



Conductor & Artistic Director of Charlotte Symphony Youth Programs

Inspire the Next Generation of Musicians

The Charlotte Symphony Orchestra (CSO) seeks an inspiring **Conductor & Artistic Director of Charlotte Symphony Youth Programs** to lead the youth orchestra programs for one of the Southeast's premier symphonic music organizations. This is an exciting opportunity for an accomplished conductor and educator who is passionate about artistic excellence, youth development, and community engagement.

The Conductor and Artistic Director of Charlotte Symphony Youth Programs reports jointly to the VP of Community Relations and Learning and Music Director Kwamé Ryan. In collaboration with Youth Orchestra staff and artistic leadership, the successful candidate will provide artistic vision and educational direction for all youth orchestra ensembles and programs while cultivating an inclusive environment where young musicians thrive both artistically and personally. The position will also work closely with Resident Conductor Christopher James Lees, who will serve as an artistic advisor and mentor, ensuring continuity, collaboration, and alignment with the Charlotte Symphony's artistic standards.

About the Charlotte Symphony Orchestra

Founded in 1932, the Charlotte Symphony Orchestra is the oldest continuously operating symphony orchestra in the Carolinas and one of the premier cultural institutions offering live symphonic music in the Southeastern United States. The CSO presents approximately 175 performances annually, serving more than 165,000 audience members each season.

The Charlotte Symphony believes music is a powerful force for enriching lives, strengthening communities, and inspiring future generations. Through world-class performances and meaningful educational experiences, the Symphony is committed to making exceptional music accessible to everyone.

About Charlotte Symphony Youth Programs

Charlotte Symphony Youth Programs engage more than 15,000 students annually through a broad range of educational experiences that foster artistic growth, leadership, and community connection. Programs include four youth orchestras, in-school music education initiatives, sectional coaching, and free after-school music and life-skills instruction for students in under-resourced communities. Our youth programs challenge students to achieve musical excellence while developing confidence, discipline, curiosity, collaboration, and a lifelong appreciation for music.

Position Summary

The Conductor & Artistic Director provides artistic leadership and educational direction for the Charlotte Symphony Youth Orchestras and related youth music initiatives. This individual serves as the principal conductor for the youth ensembles and will champion the Symphony's strategic priorities in artistic excellence, education, and community engagement. The Conductor and Artistic Director will develop meaningful performance experiences that combine musical rigor with thoughtful educational outcomes and will work collaboratively across the organization to ensure youth programs remain a vibrant part of the Symphony's artistic and community impact. As an ambassador for the Charlotte Symphony, this individual will cultivate strong relationships with students, families, educators, community partners, and Symphony musicians.

Primary Responsibilities

Artistic & Educational Leadership

- Conduct rehearsals, sectionals, concerts, and community performances at the highest artistic level.
- Select engaging repertoire that reflects musical excellence, educational value, and diverse artistic perspectives.
- Foster a culture of musical achievement, creativity, collaboration, and personal growth.
- Mentor students through thoughtful musical instruction and constructive feedback.
- Collaborate with sectional coaches and Charlotte Symphony musicians to enrich student learning.
- Consult regularly with Resident Conductor Christopher James Lees regarding artistic planning and youth orchestra development.

Program Development & Collaboration

- Partner with the Vice President of Community Relations and Learning and artistic leadership to develop concerts, tours, special projects, and long-range artistic initiatives.
- Lead auditions and ensemble placement through an equitable, transparent, and educationally sound process.
- Collaborate across departments to integrate youth programs into the Symphony's broader artistic and community initiatives.

Community Engagement

- Create an inclusive and welcoming environment where every student feels challenged, supported, and valued.
- Build lasting relationships with students, families, educators, and community organizations.
- Support recruitment and retention efforts that expand access and participation.
- Serve as an enthusiastic ambassador for the Charlotte Symphony Youth Orchestras throughout the region.
- Participate in performances and educational initiatives beyond the concert hall.
- Conduct rehearsals and performances for the Wake Forest University School of Medicine Student and Faculty Orchestra.

Operational Leadership

- Oversee music preparation, acquisition, and all required rehearsal/performance markings.
- Coordinate rehearsal logistics and facility needs.
- Address student progress and behavioral concerns in accordance with program policies and values.
- Partner with staff to ensure clear communication regarding schedules, performances, and program expectations.

Qualifications

The ideal candidate will possess:

- Bachelor's degree in conducting, music performance, music education, or a related field required; master's degree preferred. Equivalent professional experience, conducting achievement, and education will be considered.
- Demonstrated success conducting youth, student, or community orchestras.
- Strong understanding of orchestral repertoire across a wide range of musical styles and performance levels.
- Experience managing auditions and ensemble placement.
- Strong desire and ability for mentoring and developing young musicians.
- Excellent leadership, communication, organizational, and interpersonal skills.
- A commitment to inclusive educational practices and community engagement through the arts.
- Ability to lift and transport up to 20 pounds of music and equipment.
- Availability to work evenings and weekends throughout the concert season.

Compensation & Schedule

This is a full-time position offering:

- Annual salary of **\$58,000–\$65,000**, commensurate with experience.
- Comprehensive benefits package including healthcare, life insurance, paid time off, and other employee benefits.
- Minimum of two days per week in the office for collaboration and meetings.
- Attend weekly rehearsals, monthly sectionals, dress rehearsals, concerts, and special performances throughout the season.

Join Us

The Charlotte Symphony Orchestra is committed to cultivating an artistic community where diverse backgrounds, perspectives, and experiences are valued. We encourage all candidates who are passionate about music education, artistic excellence, and community impact to apply.

If you are inspired by the opportunity to shape the next generation of musicians while helping build a vibrant musical future for Charlotte, we invite you to apply by submitting a resume and cover letter outlining your qualifications and interest in the position to employment@charlottesymphony.org by July 15, 2026.

Please be advised that candidates who are invited to advance to a second round of interviews will be asked to submit a video sample of their conducting. Instructions for this will be provided to those candidates at a later date.

No phone calls please.