



Music Director

The Santa Fe Symphony Orchestra & Chorus

The Santa Fe Symphony Orchestra & Chorus seeks an inspiring and collaborative **Music Director** to lead the organization into its next chapter of artistic excellence and community impact.

With a long tradition of artistic achievement, a dedicated orchestra and chorus, and a deeply engaged community, The Santa Fe Symphony is entering an exciting period of growth. The organization is seeking a visionary artistic leader who can inspire exceptional performances while embracing a collaborative approach to artistic planning and organizational leadership.

Musical Leadership & Excellence

- Demonstrates exceptional musicianship and artistic leadership
- Brings experience conducting large, diverse groups of musicians
- Upholds a high level of artistic excellence within the orchestra
- Fosters a culture of personal growth within the orchestra
- Maximizes rehearsal time with clarity, efficiency, and purpose
- Operates effectively within a collaborative artistic and organizational structure that includes shared input on key decisions
- Experience preparing and conducting large choral-orchestral masterworks, working in partnership with Choral Director

Artistic Vision

- Articulates a clear artistic direction and inspires the organization toward a shared vision
- Engages in collaborative artistic planning and decision-making with musicians and organizational leadership
- Brings broad knowledge of the full range of orchestral repertoire, a curiosity to expand and diversify programming, and an understanding of audience appeal.
- Curates compelling repertoire and identifies and collaborates with outstanding soloists
- Demonstrates experience in strategic and long-range artistic planning

Collaborative Leadership

- Builds respectful, trust-based relationships with musicians, staff, board members, and key stakeholders
- Values input and collaboration while maintaining clear and confident artistic leadership
- Collaborates closely with the chorus, recognizing and elevating its integral role within the organization
- Exercises strong diplomacy within a highly collaborative and cooperative organizational structure
- Demonstrates the ability to work effectively within established processes that include shared decision-making and musician leadership

Community & Organizational Engagement

- Communicates with ease from the stage, engaging audiences with clarity and warmth
- Demonstrates a genuine commitment to community engagement and educational programming
- Works constructively and collaboratively with management, board members, and committees
- Serves as a visible and active representative of the Symphony within the community
- Champions efforts to connect with new and diverse audiences across the region

Our Cooperative Structure

The Santa Fe Symphony Orchestra & Chorus operates within a distinctive cooperative system of governance that reflects its history and values. Artistic and operational responsibilities are intentionally divided, creating a partnership among musicians, staff, and the Board of Directors.

Artistic matters, including repertoire selection and performance quality, are guided by the Music Director and the musicians through the Musicians' Steering Committee. The Board of Directors is responsible for the organization's operational oversight. Within this cooperative model, the Music Director serves as the artistic leader and a key partner in advancing the Symphony's mission. The successful candidate will work collaboratively with the Musicians' Steering Committee, Choral Director, Executive Director, staff, and Board to develop artistic plans, shape the organization's vision, and foster an environment of trust, transparency, and shared purpose.

Application Information

Application materials and submission instructions will be available at <https://santafesymphony.org/employment/>.

The Santa Fe Symphony Orchestra & Chorus is an Equal Opportunity Employer.