle strict deadlines
- Be a team player with a positive attitude

#### **Additional Details**

- Salary range for this position is \$95,000 to \$115,000 annually for full time.
- The Calgary Phil is trialing a hybrid remote work program until 31 July 2023. Employees who are eligible for this program can work up to three days/week from an appropriate remote location.
- As part of our full compensation package, Calgary Phil offers 3 weeks' vacation, a comprehensive benefits package that includes RRSP contributions, health coverage, an employee assistance program, bonus days off, and other non-cash benefits.
- Office location: Arts Commons, Floor 2, 205 8 Avenue SE Calgary AB T2G 0K9
- The Calgary Philharmonic Orchestra is an equal opportunity employer

#### **Application Process**

Deadline: 20 December 2022

Applications will be reviewed on a regular basis and suitable candidates may be contacted before the deadline.

Please send cover letter, resume, and salary expectations to:  
Hiring Committee c/o Megan Robertson  
HR@calgaryphil.com

The Calgary Phil is committed to fostering an anti-racist, equitable, diverse, and inclusive environment and, as such, encourages qualified candidates from a diverse range of backgrounds.

If you require an accommodation for the recruitment/interview process, please let us know so that we can work with you to accommodate your needs.

We thank you for your interest in the Calgary Philharmonic Orchestra. Please note only successful candidates will be contacted.