



PRINCIPAL CONDUCTOR

JOB DESCRIPTION

Introduction

The Dulwich Symphony Orchestra wishes to appoint a new conductor following the retirement in June 2010 of Julian Williamson after 15 years with the orchestra. DSO wishes to make the appointment with effect from April 2011, although a January appointment is also possible. The appointment will be for 3 years in the first instance, with the possibility of subsequent renewal.

The Dulwich Symphony Orchestra was established in 1951. It is an amateur orchestra with professional conductor, assistant conductor and leader. There are currently 50 members. The orchestra is managed by a committee elected by the members. The orchestra gives three concerts annually and is committed to developing links with the community through outreach work. DSO maintains a high standard of performance while seeking to develop the skills and experience of members. There are no auditions for membership.

At a recent seminar, members of the orchestra identified as features of DSO's culture that it was purposeful, disciplined and focused while remaining inclusive, welcoming and supportive. DSO is committed to diversity and to continuing to be attractive to amateur musicians of all ages as well as maintaining the engagement of a stable core of established members. We are looking for a conductor who will be able to develop the orchestra's abilities whilst supporting our inclusive and supportive culture.

DSO also has an assistant conductor, who was appointed to lead on community engagement and outreach, and who usually conducts a piece in each concert.

The orchestra's repertoire is varied, but with a strong core in the late 19th and early 20th century symphonic repertoire. The repertoire is determined before the beginning of each season on behalf of the membership by the committee, taking professional advice from the conductors and leader. DSO is keen to continue to develop its repertoire in new directions, subject to the need to ensure that all members are engaged in the greater part of any programme.

More detailed information about DSO can be found on our website, www.dulwichsymphonyorchestra.org.uk.

The role

The principal conductor will have the following responsibilities:

a) Performance

- To conduct three public concerts per year. These will usually be in November or December, March or April and June or July.
- To conduct such other occasional performances as the committee may wish, subject to the conductor's availability.

Performances are currently given on Saturday evenings at All Saints' Church, West Dulwich, SE21.

b) Rehearsal

- The orchestra meets weekly on Tuesday evenings from 7.30 to 9.30, the rehearsals following the pattern of school terms (but also meeting during half term). The principal conductor should expect to attend all rehearsals per concert (typically 10), subject to agreement with the assistant conductor about the rehearsal schedule.
- Rehearsals may include sectionals, in which case the orchestra will pay for any sectional coaches needed in addition to the conductor and assistant conductor. The choice of sectional coaches will be made by the conductor.

Rehearsals are currently held in The Elmgreen School, Tulse Hill, SE27.

c) Repertoire

The repertoire is selected by the DSO committee, working with the conductors and leader and taking into account the views of the membership of the orchestra. The views of the conductor as to the degree of challenge and developmental value of pieces is particularly important.

d) Management

- The conductor may be consulted about the management of the orchestra by the committee, but will generally not be expected to attend committee meetings other than an annual repertoire meeting.
- The principal conductor is responsible for developing a supportive and collaborative relationship with the assistant conductor.
- The extent to which the principal conductor supports outreach work is a matter for him or herself. The lead on outreach will remain with the assistant conductor.
- The principal conductor's formal link with the orchestra is via the Chair.

Terms and conditions of service

The principal conductor is a contractor of the DSO and not an employee.

The appointment will be for three years in the first instance and renewable for fixed periods thereafter. There will be a review after the first year. The contract may be terminated by either party with appropriate notice.

Fees will be for negotiation during the appointment process. The level of fees is reviewed annually.

Person specification

We are looking for a conductor with proven ability to inspire and develop an amateur orchestra whose members are adults. The successful candidate will be able to demonstrate the following skills:

- Excellent conducting technique;
- Knowledge of and enthusiasm for a broad repertoire;
- Strong interpersonal skills and the ability to build rapport with amateur performers;
- Ability to engage and motivate all sections of the orchestra;
- Ability to develop and maintain effective working relationships with the leader, assistant conductor and the DSO committee.

Selection process

Selection will be in 3 phases:

- a) a long list will be selected from written applications, which may be accompanied by DVDs or other digital video material if desired.
- b) those long listed will be interviewed by a panel of orchestra members and the leader.
- c) a short list of four will be invited to rehearse a piece with the orchestra on 30 November or 7 December from 7.30pm. Details will be included in the invitation to successful interviewees. Candidates should ensure that they are available for these dates.

The final decision will be taken by the committee on the recommendation of the selection panel, taking into account the skills areas listed in the person specification and taking into account the views of the members after the rehearsals in phase c) above.

The deadline for applications is 30 September 2010. Applications should include a CV and a written statement which covers:

- the applicant's approach to working with an adult orchestra and suggestion for how he or she might develop DSO; and
- evidence of the skills listed in the person specification.

Address for applications

Applications should be submitted as Word or PDF documents by email to:

info@dulwichsymphonyorchestra.org.uk

If applicants wish to submit additional material such as DVDs, they should be posted to:

**DSO
32 Fellbrigg Road
LONDON
SE22 9HH**

A suitable stamped addressed envelope should be included if these are to be returned.