



## 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, is now in its 28<sup>th</sup> season and has been singing out in Kansas City and the wider Midwest region since 1986. The Chorus has grown dramatically over the years in numbers, budget and infrastructure, and now ranks among the top 10 gay men's choruses nationally. Measured by budget size and infrastructure, HMC is the largest community chorus in our bi-state service region; as a performing force, it is the largest men's chorus in the region; it is the largest and oldest LGBT 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 audiences to Kansas City from a seven-state area. HMC draws the largest audiences for choral programming in the region.

HMC programming is characterized by breadth and diversity. Concert repertoire ranges from choral standards, classical selections and opera to popular styles including Broadway, rock and American standards. Program production ranges from "stand and sing" concerts to fully staged shows and often includes choreography, costumes, dance, lighting, multi-media, sets and staging. The Chorus has a strong reputation for its issue-based *musical documentary* programs that bring together choral performance with narration and visuals designed to educate and inform on contemporary societal issues relevant to the gay community and the quest for equal rights. These programs deliver powerful messages that allow the group to achieve its vision. Since 1994, the Chorus has made the historic Folly Theater in downtown Kansas City its performing home.

The Chorus frequently performs in the wider Midwest, including Columbia, Jefferson City, Joplin, Maryville, Springfield and St. Louis in Missouri and Lawrence, Topeka and Wichita in

Kansas. Festivals and touring have brought HMC performances to US cities Chicago, Dallas, Denver, Eureka Springs, Miami, Omaha, Portland (Oregon), San Jose, Tampa, and Washington DC and to international destinations including Hamburg, London, Montreal and Paris. The Chorus has recorded and published 10 commercial CDs and two DVD documentaries/ concert videos. In 2013, HMC debuted with the Kansas City Symphony as part of the orchestra's pops series.

### **Position Overview**

The Artistic Director (AD) is responsible for the artistic vision of HMC. S/he is accountable for all musical and artistic decisions, and together with the Executive Director and designated Chorus agents, conceptualizes, schedules and produces the concert season. The AD will select and execute all of the music within a season's activities: rehearsals, performances, recordings, tours, etc., on a schedule appropriate to the organization's planning timetable. The AD's duties include overall responsibility for all performances conducted under the HMC brand. Additional key responsibilities include effective management of the Chorus image and brand, and maintaining 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, Assistant Artistic Director, Assistant Accompanist, Music Section Leaders, and Concert Manager.

### **Job Description**

- **Season Plan/Subscription Concerts:** The AD is responsible for developing and producing a season plan and coordinating repertoire selection. The AD will conduct the subscription concerts.
- **Auditions:** The AD will audition prospective members and reevaluate continuing Chorus members on a regular basis.
- **Rehearsals:** The AD will conduct rehearsals of the Chorus. If it is necessary for the AD 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 AD will ensure timely production of study CDs.
- **Financial:** The AD will be responsible for the development of the annual production budget in collaboration with the Production Team, Concert Manager and the Executive Director and is charged with presentation of the production budget to the Finance Committee.
- **Public Relations:** The AD may be called upon to network/represent HMC to the general public, the press, and the arts community. The AD will collaborate with the Executive Director and the Marketing Director regarding promotional material issued by the organization. The AD will make reasonable efforts to represent the Chorus within relevant organizations such as GALA, ACDA and Chorus America.
- **Artistic Growth:** The AD has primary responsibility for the overall artistic quality/growth of the Chorus. The AD 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 AD will, in consultation with the Executive Director, ensure that an evaluation is conducted of each subscription concert. The AD will investigate and consider opportunities to commission new works, and opportunities to collaborate with other artists/organizations.

- **Recordings and Touring:** The AD will develop and conduct all recording sessions, joint appearances with other arts organizations, and tours.
- **Supervisory Responsibilities:** The AD 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 AD is also responsible for selection and supervision of contracted guest professionals, such as vocalists, instrumentalists, choreographers, dancers, and narrators.
- **Additional Administrative Responsibilities:** The AD will attend meetings of the Board of Directors and serve as an ex-officio (non-voting) member of the Board. The AD 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.

**The successful candidate will possess the following qualifications and 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.
- 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.
- Proven ability to meet deadlines and financial targets.
- Demonstrated understanding of the role that arts and culture play in social change.
- Demonstrated commitment to diversity and inclusion.

**These additional qualities will distinguish superior candidates:**

- Experience with an LGBT organization or GALA chorus.
- 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 29, 2013:

- 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](mailto:hmc@hmckc.org) or by mail to:

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

## **Selected candidates will be invited to submit the following additional materials:**

- 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.).