



## ALLENTOWN SYMPHONY ASSOCIATION

### **NOW ACCEPTING APPLICATIONS FOR MUSIC DIRECTOR & CONDUCTOR OF THE ALLENTOWN SYMPHONY ORCHESTRA**

**DEADLINE TO APPLY: APRIL 26, 2026**

#### **ORGANIZATION DESCRIPTION, LOCATION, AND JOB SUMMARY**

The Allentown Symphony Association (ASA) operates the Allentown Symphony Orchestra (ASO), **and owns/operates its theatre, Miller Symphony Hall, allowing the ASA to have complete control of its schedule.** With a current operating budget of \$4M, the ASA is a Group 3 orchestra as defined by the League of American Orchestras and counts professional musicians from metro New York City, Philadelphia, Baltimore, and Wilmington, DE in addition to New Jersey and other regions of Pennsylvania among its ranks. Esteemed conductor, educator, and author Diane Wittry is currently in her 31<sup>st</sup> season as Music Director/Conductor and will be retiring at the end of the 2027-28 season. Since 1951, the ASO has been the premiere professional symphony orchestra of the Lehigh Valley and currently presents five classical programs (all doubles), 5 pops programs (mixture of singles and doubles including Holiday Pops), and one program of school and family concerts each season. Its lauded education program El Sistema Lehigh Valley is an immersive, daily music education program offered to students in grades K-12. The ASA also presents other educational engagement programs and non-orchestra concerts like its acclaimed Jazz Upstairs series. Miller Symphony Hall, first opened in 1899, is a historic theater and cornerstone of Allentown's Arts District.

**Allentown is the third largest city in Pennsylvania** and part of the Lehigh Valley region of eastern PA. **Conveniently located 90 miles west of New York City and 60 miles north of Philadelphia,** the Lehigh Valley is a growing and culturally diverse region with vibrant arts, education, healthcare, and historic resources. Summer festivals include the PA Shakespeare Festival, the official Shakespeare Festival of the State of Pennsylvania, and MusikFest, the nation's largest non-gated free music festival. In 2024, the nearby Historic Moravian Bethlehem District was named an UNESCO World Heritage Site. Allentown's diverse population is nearly 70% persons of color, with 54% identifying as Hispanic/Latino. Despite its proximity to the eastern seaboard, Allentown and the greater Lehigh Valley enjoy a lower cost of living compared to nearby metro areas, while also providing a high quality of life for its residents.

The **Music Director & Conductor** serves as a dynamic and compelling artistic leader of the ASO, both on stage and in the community. The position is responsible for maintaining high standards of performance; programming a balance of repertoire for classical, pops, and education/family programs; and leading the selection of guest artists all within the budgetary guidelines set by the Executive Director and Board of Directors. They are responsible for functioning within the ASO's policies, procedures and union contracts for auditioning, evaluating, and seating musicians of the Orchestra. The Music Director & Conductor plans, prepares, rehearses, and conducts the majority of classical programs and one to two pops programs each concert season. This includes working alongside the Executive Director and staff on a variety of administrative tasks to

ensure proper execution of programming. The Assistant Conductor conducts the annual Nutcracker and school/family programs each season and provides cover conducting services for each classical program. The Music Director & Conductor is one of the public faces of the organization and thus participates in fundraising and promotional activities in the community to help encourage concert attendance and institutional/individual philanthropic support. Finally, the Music Director & Conductor is an intrinsic position for mission-driven education and community engagement programs, providing guidance, ideas, and resources for the organization to connect more deeply with its community. This includes leading the ASO's Composer Collective and New Music Chamber concerts in collaboration with the Orchestra's Composer-in-Residence.

## **MAJOR RESPONSIBILITIES & OUTCOMES**

- Lead the development, implementation, and monitoring of artistic objectives for the Orchestra that ensure first rank artistic quality.
- In close coordination with staff and Artistic Committee, determine all repertoire to be performed by the Orchestra and finalize programs according to budgetary requirements and an established time schedule.
- Conduct rehearsals and performances for assigned concerts.
- Coordinate with appropriate staff on the operational and administrative aspects of running a professional orchestra and theatre. The Music Director & Conductor is expected to carry out administrative tasks associated with concerts they are leading.
- Supervise an Assistant Conductor as they program and prepare the annual Nutcracker, school/family program, and designated pops programs each season.
- Participate in the planning, execution, and, when needed, conducting of education and community engagement programs. This includes serving as a judge in the Schadt National String Competition.
- Be present at all musician auditions and participate as required in musician evaluation procedures (i.e. tenure confirmation) as detailed in the Orchestra Collective Bargaining Agreement.
- Propose and spearhead major artistic projects, such as commissions of new works and run-out concerts.

The Music Director/Conductor is a collaborator, team player, and strong communicator. Therefore, they are expected to:

- Attend and actively participate in ASA Board, Executive, Artistic Planning, and Education/Schadt Competition Committee meetings as much as possible.
- Participate in promotional initiatives and fundraising events to maximize exposure of and support for the Orchestra.
- Develop working relationships with various stakeholders in the community.
- Attend functions, receptions, etc. on behalf of the Orchestra.

## **REQUIRED EXPERIENCE AND ABILITIES**

The ideal candidate will demonstrate/possess:

- Strong baton and rehearsal technique and a thorough knowledge of orchestral repertoire and styles, including classical, pops, and age-appropriate education programming.
- Proven ability to provide performance experiences of the highest caliber.
- Experience working with professional orchestras.
- A track-record of thoughtful, captivating, and marketable programming.
- Deep knowledge of current guest artists, diverse repertoire, and performance practice.
- Strong skills in interpersonal relations, leadership, and communication.

- Demonstrated commitment and passion for education and community engagement programming.
- Basic knowledge of the ASA as a nonprofit organization, with an understanding and appreciation of the roles of the Board, Executive Director, musicians, staff, and volunteers.

## **PREFERRED EXPERIENCE AND ABILITIES**

- Previous Music Director experience.
- Experience complying with union CBA work rules for orchestra services and auditions.
- Knowledge of high-caliber guest artists and artist management firms.
- Demonstrable experience with donors, development and/or fundraising.
- Experience conducting contemporary repertoire and working with composers on commissions and premieres.

Compensation: Starting compensation is commensurate with experience and is targeted to be \$90,000-\$115,000. Compensation will vary year-to-year depending on the number of performances to be conducted. The ASA offers a comprehensive benefits package for the Music Director/Conductor including medical, dental, vision, life, and long- and short-term disability insurance; 403(B) retirement plan option; and medical/dependent care flexible spending accounts (FSAs).

To apply, please submit the following to Gloria Power at [gpower@allentownsymphony.org](mailto:gpower@allentownsymphony.org) **no later than April 26, 2026:**

- Cover letter responsive to the responsibilities and required/preferred experience listed above
- Resume
- List of at least three references; one must be from an orchestra musician
- Document with links to the following videos:
  - 3 videos conducting an orchestra. Though not required, it is preferable that one be of a rehearsal. Each video should not exceed 5 minutes.
  - 1 speaking video not to exceed 2 minutes introducing a piece of music to an audience. Video may be in front of an actual audience or privately recorded.

No phone calls, please. Although we appreciate your interest, we will only contact applicants we are considering for an interview.

The Allentown Symphony Association provides equal employment opportunities to all employees and applicants for employment. No one will be discriminated against, or receive preferential treatment because of race, creed, color, religion, sex, affectional or sexual orientation, national origin, ancestry, age, marital status, non-job-related disability, social class, status as a Vietnam-era or special disabled veteran, or any other legally protected status.

February 2026