

# MUSIC DIRECTOR – IMMEDIATE OPENING

## Andover Choral Society

Andover Choral Society (ACS) seeks an experienced, visionary, and collaborative music director with a deep knowledge of classical choral music to lead, inspire, and grow the organization. Founded in 1929, Andover Choral Society is a non-auditioned 40-50 member SATB community chorus located in Andover, MA. Our membership draws from towns throughout northeastern Massachusetts and southern New Hampshire. Rehearsals are held on Monday nights from mid-September through mid-May, with two choral concerts per season. The target selection date for this position is summer 2026, with rehearsals for the 2026-2027 season to begin in mid-September 2026. Application deadline is Sunday, June 28, 2026

To learn more about Andover Choral Society, please visit [andoverchoralsociety.org](http://andoverchoralsociety.org).

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### Position Overview

Reporting to the board of directors, the music director is responsible for helping Andover Choral Society fulfill its mission to present exceptional performances, connect to the larger community, and foster an appreciation of choral music. Specifically, the music director

- Prepares for and conducts weekly rehearsals.
- Prepares for and conducts at least two choral concerts per season.
- Participates in community outreach.
- Works closely with the volunteer board of directors.

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### Duties

#### Preparation for Choral Performances

- Conduct engaging weekly rehearsals that are supportive of a wide variety of musical abilities, that adequately prepare chorus members for each concert, and that include vocal warm-ups and sectionals as needed.
- In consultation with the board, select concert programs that are suitable for the ability and size of the chorus and that reflect ACS's commitment to attracting diverse members, growing and diversifying its audience, and bringing exceptional classical choral music performances to the Merrimack Valley.
- Hire orchestra members and soloists and provide them with music scores.
- Work with the board treasurer and ACS librarian to procure musical scores for the chorus, soloists, and orchestra.
- Create practice tracks for the chorus at the beginning of the season.
- Supervise the collaborative pianist.
- Arrange for substitute conductors in the music director's absence.
- Arrange for substitute collaborative pianist as needed.
- Work with the board to coordinate details for public performances, including selecting performance venues.
- Notify the board's facilities manager of concert needs.
- Collaborate with the board to provide information for the concert program.
- For each performance, conduct an additional rehearsal during concert week, a dress rehearsal with orchestra and soloists, and the concert.

### **Community Outreach**

- Periodically participate in media events to promote the chorus.
- Collaborate with area performing arts groups and local organizations as opportunities arise.
- Develop a core repertoire of short-length choral pieces for community outreach performances.
- Represent Andover Choral Society in the choral arts community.

### **Administration**

- Develop and maintain positive, professional relationships with the board and the membership through collaborative, timely, and effective oral and written communication.
- Submit proposed concert programs and corresponding budgets to the board for approval.
- Work with the board to facilitate donor relations, including identifying grant and other funding opportunities.
- Work with the board on long-range strategic planning.

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### **Preferred Qualifications**

#### **The music director should have:**

- A bachelor's degree or advanced degree in music, choral conducting or music education
- A minimum of three years of experience in conducting and instructing amateur adult singers and conducting professional orchestras.
- The ability to work effectively with a volunteer board and a diverse group of singers.
- The ability to develop a strong working relationship with a collaborative pianist.
- Strong oral and written communication skills.
- Working knowledge of basic vocal fundamentals and choral techniques.
- Comfort using the internet including email, social networking, and virtual conferencing tools such as Zoom.
- Proficiency in music-related technology and online resources to support music learning, rehearsals, and performances.
- A track record of collaborative and diplomatic problem-solving and conflict-resolution skills.

Note: This posting includes key elements of the music director position but is not an all-inclusive description of the position responsibilities. The music director is a part-time independent contractor and receives no benefits. Compensation will be commensurate with experience.

### **To Apply:**

Please send a resume and cover letter, and the names and contact information of three references, to Jennifer Hickman at [directorsearch@andoverchoralsociety.org](mailto:directorsearch@andoverchoralsociety.org) by **Sunday, June 28, 2026**. You may also write to this address with any questions. The search committee will review applications and will contact applicants by early July if they are invited for an interview with the search committee. Finalists will then move on to meet the board and will be invited to conduct a short rehearsal with the Andover Choral Society members in August.

