



Artistic Director

Salary range: \$35,000 to \$40,000 per year

Hours: up to 20 hours per week

Location: Minneapolis/St. Paul, MN

Start Date: January 5, 2027

Brief Description

The MPO's Artistic Director is the programmatic leader of the orchestra and principal conductor. This role requires detailed knowledge of classical music and orchestral repertoire, proficient conducting skills, people and rehearsal management skills, and the ability to communicate effectively via written and spoken word. The Artistic Director works closely with the MPO's Operations Manager and in collaboration with the Board of Directors to execute on the organization's mission and values as the United States' first LGBTQIA+ community orchestra.

Job Duties

Artistic Planning

- Lead the organization's programming committee in selecting repertoire for three mainstage concerts each season, as well as an annual children's concert and occasional summer programs, including an annual Pride concert
- Facilitate programmatic partnerships with aligned organizations, particularly members of other local LGBTQIA+/affinity-based music organizations
- Collaborate with Operations Manager to identify rehearsal and performance venues, dates, and times
- Develop plans to provide additional performance and community engagement opportunities in alignment with member priorities, as discussed at the annual meeting with members and determined in collaboration with the Board of Directors
- Manage special initiatives as agreed upon with the Board of Directors, such as the annual commissioning project, and serve as liaison for artistic and programmatic partners

Rehearsal Preparation and Leadership

- Lead weekly Tuesday evening rehearsals, including preparing and communicating schedules and plans to members, as well as responding timely to member questions
- Oversee orchestra personnel, including musician recruitment, principal appointments, and seat assignments, as well as artistic feedback and support

- Ensure all musicians have access to clear and accurately marked parts prior to rehearsals (two weeks if possible)
- Manage instrument and equipment needs in collaboration with the Operations Manager and relevant musicians

Marketing and Communications

- Provide promotional copy as needed to the Operations Manager for use in digital and print marketing materials
- Oversee the production of program notes and other supplemental materials

Development and Fundraising

- Represent the MPO's mission, vision, values, and programs in relationships with individual donors and institutional funders, as well as with media outlets
- Compose one or two development/fundraising letters each fiscal year, communicating appropriately and effectively with potential/current MPO donors in order to enhance our donor base and contribution amounts

Meetings and Reports

- The Artistic Director will provide regular reports to the Board of Directors outlining artistic plans, project progress, needs for support, etc., and will endeavor to attend monthly meetings of the Board as requested.

Required Application Materials

To apply, email the following materials to president@mnphil.org with the subject line "Artistic Director Application":

- Resume / CV
- Cover letter
- Videos showing the applicant's conducting abilities.
- Videos showing the applicant's interactions with musicians in rehearsal and audience at performances.
- Writing samples (e.g., program notes, fundraising letter, etc.)
- Three (3) references

Position Summary

The MPO's Artistic Director began as a contracted position focused primarily on programmatic planning and rehearsal and performance leadership. As the orchestra has grown and evolved, the Artistic Director has become more involved in the organization's day-to-day artistic management and mission strategies. In order to continue meeting those needs, the Artistic Director position was restructured into a part-time salaried position in fiscal year 2024-25 .

The core responsibilities for this position include serving as the overall artistic and programmatic leader for the MPO, ensuring that the orchestra continues to effectively meet its mission. Key responsibilities include setting repertoire (in collaboration with the MPO musicians' programming committee), leading rehearsals and performances, maintaining effective verbal and written communications with the musician-members and Board, co-managing the ensemble's personnel and

equipment alongside the Operations Manager, establishing partnerships (e.g., with composers and other local LGBTQIA+ orgs) and leading new initiatives that serve the organization's mission.

About the MPO

Founded in 1993, the MPO is America's first LGBTQIA+ orchestra. For over 30 years, MPO has fostered community for orchestral musicians and audiences in the Twin Cities region. Our mission is to provide diverse arts entertainment of the highest quality, resulting in increased visibility for the musical talents of the LGBTQIA+ community. Our vision is to provide membership with opportunities to serve our local community through: (1) musical performances of the highest quality, which showcase works by composers who bring diverse aesthetic, cultural, and societal perspectives – such as LGBTQIA+, women, and BIPOC creators; (2) informing and educating our audience about the relevance of the music we perform; (3) affirming and showcasing the talents and capabilities of the LGBTQIA+ community; (4) supporting the efforts of other LGBTQIA+ organizations; and (5) creating healthy social opportunities for people to be their authentic selves safely, openly, and honestly. The MPO is a member-driven organization, managed by a Board of Directors elected by the musician-members of the orchestra.