



Job Posting - Artistic Director – Thunder Bay Symphony Orchestra

The Thunder Bay Symphony Orchestra (TBSO) is seeking an inspiring and visionary Artistic Director to lead the orchestra into its next era of artistic excellence and community engagement. This position offers the right candidate a unique opportunity to shape the orchestra's artistic direction while fostering meaningful connections with musicians, audiences, and community partners.

About the Thunder Bay Symphony Orchestra

The Thunder Bay Symphony Orchestra (TBSO) is a professional orchestra of 31 musicians 2,2,2,2-2,2,1,0 tmp+1, piano – str (4,4,3,3,1) committed to enriching the cultural life of Northwestern Ontario through world-class performances, education programs, and community outreach. With a reputation for artistic excellence, dynamic programming, and deep community engagement, the TBSO presents a diverse range of concerts, including Masterworks, Pops, chamber music, and educational programming.

Located in the vibrant city of Thunder Bay, Ontario, the TBSO serves a dedicated audience while fostering a growing appreciation for orchestral music across the region. The orchestra is committed to artistic innovation, collaboration, and accessibility, making classical music an essential part of the local cultural landscape.

Position Overview

The Artistic Director is the artistic leader of the Thunder Bay Symphony Orchestra and is responsible for shaping the orchestra's artistic vision, through programming (masterworks, pops, education, voices/choral, and more) and conducting select performances throughout the season,

while fostering meaningful connections with musicians, audiences, and the broader community. This role requires exceptional musicianship, strong leadership, and a passion for community engagement. The Artistic Director reports to the Executive Director, and works closely with Board of Directors, Pops Conductor, Resident Conductor, musicians, and community partners to advance the orchestra's mission and ensure its long-term artistic and financial success.

About Thunder Bay

Thunder Bay is a thriving arts and culture hub in Northwestern Ontario, offering a rich blend of natural beauty, a strong arts scene, and a vibrant community. With its passionate audience base, engaged local artists, and growing cultural initiatives, Thunder Bay is an inspiring place for artistic leadership. The city's commitment to the arts makes it an exciting environment for the next Artistic Director of the TBSO.

Join Us in Shaping the Future of the TBSO!

The Thunder Bay Symphony Orchestra is committed to diversity, equity, and inclusion in the arts and encourages applicants of all backgrounds. Apply now and be part of our next chapter!

Key Responsibilities

Artistic Leadership & Programming

- Develop and execute a compelling artistic vision that reflects the orchestra's mission and engages diverse audiences.
- Plan the orchestra's Masterworks, Pops, chamber, and education concerts, ensuring a balance of traditional, contemporary, and Canadian repertoire.
- Collaborate with guest artists, composers, and conductors to curate innovative and engaging programming.
- Foster artistic growth within the orchestra through inspiring rehearsals and performances.

Orchestra Leadership & Development

- Lead rehearsals and concerts with clarity, professionalism, and artistic integrity.
- Maintain positive, respectful, and collaborative relationships with musicians, ensuring artistic and professional excellence.
- Provide mentorship and artistic guidance to the orchestra's musicians.
- Engage with the musicians' committee and administrative staff to support a strong organizational culture.

Community & Education Engagement

- Engage with the Thunder Bay community as the face of the TBSO.
- Advocate for diversity, equity, and inclusion in programming and community engagement efforts.

Administrative & Development Responsibilities

- Collaborate with the Executive Director and Board of Directors to shape strategic plans, budget priorities, and fundraising initiatives.
- Support donor relations, fundraising events, and sponsorship efforts to strengthen the orchestra's financial sustainability.
- Represent the orchestra in media, public events, and fundraising activities to enhance its visibility and impact.

Qualifications & Desired Skills

- Experience in programming concerts that appeal to both traditional and new audiences.
- Strong knowledge of orchestral repertoire, including classical, contemporary, Canadian, and crossover works.
- Strong communication, collaboration, and leadership skills.
- A demonstrated ability to inspire and lead musicians with professionalism, respect, and vision.

- Exceptional musicianship and conducting skills, with experience leading professional orchestras.
- A commitment to community engagement and music education.
- Fundraising and audience development experience is an asset.
- Knowledge of Canada's orchestral landscape and the unique role of regional orchestras is an asset.

Application Process

How to Apply:

Interested candidates should submit the following materials by March 31, 2025:

Cover Letter – Outline your artistic vision and leadership philosophy.

CV/Resume – Detailing relevant conducting and leadership experience.

Video Links – Recent conducting performances (at least two contrasting works).

Programming Proposal – A fiscally responsible sample one-season concert program (one of each Masterworks, Voices, Pops, and Education concerts).

Three References – Contact information for professional references.

Submission:

Applications should be submitted via email to executivedirector@tbsoc.ca with the subject line: **Artistic Director Application – [Your Name]**. For more information, visit our website: TBSO.CA

Selection Process & Timeline

- March 3 – March 31, 2025 – Application period.
- March – April 2025 – Initial review and shortlisting.
- May – June 2025 – Virtual interviews and selection of 8 finalists.
- October 2025 – April 2027 – Finalist auditions (each finalist conducts one Masterworks).
- June 2027 – New Artistic Director announced.