



## ARTISTIC DIRECTOR

### **ORGANIZATION**

The New Jersey Youth Symphony, Inc. (NJYS) was founded in 1979 to provide talented young musicians with an orchestral training experience that would enable them to reach their highest potential as performers and listeners. Initially, the Junior League of Summit assisted with funding while the New Jersey Symphony Orchestra provided Assistant Conductor, George Marriner Maull to lead the first NJYS orchestra, accepting 65 high school musicians by audition. In 1981, Barbara Barstow was hired to develop a Preparatory Orchestra to train less experienced musicians, and in 1983 she established the Orchestral String Training Ensemble. Maestro Maull retired his position in 1997 and was named Conductor Laureate while Barbara Barstow was named Artistic Director of NJYS, a post she held starting in 2001 until her 2008 retirement.

In June 1988, the NJYS was featured in a thirty-minute television documentary entitled "Art Effects Young and Noteworthy." This program, produced by WNET Channel 13 in New York, has been rebroadcast on a number of occasions. Subsequently, Ensemble Outreach, Musicianship Training, Youth Orchestra, Junior Strings, Flute Forum and Orchestral Wind Training were added to the offerings by the organization to provide additional training opportunities. The Flute Choir was formed in 1995; and in 1997 Philharmonia emerged, led by Barbara Barstow, adding a level of orchestral training that eliminated the need for a specific Wind Training Ensemble. Through careful planning and sound fiscal management by the Board of Trustees, NJYS has flourished and fulfilled its founders' dreams. In 1997 it opened its doors and welcomed musicians, parents and the public into New Jersey Youth Symphony Music Center in New Providence.

Today NJYS provides orchestral music instruction for 350 talented young musicians in grades 3-12 through an integrated continuum of six orchestras, two flute ensembles, and a supportive music education program, including chamber music, music theory, composer lab, and 3 summer camps – orchestral, brass, and harp. The musicians represent 75 communities and 11 counties throughout New Jersey. Each year the three orchestras, three training ensembles and two flute ensembles perform together during the annual Pops Concert. This event gathers the entire orchestra family together and has become a special event for both participants and audience.

In its 30 years, New Jersey Youth Symphony has toured internationally five times. NJYS was awarded first prize by an international jury at the 31<sup>st</sup> and 33<sup>rd</sup> Annual European Festival for Youth. Since 1989, NJYS is the only youth orchestra program directly funded by the New Jersey State Council on the Arts (NJSCA) and has been the recipient of the NJSCA Citation of Excellence three times.

Highlights in 2007 for NJYS include the biggest annual fundraiser ever at the Jersey Gardens Mall which featured a 4-hour marathon concert by all student musicians from eight instrument/orchestral ensembles with the goal of introducing classical music and live performance to new audiences and encouraging them to attend future concerts by NJYS and other New Jersey music organizations. NJYS toured Ireland in Summer 2007, partnering with the Irish Youth Choir, to perform 4 full concerts in 6 days before 1,000 concertgoers. It was a huge success and continued the tradition of NJYS International Tours: 1983 (Holland/Belgium); 1985 (Belgium/England); 1987 (Romania/Hungary); and 1989 (Poland). Proudly, New Jersey Youth Symphony performed at Carnegie Hall for the fourth time on May 30, 2008, led by conductor Ankush Kumar Bahl, partnering with the Norwalk Youth Orchestra, and have also performed at NJ Performing Arts Center in Newark, the Richardson Auditorium in Princeton, and many other major venues in the region.

The New Jersey Youth Symphony has a budget of \$1 million and has shown strong revenue growth to fund its artistic mission for the last 3 years. There are 13 members of the Board of Trustees. Executive Director Linda Onorevole Annett is starting her 3<sup>rd</sup> season with the organization.

## **COMMUNITY**

Nestled in the Watchung Mountains, New Providence is home to 12,000 residents within 3.6 square miles in northwestern Union County, New Jersey. Known for its beautiful residential neighborhoods, excellent school system, and wonderful recreation facilities, it is home to several Fortune 500 companies. It is conveniently located roughly 15 miles west of Newark and approximately 28 miles west of New York City. Traveling is simple and convenient with two easily accessible train stations within New Providence and close proximity to I-78, the Garden State Parkway, New Jersey Turnpike and Newark International Airport.

The history of New Providence can be first traced back to 1664 when James, Duke of York and brother to King Charles II, purchased the land from Native Americans. Its first settlers were a Puritan colony that came to the area in 1720. The abundance of large flocks of wild turkeys led to the initial name for the area of "Turkey." By 1737, the Presbyterian Church was formed and was the center of life in the small settlement. In 1759, a crowded church balcony collapsed. It was considered a miracle that no one was seriously injured in the disaster. The miracle was soon referred to as a divine act of "providence." The small town thereafter became known as "New Providence" and included present-day Summit and Berkeley Heights.

New Providence is mostly a residential community consisting of owner-occupied, single-family dwellings with garden apartments and condominiums. A majority of New Providence's residents hold professional, managerial or other executive positions in their business or industry with an above average salary. Corporate businesses in New Providence include companies with worldwide reputations in their field including C.R. Bard (leading developer, manufacturer and marketer of health care products), Reed International (one of the world's top publishing and information companies), the Linde Group (worldwide industrial gases, vacuum technologies and distribution services company), Aromat Corporation (subsidiary of Matsushita Electric Works Ltd.), and Lucent-Alcatel Technologies.

The New Providence Recreation Department, which provides a wide variety of programs for children and adults, is run by a seven-person commission, who are appointed by the mayor for five year terms. New Providence possesses three playgrounds, an ice-skating rink, eight ball fields, and eight public tennis courts. Two pools, which are approximately Olympic size, are also available through the New Providence Community Pool Corporation.

There are two public K-6 schools, as well as one parochial elementary school. The middle school is adjacent to the high school, and consists of grades 7-8. New Providence High School has approximately 550 students enrolled and was recently ranked 7th overall of schools in New Jersey. Students in the New Providence School District are known for their academic achievements and excellence in athletics. (Source: <http://www.newprov.org/about/index.cf>)

## **POSITION SUMMARY**

The Artistic Director is responsible for the overall music and education programs of the New Jersey Youth Symphony. Reporting to the Board of Trustees, the Artistic Director oversees seven conductors who guide ensembles that perform over 40 regular and outreach concerts for diverse audiences annually. The Artistic Director serves on the Music Education Committee and as an ex-officio non-voting member of the Board of Trustees. The Artistic Director is accountable for successful implementation of the policies set forth by the Board of Trustees, always striving to achieve its mission to infuse the New Jersey community with an unbridled enthusiasm for the performance and discovery of great orchestral music and music education. The position is charged with leading the New Jersey Youth Symphony into the next phase of its journey, with its mission, vision and values as a guide.

The Artistic Director will work in concert with the Executive Director and the Board of Trustees to achieve these goals collaboratively and will represent the New Jersey Youth Symphony to many constituencies, both internal and external. The scope of responsibility will include providing leadership, vision, and direction in the areas of artistic planning and performance, concert promotion and production, touring and recording, educational program development and implementation, fundraising, staff management and mentorship, community engagement, long-range planning and budgeting, and Board communication. The Artistic Director will maintain an institutional culture which balances NJYS's artistic traditions and programs with institutional impact.

The Artistic Director will ensure effective communication with NJYS constituencies, including students, parents, teachers and administrators from community schools, private instrumental teachers, volunteer groups, Board, staff, conductors, other arts organizations, the Deans of the Schools of Music of the local colleges and universities, public

agencies, government agencies, and the general public to achieve the public service objectives of NJYS. The Artistic Director will guide the growth, public image and increased awareness of the organization, clearly articulating its mission, vision, programs and impact with the Executive Director and Board President. The Artistic Director will develop partnership agreements with music, performing, and community organizations to advance NJYS's outreach activities and collaborative partnerships throughout the region. The Artistic Director will work with the Executive Director and the Board to identify key contributors, develop strategies, and share responsibility in effectively communicating our mission to various individuals and institutions to maximize visibility, and earned and contributed revenues of the NJYS.

### **ADDITIONAL RESPONSIBILITIES**

1. Maintain and improve the already outstanding reputation and quality of all of NJYS's orchestras and other musical ensembles.
2. Continue to grow the NJYS reputation for musical excellence, performance, and education factors which draw young musicians to the organization.
3. Perform direct auditions for all the ensembles and retain the right to approve all selections by the audition committees.
4. Help recruit musicians as necessary.
5. Hire, monitor and mentor conductors and coaches for NJYS orchestras and ensembles.
6. Consult and advise conductors on their concert repertoire and educational impact needs.
7. Meet with each conductor and give an oral or written evaluation of the conductor's annual performance, assessing their success in achieving the artistic and educational objectives set by NJYS.
8. Evaluate the overall strengths and weaknesses of NJYS ensembles and report periodically to the Board on their progress.
9. Report directly to the Executive Committee of the Board of Trustees of the NJYS and work in close coordination with the Executive Director of the NJYS to advise the Board regarding the annual budget.
10. Cooperate with the Board in planning and implementing fundraising activities.
11. Meet periodically with the President, Executive Director, and the conductors to establish the artistic and educational objectives and methods for the NJYS orchestras while advising on best to achieve those goals and objectives.
12. Attend all performances by each orchestra during the concert season.
13. Serve as an ex-officio member of the NJYS Board of Trustees, attending all meetings of the Board of Trustees and present artistic reports.
14. Promote the interests of the NJYS and its students, families and audiences, promote public and private support and funding of the NJYS, and participate in development efforts as requested by the Board of Trustees
15. Promote harmonious relations with the members of the local school music departments and with private studio teachers.
16. Serve as a liaison to the arts community and as a spokesperson for NJYS when deemed appropriate by the President and the Executive Director.
17. Act in a manner that is consistent with the NJYS Bylaws and Resolutions of the Board of Trustees.

### **TRAITS AND CHARACTERISTICS**

The Artistic Director should have the ability to understand and embrace NJYS's unique mission and special character, and hold these paramount in every aspect of the work. The selected individual should find compelling the opportunity to work with the Executive Director to build a more visible reputation for the New Jersey Youth Symphony while preserving its core values and mission. The position requires demonstrated excellence, experience, and a reputation in each of these three areas:

#### **Artistic:**

1. Demonstrate artistic excellence as a conductor or performer of orchestral repertoire.
2. Train, guide, and advise NJYS students by demonstrating high artistic standards and guiding them to higher levels of artistry.
3. Secure and work with soloists of national or international renown in a way that helps the students' ongoing artistic and personal development.

#### **Educational:**

1. Plan the educational activities of the NJYS and its ensembles in a way that holds paramount the educational mission of NJYS.
2. Choose the repertoire best suited to helping students in the ensemble develop and grow musically.

3. Work efficiently within the limitations of available resources, especially regarding rehearsal time and coaching staff, to help students arrive at the most fulfilling realizations of the works chosen.
4. Interact positively with students on issues dealing with performance, including professional demeanor, serious attention to musical and technical demands, and the highest possible artistic standards.
5. Professionally inspire conductors of the various ensembles in a way that helps them achieve appropriate educational and musical outcomes in their respective ensembles.
6. Exhibit a clear understanding of, orientation toward, and ability to further the educational goals of NJYS with a clear intention to the goal of helping our students' development ahead of all other considerations.

**Communications:**

1. Motivate, inspire, and mentor the young people of NJYS and other stakeholders.
2. Maintain high energy level necessary for working with vital, active music students.
3. Quickly establish an artistic image as one of the reasons that young musicians seek to join NJYS.
4. Work productively with the board, other members of the artistic staff, and administrative staff in a timely, complete, consistent manner.
5. Clearly articulate the mission, vision, goals and objectives of NJYS to press, potential funders, and others capable of influencing the future success of the organization and its ensembles.

The Artistic Director will be a results oriented leader who has a keen ability to organize and motivate people to accomplish institutional goals while creating a sense of order and strategic direction. Leading candidates will be qualified musicians and educators with a thorough knowledge of the orchestral repertoire and proven conducting talent. The Artistic Director must have an impressive background in music education and highly value their role as the leading mentor of young musicians and conductors. Key qualities are imagination, vision, leadership, and a passion for music, as well as demonstrated communication skills that further the artistic culture and image of NJYS in the community. This will require an individual with a strong tendency towards team building, consensus-oriented management, effective decision making, strategic thinking and tactical pragmatic implementation. The Artistic Director must have exceptional organizational and administrative skills. The ability to plan, set goals and objectives, organize and follow-through is important. The Artistic Director should be the model of integrity, fairness and have the highest ethical standards. Ingenuity, compassion, dedication, enthusiasm, humor and energy are key characteristics of any candidate for the Artistic Director position at NJYS

**EXPERIENCE AND QUALIFICATIONS**

Masters of Music degree required and a Doctorate in Music Education or a closely related discipline preferred with performance and conducting experience in the symphonic field. At least five years of conducting experience with artistic leadership abilities in addition to guiding the evolution of an artistic vision. Successful candidate will possess superb written and verbal communication skills, strong interpersonal skills; a leadership style marked by enthusiasm with a desire to innovate. Organization and motivational skills must be exceptionally well developed. Must be able to competently interact with a culturally and ethnically diverse population of student musicians, Board, volunteers and staff, and be able to work respectfully with all age groups. Ability to give direction and guidance, have the self-assuredness and confidence to enforce rules and regulations, but be flexible in order to preserve a positive community brand image and stakeholder satisfaction.

**COMPENSATION AND BENEFITS**

Competitive salary commensurate with qualifications and experience with a comprehensive benefit package provided through New Jersey Youth Symphony, including medical and vacation benefits.

**APPLICATIONS AND INQUIRIES**

Initial cover letter, resume, and demonstrable accomplishments to:

Lee Kappelman, Vice President  
Arts Consulting Group, Inc.  
1718 M Street NW, Suite 283  
Washington, DC 20036  
Tel (202) 478.5306 Fax (202) 742.5965  
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*New Jersey Youth Symphony is an Equal Opportunity Employer*