

ARTISTIC DIRECTOR JOB DESCRIPTION

Artistic Director

Mid-Columbia Mastersingers | Tri-Cities, Washington

Mid-Columbia Mastersingers (MCM) invites applications for the position of **Artistic Director**. This leadership role offers an exceptional opportunity for an accomplished choral conductor and collaborative arts leader to guide the artistic vision of one of the Tri-Cities' established choral organizations.

The Artistic Director provides artistic leadership in close partnership with the Board of Directors, Managing Director, paid staff, and artistic staff. The successful candidate will shape and advance MCM's artistic programming; lead rehearsals and performances; support singer development; strengthen community partnerships; and help ensure the organization's continued artistic excellence, visibility, and long-term sustainability.

About Mid-Columbia Mastersingers

Mid-Columbia Mastersingers (mcmastersingers.org) is a 501c3 community-based choral organization composed of four adult choirs: Chamber Choir, Symphonic Choir, Treble Choir, and Columbia Chorale. Our mission is to "Transform lives through the power of choral music." Together, these ensembles support a wide range of choral experiences, from advanced performance opportunities to accessible social singing.

MCM's performance choirs rehearse in Richland and prepare approximately four concert cycles each season. Columbia Chorale, MCM's social choir, rehearses in Kennewick and typically presents two concerts per season. Across all programs, MCM is committed to high-quality music-making, meaningful community engagement, and the joy of shared choral singing.

Position Summary

The Artistic Director is responsible for the artistic direction, programming, rehearsal leadership, and public artistic representation of MCM. Working collaboratively with staff and Board leadership, the Artistic Director will design and implement an engaging annual season; select repertoire that is musically compelling, mission-aligned, and appropriate for MCM's ensembles; and cultivate a positive, inclusive, and educational rehearsal environment for volunteer singers.

The Artistic Director also serves as a key organizational leader, contributing to strategic planning, singer recruitment and retention, audience development, community engagement, fundraising, and institutional sustainability.

Primary Responsibilities

- Design and curate MCM's annual artistic season in collaboration with artistic staff and organizational leadership.

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- Select diverse, engaging, and mission-aligned repertoire that challenges singers, resonates with audiences, and supports MCM's artistic goals.
- Plan and lead rehearsals for MCM's performance choirs, preparing singers for high-quality concert performances.
- Serve as principal conductor for scheduled rehearsals and performances, except where guest conductors are engaged or otherwise approved.
- Foster a rehearsal culture that is positive, supportive, educational, respectful, and musically rigorous.
- Collaborate with community partners, arts organizations, guest artists, and musicians to expand MCM's artistic and community impact.
- Communicate clearly and consistently with singers, staff, Board members, artistic collaborators, volunteers, and other stakeholders.
- Recruit and retain qualified singers and support a welcoming, sustainable singer community.
- Conduct vocal placement hearings for new and returning singers as appropriate.
- Work with staff and Board leadership to support marketing, audience development, donor engagement, sponsorship cultivation, and community visibility.
- Attend Board meetings as an ex-officio member and provide regular artistic reports.
- Operate within approved budgets and collaborate on long-range artistic and organizational planning.
- Uphold MCM policies and contribute constructively to a collaborative nonprofit leadership environment.

Candidate Profile

The ideal candidate will be an experienced choral conductor and thoughtful arts leader with a demonstrated commitment to musical excellence, community engagement, and collaborative organizational leadership.

Successful candidates will bring:

- Strong choral conducting, rehearsal planning, and ensemble leadership skills.
- Experience working with adult volunteer choirs or community-based ensembles.
- Skill in selecting repertoire appropriate to varying ensemble levels and organizational goals.
- A commitment to artistic excellence, singer development, and inclusive community-building.
- Excellent interpersonal, organizational, and communication skills.
- The ability to collaborate effectively with staff, Board members, guest artists, musicians, volunteers, and community partners.
- Interest in strengthening audience relationships, community partnerships, and long-term organizational sustainability.
- Respect for MCM's traditions and history, along with the imagination and leadership capacity to help shape its future.

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About MCM's Choirs

MCM's performance choirs include Chamber Choir, Symphonic Choir, and Treble Choir. These ensembles prepare moderate to advanced repertoire and require vocal placement hearings.

Rehearsals currently take place in Richland on Tuesday evenings.

Columbia Chorale is MCM's social choir, conducted by a different staff member. Its primary purpose is to foster the joy of singing and camaraderie in a relaxed rehearsal environment. Columbia Chorale does not require a vocal placement hearing and typically presents two concerts per season.

Application Information

Interested candidates are invited to submit application materials to info@mcmastersingers.org.

Please include your CV along with a short recording highlighting choral conducting skills and interaction with singers and instrumentalists.

Anticipated start date is flexible with a desire to have a candidate in place by 8/1/2027.

Compensation range is between \$24,000-\$40,000 annually and range placement depends on experience and ability to meet essential job functions.