



EMPLOYMENT OPPORTUNITY: ARTISTIC DIRECTOR

Organization Profile

Hamilton Children's Choir (HCC) is known as one of the world's leading children's choral programs. Going far beyond technical excellence, the choir consistently dazzles audiences with flexible and focused choral tone, masterful interpretations of challenging repertoire, and a captivating, authentic stage presence.

HCC is dedicated to exploring fresh approaches to choral music that reduce barriers, and encourage diversity and inclusivity. Celebrating 47 years of choral singing, the HCC family has grown to include nine choral music education programs that serves more than 200 young singers from ages four to eighteen, including a 5-day summer camp for older choristers.

Scope of Responsibility

The Artistic Director (AD) provides overall artistic leadership and direction for the Hamilton Children's Choir, including developing the artistic vision for the choir, training programs, performances and programming, and educational and community outreach. The AD collaborates and partners with the Executive Director (ED) to provide leadership to all staff in accordance with the vision, mission and goals of the HCC and to ensure that all organizational goals are met. In addition, the AD is involved in fundraising campaigns, community relations, and Board of Directors and Board Committee liaison.

Reporting Relationships

The AD reports directly to the Chair of the Board of Directors, with a secondary reporting relationship to the Board as a whole. The AD works closely with the ED, the Assistant Artistic Director and all HCC artistic staff positions. The AD attends all meetings of the Board of Directors and the Artistic Advisory Committee.

Freedom to Act

The AD is free to make independent decisions in artistic and education programming that are in keeping with the artistic and operational plans and budget in consultation with the Assistant Artistic



Director and ED, as appropriate. All decisions that have a financial impact must be discussed with the ED.

Specific Roles and Responsibilities

Artistic Leadership

- Imagine and develop an HCC artistic vision that offers the HCC opportunity for growth and sustainability
- Be an active leader within the HCC organization and the local arts and culture community.
- Maintain the profile of the HCC within the national and international choral communities.
- Develop, communicate and implement an artistic plan for the HCC consistent with its mission, values and strategic plan, reflecting and responding to the evolving diversity of the City of Hamilton and region.
- Plan and prepare vital and viable programming, including an annual artistically imaginative program.
- Recruit, secure, and/or approve all personnel directly concerned with the artistic elements of the HCC program.
- Provide overarching artistic leadership and mentor all creative personnel involved in HCC programs, performances and tours.

Organizational Leadership

- In partnership with the ED and as approved by the Board, lead the HCC forward in the execution of the current Strategic Plan with a compelling vision that inspires and motivates.
- Attend monthly Board meetings and provide, in a timely and accurate manner, all information necessary for the Board to function properly and to make informed decisions, including providing a detailed AD Report in advance of each Board meeting.
- Provide inspirational leadership to staff and volunteers.
- Develop and foster a diverse workplace culture that maintains the highest standards for excellence, equality, creativity, collaboration, inclusiveness, and fiscal, operational, and organizational integrity.
- Participate in regular meetings with the ED, AD and administrative and artistic staff.

Training & Education Program

- Design and maintain a progressive choral music education program for children and youth that offers vocal instruction, music theory, and stage performance.



- In consultation with the Assistant Artistic Director, select diverse repertoire that is technically and musically age-appropriate
- Develop, maintain and supervise the structure of the various choirs and the promotion/transition of choristers from one choir to another.
- Rehearse with and conduct performances of at least one (1) senior choir, as well as tour ensembles.
- Mentor individual skills development, i.e., sectionals and soloists.
- Lead the summer camp program.

Educational Outreach

- Maintain music association memberships and participate in organizations, including Choral Canada, Choirs Ontario, American Choral Directors Association, Chorus America, International Federation for Choral Music, and the Treble Choir Association.
- Be available as an artistic resource and mentor for workshops, clinics, master classes and other educational opportunities include occasional lecturing and conducting, and prepare materials as required.
- Oversee and promote strong relationships with the local educational community.

Candidate Profile

Qualifications

- Master of Music in choral conducting (preferred) or equivalent experience
- At least 5 years of choral conducting experience with a minimum of 3 years conducting a children's choir
- Previous experience as an artistic or assistant artistic director

Experience

- Excellent knowledge of vocal pedagogy for the child's developing voice and extensive knowledge of the repertoire for children's and youth choirs
- Strong communication skills with experience creating reports for granting organizations and Board meetings, and corresponding with a variety of constituents
- A history of developing successful and enduring partnerships with other artists and organizations
- Experience in hiring, training, mentoring, and coaching artistic staff
- Kodály certification is preferred but not required. Must be fluent in teaching solfège, rhythms and ear training using the Kodály moveable "do" system
- Experience with IPA and teaching diction in foreign languages



Personal Attributes

- Demonstrated artistic leadership with clearly defined vision
- Demonstrated passion for working with children
- A proven record of encouraging diversity, equity, and inclusion within children's and youth programming and among artistic and administrative staff teams.
- Strong creative and encouraging classroom management skills
- Engaging and articulate public speaker who will advance the profile of the HCC

HCC is committed to ensuring the safety of our choristers and staff members. As such, the Artistic Director is required to be fully vaccinated against COVID-19 or must provide proof of medical exemption. An offer of employment shall be conditional on proof of full COVID-19 vaccination with a vaccine series approved by Health Canada or the World Health Organization.

Diversity and Equity Statement

The Hamilton Children's Choir is located on the territories of the Erie, Neutral, Huron-Wendat, Haudenosaunee and Mississaugas. This land is covered by the Dish With One Spoon Wampum Belt Covenant, an agreement between the Haudenosaunee and Anishinaabek, and the Between the Lakes Purchase, between the Crown and the Mississaugas of the Credit First Nation.

The HCC seeks qualified candidates who share our commitment to equity and inclusion, who will contribute to the diversification of ideas and perspectives, and especially welcomes applications from indigenous (First Nations, Métis or Inuit) peoples, members of racialized communities, persons with disabilities, women, and persons who identify as 2SLGBTQ+. If you require an accommodation, please let us know and we will work with you to meet your needs.

To Apply:

Please submit the following to SearchCommittee@hamiltonchildrenschoir.com:

- Resumé
- Cover letter
- Up to three (3) links to video recordings of your conducting work
- Contact information for three (3) notable musical references

Applications must be received by midnight March 10, 2022.

We sincerely thank all applicants for their interest. Any questions about the application may be directed to the above email address as well. Review of applications will begin upon receipt.