

DENVER YOUNG ARTISTS ORCHESTRA MUSIC DIRECTOR – JOB DESCRIPTION



The mission of the Denver Young Artists Orchestra (DYAO) is to expose young musicians and audiences to the joy and beauty of symphonic music, pursuing excellence through exceptional orchestral training, unique & diverse performance opportunities, and new pathways to symphonic experiences. Ultimately, we seek to cultivate the next generation of musicians who will reimagine the future of symphonic music in our community.

The Music Director serves as the artistic leader of the Denver Young Artists Orchestra (DYAO) and is responsible for advancing the organization's mission through exceptional musical leadership, inspiring instruction, and dynamic performances. The Music Director conducts both the **Young Artists Orchestra (YAO)** and the **Conservatory Orchestra (CO)** and works closely with DYAO administrative staff, board and conductors to ensure artistic consistency and excellence across the entire program.

Artistic Leadership and Conducting Responsibilities:

- Conduct all scheduled rehearsals, retreats, and performances of the Young Artists Orchestra and Conservatory Orchestra of DYAO.
- Select well-rounded repertoire that challenges students while remaining pedagogically appropriate and aligned with DYAO's musical training objectives.
- Provide rigorous rehearsals that elevate ensemble musicianship and prepare polished public performances
- Manage matters relating to musician selection, seating, soloists, repertoire, and musical interpretation
- Collaborate with the Executive Director and Orchestra Manager to develop a detailed rehearsal, coaching, and performance calendar
- Plan sectional coaching as needed and assist with selecting appropriate professional musicians to serve as coaches
- Oversee and adjudicate DYAO auditions in consultation with staff
- Attend and support performances of the training ensembles (String Ensemble and Allegro Strings) and maintain artistic continuity across all orchestras
- Consult with training orchestra conductor(s) on repertoire selection and student development

Program Leadership and Collaboration

- Work closely with the Executive Director, Orchestra Manager, and staff to ensure consistent artistic standards across the organization
- Collaborate with staff on student recruitment and retention to ensure DYAO remains Colorado's most advanced youth symphony orchestra program
- Assist with the DYAO peer mentor program and support student leadership initiatives
- Communicate regularly with staff on matters of scheduling, logistics, and artistic planning
- Contribute to concert program notes, newsletters, and other artistic communications as requested
- Assist the Executive Director in fundraising, development, community engagement, and publicity efforts
- Attend and report at Board meetings as requested
- Provide artistic guidance to the Board of Directors on matters relating to repertoire, programming, and educational objectives

Administrative and Organizational Responsibilities

- Respond in a timely manner to administrative requests including audition materials, seating information, and programming details
- Assist with recruitment of musicians for DYAO programs
- Collaborate with staff to review and update the DYAO Member Handbook and ensure clear expectations for students and families
- Support the continued artistic growth and reputation of DYAO within the Denver arts community

Qualifications

- Advanced degree in orchestral conducting, performance, or related field (DMA preferred, MM required), or equivalent professional experience
- Demonstrated excellence conducting advanced youth, collegiate, or pre-professional orchestras
- Strong rehearsal technique and proven ability to develop ensemble musicianship
- Deep knowledge of orchestral repertoire across historical periods with a commitment to inclusive and diverse programming
- Proven commitment to youth music education and student artistic development
- Experience working with high-level student musicians and understanding of age-appropriate pedagogy
- Ability to collaborate effectively with conductors, coaches, teaching artists, and administrative staff
- Familiarity with audition processes, student evaluation, and ensemble placement
- Strong organizational and communication skills
- Comfort using Google Workspace and basic digital tools
- Financial and operational awareness with willingness to support fundraising and organizational visibility
- Fluency in Spanish is a plus

Applicants may apply from any location; however, the selected candidate will be expected to reside in the Denver metropolitan area or surrounding region by the start of the appointment. A candidate who does not meet all the qualifications but possesses transferable or equivalent skills, experience, or education is encouraged to inquire or apply and to highlight those areas.

Salary: \$45,000-\$50,000

This is a contractor position reporting to the Executive Director and the Board of Directors.

Application Instructions:

Applicants must submit the following:

- A resume or CV
- A cover letter outlining interest in this position
- Contact information for three references
- Conducting video footage – Please submit up to 20 minutes of video footage showcasing a variety of repertoire. **Applicants are strongly encouraged to include rehearsal footage**, as it is an important component of the evaluation process.
- Personal Statement – please also submit a video of up to 6 minutes answering the following two questions:
 - How do you balance artistic ambition with the developmental needs of young musicians, and how does that balance shape your rehearsal process and repertoire choices?
 - What role should a Music Director play beyond the podium in supporting an organization's mission, community presence, and long-term sustainability?

This search will be hosted by Izabel Eve Arts Consulting, please submit your materials to Izabel Zambrzycki at izabevearts@outlook.com.

Please note that in-person final auditions will be held in Denver, Colorado. Candidates advanced to the final round are required to attend this audition in person.