



EUGENE SYMPHONY

The Eugene Symphony Association welcomes nominations and applications for the position of Music Director & Conductor, available beginning in the 2025/26 season.

The Position

The Music Director reports directly to the Association's Board of Directors and is responsible for the fulfillment of the orchestra's artistic potential and its connection with the community. They are responsible for the orchestra's repertoire, programming, and concert presentation, and has authority over the selection, development, and replenishment of quality musicians. As the Association's artistic leader, they must build and sustain the orchestra's visibility and deepen its engagement with the community. The Music Director is expected to work closely with the Board President, Executive Director, and administrative staff in carrying out these responsibilities and in participating actively in fundraising activities. Previous Music Directors include Marin Alsop, Miguel Harth-Bedoya, and Giancarlo Guerrero, each of whom has gone on to lead major American orchestras following their tenure in Eugene. The orchestra's technical capability, combined with the community's enthusiasm for art and music, makes this position an ideal opportunity for a talented and ambitious conductor to thrive in a supportive and rewarding artistic environment.

Candidate Profile

The ideal candidate will possess exceptional musicianship and conducting skills; significant conducting experience, including work with professional musicians; knowledge of a broad range of repertoire; strong interpersonal, leadership, and communication skills; vision, passion, and ability to make symphonic music relevant and exciting for existing and new audiences through both traditional and innovative means. Previous or current music directorship or comparable experience preferred.

The Organization

Now in its 58th season, the Eugene Symphony is widely recognized as a cornerstone of the performing arts in Oregon's southern Willamette Valley. Under the leadership of Music Director & Conductor Francesco Lecce-Chong and Executive Director Scott Freck, the Eugene Symphony pursues its mission to "enrich lives through the power of music" by presenting annual classical, summer, music education, and community engagement performances, commissioning and premiering new American works, and disseminating its performances via radio broadcasts.

Due to restrictions relating to the COVID-19 pandemic, in 2020/21 the Eugene Symphony expanded and adapted its programming to incorporate a wide variety of activities including virtual engagement via its *Symphony Soundwaves* concert series, private lessons remotely delivered to aspiring young musicians, and small ensemble performances in public spaces through its new *SymphonyGO!* initiative. A full season of Symphonic series, Family, Youth, and Special concerts resumed in 2021/22 and continued without interruption in 2022/23.

Guided by its Long-Range Plan, first established in 2007 and last updated in 2022, the Eugene Symphony serves, educates, and develops the widest possible regional audience through its programs. Approximately 25,000 community members attend the Eugene Symphony's classical, family, and special performances each year. Up to an additional 25,000 children, adults, and seniors take part in annual education and community engagement initiatives, including family and youth concerts, in-school ensemble performances, subsidized concert tickets, artist residencies, and pre-concert lectures for adults. Through its annual broadcast series on classical radio KWAX, the Eugene Symphony also brings its full season of classical concerts to 45,000 local and worldwide listeners monthly, and recently added a limited-edition radio series on KLCC-FM, the local NPR affiliate.

The Eugene Symphony is a professional orchestra operating under a collective bargaining agreement which carries through the 2023/24 season, and also supports the Eugene Symphony Chorus. The Eugene Symphony Association is governed by a 33-member Board of Directors and receives support from the volunteer members of the Eugene Symphony Guild; there is an administrative staff of 13 including full-time and part-time employees. A separate group of

five Trustees oversees the Eugene Symphony Foundation currently valued at \$7.8 million in assets. The Eugene Symphony has an operating budget of \$3.2 million for 2022/23 and has a history of financial stability with a trend toward growth.

The City

Described on its official website as “A Great City for the Arts and Outdoors,” Eugene is known for its unique, exciting mix of arts, culture, education, scenic beauty, and passion for recreation. With a population of about 175,000 and the anchor city of a metropolitan statistical area of 383,000, Eugene is Oregon’s second largest city and home to the University of Oregon, where the School of Music and Dance is the most respected in the Pacific Northwest. The Willamette and McKenzie rivers are magnets for water sports and recreation, and more than 100 parks and 2,600 acres of open space offer the perfect settings for outdoor activity of all kinds. As an arts and culture destination, Eugene is home to the Eugene Symphony, the world-renowned Oregon Bach Festival, Eugene Opera, Eugene Ballet, Ballet Fantastique, Eugene Concert Choir, Hult Center for the Performing Arts, Jordan Schnitzer Museum of Art, Shedd Institute, and several theatre companies. Downtown Eugene is a vibrant urban environment with blocks of art galleries, restaurants, and boutique shops.

Compensation and Benefits

Compensation, including benefits, is competitive and commensurate with experience and qualifications.

Critical Date Availability Periods

A small group of semifinalist candidates will be invited to visit Eugene for an interview during the periods of **November 9-10, 2023** and **November 30-December 1, 2023**. At the conclusion of the initial search process, five finalists will be invited to conduct the orchestra in a subscription concert during the following periods. **Applicants must confirm their availability for the interview period and subscription weeks in their application (see below).**

October 18-24, 2024 • November 15-21, 2024 • December 6-12, 2024 • January 17-23, 2025 • February 7-13, 2025

Application Instructions

Please read the following instructions carefully. Applications must include:

- A personal letter of interest from the candidate explaining their interest in the Eugene Symphony Music Director & Conductor position;
- A résumé of 1-2 pages maximum;
- 3-5 examples of programs conducted by the candidate (please DO NOT submit a repertoire list);
- Names, phone numbers, and email addresses of at least four professional references, two of whom are orchestral musicians;
- Links to online videos of the candidate conducting, with a maximum total duration of 30 minutes and with a preference for multiple selections that show differing periods and styles;
- A confirmation of the candidate’s availability for the interview periods and subscription weeks;
- *(Optional)* Contact information for candidate’s management or representation, included in the body of their email if sending a digital copy, or in the personal letter of interest if sending a paper application.

Please submit these materials as *individual PDF or Word* files. **No other file formats can be accepted.**

By applying, the candidate gives the Eugene Symphony Association permission to contact all references listed in application materials. Any physical materials submitted will not be returned to the candidate.

NO PHONE INQUIRIES PLEASE. The Eugene Symphony Association is an equal opportunity employer.

Please submit applications by Friday, June 23, 2023 to: mdsearch@eugenesymphony.org
or Eugene Symphony Music Director Search, 115 W. 8th Avenue, Suite 115, Eugene OR 97401