



# Holland Symphony Orchestra

## **POSITION ANNOUNCEMENT Music Director/Conductor**

The Holland Symphony Orchestra,  
a professional orchestra based in  
Holland, Michigan,  
is accepting applications for a  
Music Director/Conductor, a part-time,  
independent contractor position  
beginning in June 2027.

Interested candidates may visit the  
Holland Symphony Orchestra  
website to learn more about the  
organization.

[www.hollandsymphony.org](http://www.hollandsymphony.org)

For more information, contact;  
Search Committee

[HSOSearch@hollandsymphony.org](mailto:HSOSearch@hollandsymphony.org)

### **Projected Timeline:**

<b>Fall 2024</b>	<b>Position Announced</b>
<b>November 1, 2024</b>	<b>Application review begins.</b>
<b>April 1, 2025</b>	<b>Zoom interviews/choose semi-finalists</b>
<b>June 1, 2025</b>	<b>Finalists selected/programs submitted for concert</b>
<b>January 1, 2026</b>	<b>Brochure for 26-27 season developed</b>
<b>Candidate concerts</b>	<b>September 2026, October 2026, March 2027</b>
<b>April/May 2027</b>	<b>Final decision/Announcement</b>
<b>June 2027</b>	<b>Start date with Pops at the Pier Concert</b>

## Holland Symphony Orchestra

**The Position:** The Holland Symphony Orchestra, a professional orchestra based in Holland Michigan, seeks an engaging, experienced conductor to serve as Music Director/Conductor beginning in June 2027. The Music Director is responsible for the artistic leadership and artistic excellence of the orchestra working collaboratively with the Artistic Committee and Orchestra President & CEO to develop programs in line with the policies and vision established by the Board of Directors. The selected person will be available for various administrative, educational, fundraising, and public relations efforts, including speaking engagements and other strategic duties. No relocation to Holland, Michigan is required although availability for donor engagement is expected.

### Candidate Profile

- Bachelor's and master's degrees are preferred.
- Significant orchestral conducting experience
- Demonstrated success leading an organization and programming orchestral repertoire
- Ability to engage with audiences
- Ability to work with diverse groups of people

### Expectations and Duties

#### General Administration/Concert Production

- Audition and select musicians
- Develop and implement artistic vision and objectives with the Artistic Committee.
- Collaborate with the President & CEO, staff, and Artistic Committee to develop programs, number of concerts, venues, dates, artists, and costs within a set budget and timeline.
  - Establish quality standards of performance while continuing growth of the orchestra.
  - Select the repertoire & instrumentation.
  - Determine the number and length of rehearsals. The current rehearsal cycle is the week of the concert with 4 evening rehearsals. A string rehearsal is held the week prior with a cover conductor.
  - Discuss guest artist possibilities with the President & CEO and the Artistic Committee.
  - Conduct rehearsals and 8 performances.
  - Maintain a strong camaraderie within the orchestra musicians.

#### Community Relations

- Be an active advocate for the Holland Symphony Orchestra, including social media.
- Be available for media interviews (phone, e-mail, or in person) as appropriate.
- Assist in the general promotion of the Orchestra through public appearances.
- Participate in the education goals and growth of the orchestras.

#### Board Relations

- Sustain a working relationship with the Board of Directors, Staff and President & CEO.
- Participate in meetings of the Artistic Committee, Board and Executive Committee in person/virtually.

#### Compensation:

- Salary negotiable based on experience.
- Benefits: Housing; local transportation provided.

**The Staff** of the HSO includes fulltime President & CEO and the following part-time positions: Ticket Manager (serves as Librarian and Concertmaster), Marketing & Social Media Coordinator, Operations/Personnel Manager, Bookkeeper, Website Manager, Link Up Coordinator, Youth Orchestra Managers, 2 Youth Orchestra Conductors, and Holland Community Strings Conductor.

**Non-Discrimination Policy:** Holland Symphony Orchestra shall follow the spirit and intent of all federal state and local employment laws and is committed to equal employment opportunity. Holland Symphony is strongly committed to Diversity, Inclusion, Equity, and Access to programming, patron access, staff hiring, and Board composition. HSO has an active DEIA committee formed in 2020.

**Overview:** The Holland Symphony Orchestra (HSO) was established in 1989 and consists of 65+ members serving the greater Holland area. The current HSO season of eight concerts (fiscal year May through April) currently consists of a subscription series of five concerts: four classical and one holiday. Two pops concerts are programmed in the summer months. Link Up educational concerts are scheduled the week of the March concert. Additional ensemble performances are also given as part of area community outreach and education programs. The annual budget is approximately \$450,000. HSO oversees the Holland Symphony Youth Orchestras which consists of Holland Area Youth Orchestra, a high school full orchestra; Holland Area Concert Strings, a middle school string orchestra; and Holland Area Junior Strings, a beginning string orchestra; as well as Holland Community Strings, an adult amateur string orchestra.

HSO performs high-quality symphonic concerts to engage the entire community. The Music Director, in consultation with the President & CEO and Artistic Committee, selects underrepresented and women artists and repertoire each season. New works are also programmed along with standards from the orchestral canon. The programming of different styles of music for a variety of listeners is intentional. Venues also attract different communities interested in other styles of music, expanding quality offerings to a wider audience base. Classical concerts are held in the state-of-the-art performance hall at Hope College. Additional venues include a boat shed, an outdoor bandshell, area churches, the local library, and the Hope College Chapel.

Audience interaction and orchestra camaraderie are desired traits. Pre-concert videos by the Music Director and Concertmaster are produced for each classical cycle and pre-concert live talks are given in the community the week of the performance.

**Greater Holland Area:** Nestled into the scenic Lake Michigan shoreline, Holland provides small-town charm with big-city amenities. Our vibrant and multifaceted community is known for many things – springtime tulips, summer festivals, fall orchards, and winter holidays. But most of all, Holland is known for the friendliness of our people. With nationally ranked schools, natural amenities, and a bustling economy with a mix of local and global industry, Holland is one of Michigan's best places to live. It is the home of Hope College which adds significant enrichment to the community. The greater Holland Area of 120,000 encompasses the cities of Holland, Zeeland, Saugatuck, and Grand Haven, each contributing to the area's unique character and growing diversity. The area transforms into a bustling tourist destination during the summer, drawing visitors to its beaches and providing recreational activities from boating to hiking the dunes.

**Required Materials: Please send all materials together, not separately. This search is facilitated by Henry Fogel.**

- Letter of interest from candidate
- Full resume
- 2 letters of reference from musicians who have performed with this candidate
- 2 letters from orchestra leadership, board members, administration or comparable professional colleagues

**Submit materials to [hsosearch@hollandsymphony.org](mailto:hsosearch@hollandsymphony.org)**