



**ASSISTANT CONDUCTOR
POSITION DESCRIPTION
FEBRUARY 2026**

The Grand Rapids Symphony (GRS) Assistant Conductor is a full-time, benefits eligible position. The Assistant Conductor reports administratively to the President & CEO and is artistically accountable to the GRS Music Director. She/he/they will also work closely with the Senior Vice President & General Manager and production operations team. This individual will be an energetic and dynamic musician who excels at connecting with musicians and diverse audiences and projects a positive and engaging personality on and off the podium.

The Assistant Conductor is responsible for developing, hosting and conducting educational and community concerts and serving as the cover conductor for rehearsals and concerts as assigned by the Music Director. The Assistant Conductor will host and conduct other programs, which may include movie performances, run-outs, summer series and masterworks (classical series) performances.

KEY RESPONSIBILITIES

- Work with the Music Director, General Manager, and other key staff to plan, conduct and develop, as needed, educational and community engagement concerts.
- Serve as a cover conductor for assigned rehearsals and concerts, substituting for the scheduled conductor in case of an emergency.
- Assist the Music Director, Principal Pops Conductor, and guest conductors during assigned rehearsals to provide feedback on artistic matters.
- Develop and/or conduct Pops concerts, movies, and off stage conducting as needed.
- Work with the Music Director to assist recording engineer or other media entities in the final editing of GRS performances for archival, broadcast, or commercial release.
- Participate in GRS production team meetings and other activities as determined and identified by GRS management.
- Participate in concert lectures and other speaking engagements, as assigned.
- Accompany GRS on tours, as assigned.
- Attend donor events and participate in other development opportunities, as requested.

REQUIREMENTS

- At least three years' experience conducting and working with orchestras.
- Undergraduate music degree or foreign equivalent strongly preferred.
- Exceptional musicianship and conducting skills and knowledge of a broad range of repertoire.
- Ability to manage time effectively in rehearsal.
- Strong interpersonal and communication (both verbal and written) skills with fluency in English.

- Strong presentation skills from the stage.
- In compliance with federal law, potential employees will be required to verify identity and eligibility to work in the United States. The required employment eligibility verification documentation will be required upon engagement. If applicable, the responsibility and cost of obtaining such authorization is solely that of the candidate.

GUEST CONDUCTOR OPPORTUNITIES

The GRS understands that the Assistant Conductor may receive guest conducting opportunities with other organizations and she/he/they will be allowed a reasonable amount of time-off for such engagements subject to the approval of the Music Director.

APPLICATIONS

To apply for this position, please send the following information to HumanResources@GRSymphony.org by **Monday, February 23, 2026**:

- Cover Letter
- Resume or Curriculum Vitae
- Three sample programs, with one each of the following:
 - Classical Program
 - Pops Program
 - Education Program (including the age level of the audience and education objectives the program seeks to communicate).
- Conducting videos:
 - Three excerpts of no more than five minutes each
 - Footage from within the last three years
 - Front view of conductor
 - Contrasting styles
 - Rehearsal footage (encouraged but not required)
 - Provided in a digital format - either links to posted clips (e.g. website/YouTube) or access to a digitally shared folder (e.g. Dropbox)

ABOUT THE GRAND RAPIDS SYMPHONY

Founded in 1930, the Grand Rapids Symphony is one of the Midwest's leading orchestral institutions, serving approximately 200,000 individuals annually through performances, education initiatives, and community engagement programs. Nearly half of those served are students, senior citizens, and individuals with disabilities. Under the artistic leadership of Music Director Marcelo Lehninger, Principal Pops Conductor Bob Bernhardt, and the Assistant Conductor, for whom a search is currently underway, the Symphony presents a wide range of classical, pops, family, specials, and educational programming. The Symphony collaborates extensively with regional partners, including Opera Grand Rapids, Grand Rapids Ballet, Saint Cecilia Music Center, and Frederik Meijer Gardens & Sculpture

Park. Performances take place primarily at DeVos Performance Hall and Royce Auditorium. Programming to advance the Symphony's mission and share great music that moves the human soul and enriches the cultural life of West Michigan includes the Grand Rapids Youth Symphony & Classical Orchestra and Grand Rapids Chorus. Led by Dr. Joel Schut, the Grand Rapids Youth Symphony & Classical Orchestra was merged operationally into the Symphony in Fall 2025. The Grand Rapids Chorus is a highly acclaimed 130-voice volunteer Chorus under the leadership of Dr. Pearl Shangkuan and is maintained as a treasured affiliated program to the Symphony. The Symphony employs 52 A-contracted and 25 B and C-contracted musicians over a 40-week season. Administratively, the Symphony currently has a support staff of twenty-three (23) employees (both full and part-time) and five (5) contractors.

For more information visit: www.grsymphony.org
We are an equal opportunity employer.