

**Position: Artistic Director**

Brookline, MA

Posting Date: April 30, 2025



The Metropolitan Choral seeks an innovative, visionary, and passionate choral conductor to serve as its next Artistic Director.

The Artistic Director is responsible for promoting and executing the mission and vision of the Metropolitan Choral. This role is a part-time position appointed by and reporting to the Metropolitan Choral Board of Directors.

**Background**

Metropolitan Choral, a 501(c)3 nonprofit organization, is a vibrant community of 100 auditioned choral musicians drawn together by a commitment to performing stellar repertoire at high standards, while fostering a warm, inclusive atmosphere.

The Choral may be heard throughout Boston at venues like New England Conservatory's Jordan Hall, Sanders Theatre at Harvard University, The Strand Theatre, Artists for Humanity, and the JFK Presidential Library. Concerts explore works by many of today's leading composers, such as Steven Sametz and Ēriks Ešēvalds, as well as major choral masterworks, including Mendelssohn's *Elijah*, Bach's *Mass in B Minor*, Handel's *Israel in Egypt*, and Orff's *Carmina Burana*.

The Choral has performed annually with the Boston Pops since 2013 for their Holiday Tour throughout New England, including shows at Symphony Hall. Other local partnerships have included Vaughan Williams's *A Sea Symphony* with Cape Cod Symphony, Brahms's *Requiem* with the Brookline Symphony, Leoš Janáček's *Amarus* with Chorus pro Musica, and Verdi's *Requiem* with the Commonwealth Choral. Collaborations have not always been traditional—they've included puppetry, tap dancers, Commedia Dell'Arte actors, local NPR radio personalities, a Celtic band, video projections, and so much more!

**Our Vision**

To expand the audience for choral music through innovative musical collaborations, creating a more inclusive choral community in Boston. We seek to recruit and retain dedicated and aspiring singers, enhancing our ensemble's artistic growth and musical excellence.

**Our Mission**

The Metropolitan Choral unites singers from Greater Boston who share a joy for learning and performing a diverse repertoire of choral music. Our varied programming is designed to engage and inspire both performers and audience members. We are committed to building a richer, more diverse choral community in Greater Boston through traditional and cross-disciplinary artistic collaborations.

**Our Values**

Community – Inclusivity – Innovation – Collaboration

## Position Overview

The Artistic Director (AD) is responsible for the artistic vision of Metropolitan Chorale. They are accountable for all musical and artistic decisions, and together with the Board of Directors, conceptualizes, schedules and produces the concert season. The AD will select and execute all of the music within a season's activities: rehearsals, performances, recordings, etc., on a schedule appropriate to the organization's planning timetable. The part-time position averages 10 hours per week throughout the season. The salary is \$24,000. Benefits are not included.

- **Season Plan:** The AD is responsible for developing and producing a season plan and coordinating repertoire selection. The Chorale typically presents a November, March and May concert.
- **Auditions:** The AD will audition prospective members and reevaluate continuing Chorale members on a regular basis.
- **Rehearsals:** The AD will rehearse with the group on Tuesday nights in Brookline, historically from 7-9:30pm. There are typically 12-14 rehearsals per concert cycle, with additional rehearsals scheduled during concert week. Small ensembles, sectionals, and retreats are also scheduled throughout the year per the discretion of the AD.
- **Financial:** The AD will be responsible for the development of the annual production budget in collaboration with the Board of Directors, Operation committee, and Financial committee.
- **Artistic Growth:** The AD has primary responsibility for the overall artistic quality & growth of the Chorale. The AD will contribute to the strategic planning of the organization regarding the artistic product and brand, the musical needs of the organization, and the growth of the organization. The AD will investigate and consider opportunities to commission new works, and opportunities to collaborate with other artists/organizations.
- **Additional Administrative Responsibilities:** The AD will attend meetings of the Board of Directors (approximately once a month) and serve as an ex-officio (non-voting) member of the Board. The AD will attend meetings of various Chorale committees as may be desirable for or necessary to the operation of the organization.
- **Boston Pops Holiday Tour Collaboration:** Select members of The Metropolitan Chorale have served as the Touring Choir for the Pops since 2013. Our relationship with the Boston Pops is an extra commitment that furthers the Chorale's regional reputation and hones its musicality. The AD is responsible for auditioning members for the Pops Choir, communicating with the Pops Artistic Director, Conductor, Operations team, as well as the Metropolitan Chorale's Treasurer and Pops Operations Manager. Rehearsals for the Pops consist of 6-8 Sunday rehearsals, a preparatory rehearsal with Keith Lockhart, and a dress rehearsal in Symphony Hall. Touring concerts take place every weekend in December; members are bussed to venues. Typically, the Chorale performs between 8-10 times.

**The successful candidate will possess the following qualifications and experience:**

- A Masters or Doctorate Degree in music, preferably in choral conducting. A combination of education and/or comparable work experience may be considered in lieu of educational requirements.
- Consummate and expert knowledge of singing and vocal production.
- Demonstrated success in directing a chorus of similar size.
- Demonstrated leadership style that successfully balances high expectations with an encouraging, nurturing personal approach.
- Experience working with an auditioned chorus, made up of singers who are imaginative, eager and willing to grow musically.
- Experience in planning and executing cohesive concert programs that are engaging, and characterized by high artistic and production values.
- Strong leadership, communication (written and verbal) and interpersonal skills.
- Proven ability to meet deadlines and financial targets.
- Be committed to promoting diversity not only in music repertoire, but also in the chorus and audience, by fostering an inclusive and equitable environment, and by creating accessible and welcoming concerts and events for all members of the communities served.
- Ability to attract, retain, nurture and inspire highly qualified singers.
- Be committed to proactively promoting The Metropolitan Chorale, by developing relationships with individuals and organizations leading to artistic and educational collaborations, diverse venues, and exposure to new audiences.

**Personal Qualities**

- **Brings joy, enthusiasm, and passion to the music-making process**
- Is a visionary, a motivator & a creative thinker
- Has integrity and engenders trust, on and off the podium
- Is a team builder and diplomat who successfully navigates small- and large-group dynamics
- Is disciplined, inquisitive, and a lifelong learner
- Is an engaging teacher
- Exhibits confidence
- Is comfortable making difficult choices

**Application Process**

- The Search Committee will begin to review credentials in May 2025, and each applicant will receive a response. The search will remain open until the position is filled.
- The Search Committee will conduct video submissions and initial interviews in June and July.
- Candidates invited for an interview will be requested to provide a proposal for a concert they would prepare and conduct if selected.
- 3 finalists will be invited to rehearse and guest conduct a concert in the 2025-2026 Season (12-14 weeks in November, March or May)
- The Metropolitan Chorale will welcome our new Artistic Director in June of 2026.

To apply, please email [search@metropolitanchorale.org](mailto:search@metropolitanchorale.org) by May 30th, 2025 with your intent to apply. The Search committee will supply you with a link to a personal portal to submit the following items:

- Letter of interest, including your own mission statement
- Resume or Curriculum Vitae
- List of 3-5 previous programs conducted
- A minimum of three professional references, including contact information (name, telephone number, email address) as well as their relationship to you (i.e., prior employer, etc.)

**Selected candidates will be invited to submit the following additional materials:**

- An informal video recording answering select questions from the Search Committee
- A proposed outline and budget for a concert
- Two video recordings of performances conducted demonstrating musical artistry and diverse programming
- Any additional materials you believe will support your application (e.g. samples of arrangements or compositions, audio recordings of performances, etc.).