



Announces an opening for  
**ASSOCIATE CONDUCTOR**

The Associate Conductor position is a two-year position to begin during the 2026-27 season with the possibility of renewal and the employment start date being mutually agreed upon based on the availability of the winning candidate.

**JOB DESCRIPTION:**

The Associate Conductor will: work alongside the Music Director in supporting the artistic development of the orchestra and its flagship educational and community engagement programs; serve as assistant conductor and cover conductor for all Masterworks and Pops concerts; conduct ASO concerts as assigned, including Pops, neighborhood, runout, and education concerts; serve as the artistic leader and conductor of the Arkansas Symphony Youth Orchestra (ASYO); provide support to the ASO Youth Ensembles programs (ASOYE) as needed. The Associate Conductor will serve as a representative of the ASO to the community, including students, educators, media, donors, and audiences. Additional duties and responsibilities may be added.

**ESSENTIAL DUTIES AND RESPONSIBILITIES (others may be assigned):**

**1. CONDUCTING**

The Associate Conductor will schedule and conduct weekly rehearsals, as well as all concerts (2-3 per season) for the Arkansas Symphony Youth Orchestra. The Associate Conductor will also conduct the Arkansas Symphony Orchestra as assigned, including programs from any or all concert series, runouts, and education concerts.

**2. SPECIFICS FOR YOUTH ORCHESTRA**

Repertoire selection, auditions, work with education department, determine part assignments and seating as needed. Engage with section coaches for sectionals. Oversee bowings. Oversee Youth Orchestra librarian(s). Other duties as necessary to ensure successful program.

**3. COVERING AND ASSISTING**

The Associate Conductor is expected to be prepared to conduct any rehearsal or performance at a moment's notice. Duties include providing feedback to the conductor about balance at rehearsals and concerts, working with sound engineers and other crew to create the best artistic product possible, and helping the Music Director disseminate information to the orchestra, crew, and staff as needed.

**4. OTHER**

The Associate Conductor is a core member of the Arkansas Symphony Orchestra staff and will work with all administrative departments in day-to-day affairs. This includes, but is not limited to, working with the education/community engagement department on programming education concerts, and advising on artistic community engagement matters; working with the E. Lee Ronnel Music Academy, including the ASO String Academy; leading community engagement initiatives including teaching classes, giving lectures, and working on recording projects.



The Associate Conductor will act as a musical consultant, if requested, on any orchestra recordings, broadcasts, or livestreams that may be undertaken. The Associate Conductor will also review recordings of performances upon request, to assist the Music Director and marketing/social media team in reviewing, selecting, approving, and storing recordings for archival purposes, grant applications, and social media posts.

The Associate Conductor will assist the Music Director with creative programming of future concert series that is relevant and engaging to the community. Other duties may be assigned.

### **GENERAL QUALIFICATIONS:**

- **Education and/or Experience:** Bachelor's degree (BA) from a four-year college or university or equivalent professional training.
- **Language Skills:** Excellent communication skills; engaging, informative public speaking skills.
- **Reasoning Ability:** Ability to anticipate problems, understand or learn how information is disseminated in the organization
- **Spirit of curiosity**

### **OTHER SKILLS AND ABILITIES:**

On the podium, the Associate Conductor will show: effective conducting technique with clear and demonstrative gestures; ability to diagnose issues of ensemble and intonation with specificity, continually improving listening skills, understanding of a wide range of musical styles and time periods; understanding of different types of ensembles and their respective playing levels.

The Associate Conductor will also demonstrate: a deep appreciation for, understanding of and sensitivity to the needs of professional musicians; ability to study scores thoroughly for a depth of understanding; excellent working knowledge of instrumentation and pedagogical methods; interpersonal skills, diplomacy, pleasant manner, and objectivity; the highest personal standards of ethics and integrity, inspiring respect and trust; demeanor of unflappability and professionalism in all job-related matters; Excellent communication skills; sense of humor.

Must understand strings, bowings, basics of how orchestra library works.

### **COMPENSATION AND BENEFITS:**

The Associate Conductor is a member of the Arkansas Symphony Orchestra staff, receiving an annual salary and benefits. Associate Conductor may accept guest conducting opportunities as approved by the Arkansas Symphony Orchestra Society and such approval will not be unreasonably withheld.

The winning candidate will be expected to obtain and provide the necessary clearance papers (proof of U.S. citizenship, permission to work as an alien in the Arkansas Symphony Orchestra, etc.) prior to the starting date of employment.

### **CLASSIFICATION:**

This is a regular full-time, 12-month, exempt position.

REPORTS TO: Music Director and Chief Executive Officer.

COMPENSATION: \$40,000 per year plus benefits.



### **TO APPLY:**

Please submit a cover letter, resume, and three professional references to [auditions@ArkansasSymphony.org](mailto:auditions@ArkansasSymphony.org) with Associate Conductor in the subject line by **April 27, 2026**. Please include links (YouTube/Vimeo/etc.) to two or three recent conducting performances of contrasting repertoire. Videos should be front-facing and should total no more than 15 minutes in length (combined). Information will not be given by phone. All submissions will be held in confidence. More information will be provided upon receipt of these materials. Selected candidates will be invited to an in-person audition on May 17/18, 2026, in Little Rock, AR.

The Arkansas Symphony Orchestra is an equal opportunity employer and is committed to diversity, equity, and inclusion in all facets of the organization. We seek to develop a diverse candidate pool and welcome nominations and applications from all qualified candidates regardless of race, gender, sexual orientation, age, disability, religion, or national origin.

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### **ARKANSAS SYMPHONY ORCHESTRA**

The ASO is the state's premier professional orchestra and a thriving organization bucking national trends with conspicuous artistic growth, record attendance, financial stability, community engagement, and a tradition of artistic excellence. A major renovation to the ASO's primary performing space, the historic Robinson Music Center, was completed in 2017. In 2024, the ASO opened their new facilities located at the Stella Boyle Smith Music Center. A radically welcoming hub of musical activity for all Arkansans, the Music Center houses a rehearsal/recital hall, teaching spaces, a recording/streaming studio, and offices. ASO's 2026-2027 season includes a subscription series highlighted by Bartok's Concerto for Orchestra and Stravinsky's Rite of Spring. In addition to its Masterworks and Pops series, the ASO performs to audiences in diverse locations with its popular River Rhapsody Chamber Music Series at the Stella Boyle Smith Music Center, Education and Community Engagement programs for children and families, and myriad programs and performances of all types throughout the state of Arkansas. The ASO also has three youth orchestras, a community orchestra, and is involved in multiple music education partnerships and collaborations throughout Arkansas.

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### **LITTLE ROCK, AR**

Greater metropolitan Little Rock is a community of over 700,000 known for high quality of life, low cost of living, a vibrant arts scene, excellent education and healthcare, and an aspirational posture toward economic and cultural growth. It is currently ranked in the top ten of US cities in separate rankings of Happiness, Cleanliness, and Value. The Brookings Institute placed Little Rock in the top twenty "Strongest Metro Areas in the Country" and Forbes listed it in its "15 Best Cities for Young Adults." Kiplinger named Little Rock No. 1 on its 2013 list of "10 Great Places to Live."