THUNDER BAY
SYMPHONY
ORCHESTRA

Mailing Address:
P.O. Box 29192
Thunder Bay, ON
P7B 6P9

807.626.TBSO
tbso.ca

Announces an audition for the following position:

Resident Conductor & Community Ambassador

Job Description

The Thunder Bay Symphony Orchestra (TBSO) has been an anchor in Thunder Bay's arts community and beyond for over six decades. With programming that reflects the diversity of the communities we serve, our vision is to be the best regional orchestra in Canada appealing to as wide an audience as possible through excellent performances and original programming while being embraced by the whole community. The TBSO's season is 31 weeks and runs from approximately October-April/early May. The TBSO invites applications from qualified individuals for the full-time position of **Resident Conductor & Community Ambassador**.

Under the guidance of the new Artistic Director (to be announced in spring 2027), and with regular feedback from TBSO musicians, this is a mentorship position for a promising conductor. This role encompasses not only conducting duties with the orchestra, including select performances with the Thunder Bay Symphony Chorus (TBSC), but also includes outreach activities into the community to support patron and donor development.

Responsibilities will include:
• attending rehearsals and assisting conductors by providing balance reports and feedback as requested
• conducting at least 10 programs in a season (including Family & Education, Light Classics, & the regional tour)
• assuming responsibility for some rehearsals and assigned concerts
• conducting the Thunder Bay Symphony Chorus (TBSC) during select programs
• promotion of the TBSO via media, social media, and public relations opportunities
• representing the TBSO in community outreach activities and patron development initiatives
• creating programs and advising the Artistic Advisory Committee on additional programming

Qualified applicants will have:
• legal eligibility to work in Canada
• reached an advanced level of studies in music
• previous conducting experience (including education and pops)
• initiative and passion for sharing music and for providing exceptional musical experiences
• the ability to run rehearsals and communicate with an audience
• the ability to reside in Thunder Bay during the season (31 weeks between October and

April/early May)
• the ability to be a member of the AFM

Compensation: $40,000 CAD per annum

Term: 2 years (with possibility of extension), with a 1-year probationary period

To Apply:

Applicants will be required to submit:
• A CV, detailing experience in conducting, both orchestral and choral, in performance settings
• A 500-word artist biography
• Conducting videos for 3 contrasting works
• An Education concert program, aimed at students in Kindergarten-Grade 3 for chamber orchestra
• A video meant to "sell" that concert on social media
• A Masterworks series concert program for full symphony orchestra
• 3 References; 2 for conducting and 1 to speak to interpersonal and administrative skills (could be non-musical in nature)

Note: The Thunder Bay Symphony Orchestra has a core of 31 musicians (2222 2210 T+1 keyboard strings) and programming must be fiscally responsible and representative of our core.

Application Deadline: December 5, 2026

Finalists will be notified no later than **December 18, 2026.** Finalists must be available to travel to Thunder Bay for the interview and audition on **February 27, 2027.**

Qualified candidates are invited to email complete application packages to:

Brittany Moat
Executive Director & General Manager
Thunder Bay Symphony Orchestra
brittanymoat@tbso.ca