



Artistic Director Position Announcement

Mission: Heartland Men's Chorus provides excellence in performance while advancing men's choral music, building community, and reaching out to diverse audiences.

Vision: *Our Voices Enlighten, Inspire, Heal and Empower*

Values: We are committed to EXCELLENCE, INTEGRITY and RESPECT.

- To reach EXCELLENCE, we strive for the highest standards in all that we do.
- To promote INTEGRITY, we build trust through open and honest communication, and by doing what we promise.
- To show RESPECT, we treat others with dignity and care.

Organization Overview

Heartland Men's Chorus, Kansas City's gay men's chorus, now in its 34th season, has been singing out in Kansas City and the Midwest region since 1986. The Chorus has grown dramatically over the years, and now ranks among the top 12 gay men's choruses nationally. Measured by these metrics, HMC is the largest community chorus in our bi-state service region; as a performing force, it is the largest and oldest men's chorus and LGBTQ cultural institution in the region. To find a group of similar size and stature in the Midwest, one would need to travel to Dallas, Minneapolis or Chicago. As such, the Chorus has become a regional attraction, regularly drawing some of the largest audiences for choral programming to Kansas City from a seven-state area.

HMC programming is characterized by breadth and diversity. Concert repertoire ranges from choral standards and classical selections to popular styles, including Broadway, rock and the Great American Songbook. Program production often includes fully staged shows, choreography, costumes, lighting and the use of multi-media. The Chorus has a strong reputation for programs designed to educate and inform on contemporary societal issues relevant to the LGBTQ community and the quest for equal rights. These types of programs deliver powerful messages that allow us to achieve our vision. HMC also regularly commissions and co-commissions new works with a particular emphasis on creating music that tells the stories of LGBTQ people.

Since 1994, the Chorus has made the historic Folly Theater in downtown Kansas City, Missouri its performance home. In recent years we also have regularly reached out to suburban audiences with performances in Johnson County, Kansas.

The Chorus frequently performs throughout the Midwest. Festivals and tours have brought HMC performances across the USA and internationally. The Chorus has recorded and published audio and video recordings and has been featured as part of the Kansas City Symphony's pops series.

Position Overview

The Artistic Director (AD) is responsible for the artistic vision of HMC. This individual is accountable for all musical and artistic decisions, and together with the Executive Director and designated Chorus agents, conceptualizes, schedules and produces the annual concert season. The AD will select and execute all the music within a season's activities: rehearsals, performances, recordings, tours, etc., on a schedule appropriate to the organization's annual plan and within approved budget. The AD's duties include overall responsibility for all performances conducted under the HMC organization, including school and community outreach performances. Additional key responsibilities include effective management of the Chorus image and brand, while maintaining a unity of purpose among the membership.

The AD is supervised by the Chair of the Board of Directors in consultation with the Human Resources Committee. The AD is appointed by and reports to the Board of Directors, and is responsible for keeping the Board informed of pertinent artistic issues and opportunities. The AD supervises the Principal Accompanist, Music Section Leaders, and Artistic Team.

Job Description

- **Season Plan/Subscription Concerts:** The Artistic Director is responsible for developing and producing a season plan and coordinating repertoire selection. The Artistic Director will conduct the subscription concerts.
- **Auditions:** The Artistic Director will audition prospective members and reevaluate continuing Chorus members on a regular basis.
- **Rehearsals:** The Artistic Director will conduct rehearsals of the Chorus. If it is necessary for the Artistic Director to miss a rehearsal(s), s/he will insure the integrity of rehearsal time conducted by other artistic staff. With the help of section leaders and other volunteers, the Artistic Director will ensure timely production of study CDs.
- **Financial:** The Artistic Director will be responsible for the development of the annual production budget in collaboration with the Production Committee, Concert Manager and the Executive Director and is charged with presentation of the production budget to the Finance Committee.
- **Public Relations:** The Artistic Director may be called upon to network/represent the Heartland Men's Chorus to the general public, the press, and the arts community. The Artistic Director will collaborate with the Executive Director and the Marketing Director

regarding promotional material issued by the organization. The Artistic Director will make reasonable efforts to represent the Chorus within relevant organizations such as GALA, ACDA and Chorus America.

- **Artistic Growth:** The Artistic Director has primary responsibility for the overall artistic quality/growth of the Chorus. The Artistic Director will contribute to the strategic planning of the organization regarding the artistic product and brand, musical needs of the organization and growth of the artistic staff. The Artistic Director will, in consultation with the Executive Director, ensure that an evaluation is conducted of each subscription concert. The Artistic Director will investigate and consider opportunities to commission new works, and opportunities to collaborate with other artists/organizations.
- **Recordings and Touring:** The Artistic Director will develop and conduct all recording sessions, joint appearances with other arts organizations, and tours.
- **Supervisory Responsibilities:** The Artistic Director is responsible for assignment of duties, supervision, quality control and evaluation of all music and production staff, and all performance groups under the HMC brand. The Artistic Director is also responsible for selection and supervision of contracted guest professionals, such as vocalists, instrumentalists, choreographers, dancers, and narrators.
- **Additional Administrative Responsibilities:** The Artistic Director will attend meetings of the Board of Directors and serve as an ex-officio (non-voting) member of the Board. The Artistic Director will attend meetings of various Chorus committees as may be desirable for or necessary to the operation of the organization.

This position description is a record of major aspects of the job but is not an all-inclusive description. Additional responsibilities may be required to support the organization.

Qualification & Experience:

- A Master's Degree in music, preferably in choral conducting. A combination of education and/or comparable work experience may be considered in lieu of educational requirements.
- Consummate and expert knowledge of singing and vocal production.
- Demonstrated success in directing a chorus of similar size with similar artistic goals for a minimum of three years preferred.
- Demonstrated leadership style that successfully balances high expectations with an encouraging, nurturing personal approach.
- Experience working with a community-based chorus, made up of amateur singers.
- Experience in planning and executing cohesive concert programs that are entertaining, and characterized by high artistic and production values.
- Strong leadership, communication (written and verbal) and interpersonal skills.
- Demonstrated commitment to diversity and inclusion.
- Proven ability to meet deadlines and financial targets.
- Demonstrated understanding of the role that arts and culture play in social change.

Additional Highly Desired Qualities:

- Experience with an LGBTQ organization(s) or GALA chorus(es).
- Development and fundraising experience with a non-profit arts organization.
- Facility in arrangement and/or composition.
- Competent piano/keyboard skills.

Compensation

The Artistic Director position is full-time with salary and benefits commensurate with experience.

Application Process

To apply, please submit the following items to the Search Committee by November 1, 2019:

- Letter of Interest.
- Resume or Curriculum Vitae, including any awards and honors received.
- Samples of previous programs conducted.
- A minimum of three professional references, including contact information (name, telephone number, email address) as well as their relationship to you (i.e., prior employer, etc.).

Applications may be submitted electronically by email to hmc@hmckc.org or by mail to:

AD Search Committee
Heartland Men's Chorus
PO Box 32374
Kansas City MO 64171-5374

In early 2020, selected candidates will be required to submit the following:

- A proposed outline for a season of concerts consisting of three major performances – holiday, spring and summer.
- Two video recordings of performances conducted demonstrating musical artistry and diversity (YouTube links are acceptable).
- Any additional materials you believe will support your application (e.g. samples of arrangements or compositions, audio recordings of performances, etc.).