

2/15/26

Music Director Bach in Baltimore

Position Overview

Due to the retirement of our founding Music Director, Bach in Baltimore seeks a visionary musical leader who will set the course for our next chapter.

The Music Director – together with an Executive Director -are the organization's primary representative to its members and the community, promoting excellence in performance, excitement about the group's mission, and investment by its stakeholders.

While the hours for the position are non-standard, responsibilities are expected to average 25-30 hours per week. The Music Director position reports directly to a volunteer Board of Directors and is supported by a part-time Administrative Assistant.

The Music Director is responsible for approximately 12 community concerts annually (first Sunday in months October – June plus three others) as well as a similar number of smaller outreach concerts to retirement and community center venues.

This is a contract-based position that will include regular Sunday rehearsals plus at least one weekday evening each month during concert season.

The choir consists of 40-50 auditioned, unpaid, volunteer singers (there are a few paid section singers); the orchestra of 12-30 (depending on performance) are paid professionals, contracted per performance.

The concerts (emphasizing Bach but extending to later eras) consist of about 1/3 choral music and 2/3 orchestral works. There are exceptions (such as major choral works as in this season's *Judas Maccabaeus*) where the choir sings extensively. Some of the community concerts are exclusively instrumental.

The successful candidate will begin their term as Music Director in the summer 2027 in advance of the choir's 2027-28 season.

Because of the planning process involving grants and Board requirements to accept the next year's season by March 1, the 2027-28 season must be planned the year before. While there will certainly be room for adjustment,

the major repertoire for the season will be fairly set ahead of the new Music Director's employment.

Mission and Character

“At Bach in Baltimore we promote the greatest music of the Baroque era; we grow the next generation of listeners and performers of this music, and we have the time of our lives doing so.”

Bach in Baltimore also supports a Student Voice Exchange, Community Outreach (primarily to retirement communities), and Emerging Artists program (see website for details)

Our “home” for rehearsals (and some concerts) is the Maryland State Center for the Arts, home of the Maryland State Boy Choir (a regular collaborator).

In addition to Baltimore, performances take place in various locations in surrounding counties (to fulfill music grant requirements).

Responsibilities of the Music Director

- Artistic Leadership:
 - Collaborate with the Board of Directors to develop and execute its vision and goals
 - Plan and conduct a season of monthly concerts, (October–June), submitted by March the previous year
 - Plan and coordinate Community Outreach programs
 - Recruit and audition singers to maintain performance standards
 - Hire and oversee rehearsal accompanist
 - Contract soloists for concerts; coordinate with orchestral contractor to procure instrumentalists
- Administrative Duties:
 - Collaborate with the Executive Director and Board of Directors on a range of logistical issues
 - Oversee the music library; select and purchase musical scores

Selection Process

As part of the final selection process, 3 or 4 finalists will be invited to serve as a Guest Conductor (one concert) for the choir's 2026-27 season. Finalists will rehearse choral music for a concert over a period of approximately one

month. Orchestral music for the concert will be rehearsed in a single 2-hour rehearsal, preceding the concert (alone and with the choir).

Because the 2026-27 season must be planned ahead of time, candidates will be assigned repertoire to conduct for the one-hour concert.

Qualifications

- Education: Master's degree in Music with an emphasis in choral and orchestral conducting
- A superior knowledge and experience with Baroque choral and orchestral literature
- Minimum of five years conducting, including work with volunteer choirs and professional musicians
- Personal Attributes:
 - Ability to inspire and work effectively with volunteer singers and stakeholders through positive reinforcement
 - Dedication to fostering the artistic growth of the organization

Compensation

The expected annual compensation for the position is \$50,000.

Each finalist Guest Conductor will receive a stipend of \$1,000 to defray costs associated with concert preparation.

Application Procedure

Interested candidates should submit the following:

- A cover letter detailing their interest and qualifications
- A current resume or curriculum vitae
- Example programs from 3 concerts that they have programmed and conducted (including name of choir, date of concert, and list of pieces performed)
- Link to one video from their most recent year's conducting experience
- Contact information for three professional references

Please send application materials to admin@bachinbaltimore.org

Application Deadline: March 15, 2026