



## **CHIME ASSOCIATE DIRECTOR** Empire State Youth Orchestra (ESYO) — Schenectady, NY

**Reports to:** CHIME Director

**Works in artistic consultation with:** ESYO Music Director

**Status:** Full-time, Exempt

**Salary:** \$65,000–\$75,000 commensurate with experience

**Benefits:** Health insurance, 403(b) matching

**Start Date:** Summer 2026 (flexible)

### **POSITION OVERVIEW**

The CHIME Associate Director is first and foremost an experienced music educator — someone who brings deep pedagogical knowledge, strong ensemble instincts, and a genuine commitment to community-centered music learning. This is a substantive artistic and educational leadership role, working closely alongside the CHIME Director and in ongoing artistic consultation with the ESYO Music Director.

The Associate Director conducts CHIME's primary ensembles, mentors and supports Teaching Artists, and contributes to curriculum development and repertoire planning. This role is focused on musical leadership, pedagogical depth, and ensemble culture — program operations, school partnerships, and staff supervision rest with the CHIME Director.

We are specifically seeking candidates with strong experience in winds, brass, and/or percussion — as players, conductors, and educators. A background in public school band programs, Sistema-inspired settings, or community music organizations is highly valued.

*Applicants must be willing to reside in the Capital Region.*

### **KEY RESPONSIBILITIES**

#### *Educational Leadership & Pedagogy*

- Serve as a collaborative artistic and pedagogical thought partner to the CHIME Director and ESYO Music Director
- Provide substantive mentorship and instructional support to CHIME faculty, with particular depth in winds, brass, and percussion
- Contribute to curriculum development, instructional sequencing, and student progression in collaboration with the CHIME Director
- Support repertoire selection and ensemble balance aligned with program goals
- Assist CHIME faculty with rehearsal technique, sectional work, and student engagement strategies

### *Ensemble Leadership*

- Conduct and prepare two CHIME ensembles for performances throughout the season: a full symphony orchestra drawing from a wide range of experience levels, and a chamber orchestra of advanced high school students
- Select repertoire for both ensembles in close collaboration with the CHIME Director and ESYO Music Director
- Lead rehearsals and sectionals with energy, clarity, musical rigor, and the flexibility that mixed-level ensemble work requires
- Conduct public performances, concerts, and community showcases

### *Student Development*

- Foster an inclusive, joyful, and musically ambitious ensemble culture
- Build meaningful relationships with students and families
- Facilitate student-centered/-led instructional environments with intention and skill, cultivating authentic student leadership across CHIME and nurturing the agency of young musicians at all stages in their musical trajectory and ensemble community.
- Support pathways for students transitioning from CHIME into ESYO's broader ensemble ecosystem

### *Cross-Program Collaboration*

- Contribute to CHIME's summer program and organization-wide programs and events as appropriate

## **QUALIFICATIONS**

- Minimum 5 years of experience conducting and teaching youth in school, community, or ensemble settings
- Strong instrumental pedagogy expertise in winds, brass, and/or percussion
- Demonstrated ability to mentor colleagues or support instructional staff
- Deep commitment to equitable access to music education and student-centered practice
- Experience working with students from diverse backgrounds using inclusive, culturally responsive approaches
- Collaborative by nature, with strong communication and interpersonal skills

### *Preferred*

- Background in public school band programs
- Experience with Sistema-inspired or community-based music programs
- Longitudinal curriculum development experience for mixed-level ensembles
- Ability to arrange or adapt music for developing players
- Master's degree in music education, conducting, or performance (or equivalent experience)

## **HOW TO APPLY**

Submit a cover letter, résumé, and video links demonstrating conducting or teaching to [chimeadsearch@esyo.org](mailto:chimeadsearch@esyo.org), with the subject line: **CHIME Associate Director – [Your Name]**. Applications reviewed on a rolling basis.

ESYO is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or veteran status.

## **ABOUT ESYO and CHIME**

Empire State Youth Orchestra serves more than 600 young musicians each season through 14 ensembles and CHIME — an intensive, after-school music program in partnership with the Schenectady City School District that cultivates long-term, holistic student development through high-quality, ensemble-based instruction. At ESYO, music is a tool for connection, transformation, and empowerment.

Located in New York's Capital Region, ESYO is part of a thriving arts ecosystem with access to professional orchestras, cultural institutions, and easy connections to New York City, Boston, and Montreal. The region offers an affordable cost of living and a genuinely engaged arts community. Learn more at [esy.org](http://esy.org).