

Job Title: Music Director

Organization: Pacific Boychoir Academy (PBA)

Location: Oakland, CA

Job Type: Full-Time

About Pacific Boychoir Academy:

Pacific Boychoir Academy (PBA) is an internationally renowned, Grammy-winning choir for boys and girls and independent school for boys dedicated to musical excellence and academic rigor. Based in Oakland, California, PBA offers a world-class choral education to boys and girls from diverse backgrounds, fostering discipline, leadership, and a lifelong love of music.

Position Summary:

PBA seeks an experienced and inspiring **Music Director** to lead its choral programs starting in Fall 2025, overseeing both the day school and after-school choirs and supervising the part time music faculty. The Music Director will be responsible for directing the largest choir, setting an artistic vision, repertoire selection, vocal training, and concert programming while fostering a culture of musical excellence and collaboration. The ideal candidate is an exceptional musician and educator with a deep understanding of choral pedagogy, vocal technique, and performance. The music director is the artistic leader of the organization and has responsibility for growing the organization, stewarding donors and recruitment.

Key Responsibilities:

- Lead and conduct PBA's the largest combined choir, and teach the day school students intensive music training.
- Develop and implement a high-caliber choral curriculum that nurtures vocal development and musicianship.
- Select repertoire that reflects artistic excellence, cultural diversity, and the organization's mission.
- Prepare choirs for concerts, tours, recordings, and collaborations with major symphonies and artists.
- Recruit and audition students for the program, maintaining and growing PBA's reputation for excellence.
- Mentor and develop young singers, fostering confidence and leadership through music.
- Collaborate with faculty and administrative staff to integrate music education into the broader academic program.
- Engage with the broader community to build partnerships, increase outreach, and enhance the visibility of PBA.
- Oversee the hiring and supervision of additional artistic staff as needed.
- Maintain high artistic standards while ensuring a positive, supportive learning environment.

Qualifications:

- Undergraduate or Master's degree (or equivalent experience) in Choral Conducting, Music Education, Performance or related field. Substantial experience may take the place of degrees in music and related fields.
- Proven experience conducting choirs and working with developing voices from the ages of 4-18.
- Strong knowledge of choral pedagogy, vocal technique, and musicianship training.
- Experience programming diverse and challenging repertoire across different styles and traditions.
- Excellent leadership, communication, and organizational skills.
- A passion for working with young musicians and a commitment to fostering their artistic growth.
- Experience working with professional ensembles, orchestras, and guest artists preferred.
- Ability to work flexible hours, including evenings and weekends, for rehearsals and performances.
- Good pianistic skills are preferred.
- Must be eligible to work in the US.

Compensation & Benefits:

- Competitive salary, commensurate with experience. Salary range is between \$65,000 to \$80,000 per year and is dependent on experience.
- Health insurance and flexible work arrangement.
- Opportunities for professional development and artistic collaborations.
- Supportive and dynamic work environment within a prestigious music academy.

Application Process:

Interested candidates should submit the following:

- A cover letter detailing their experience and vision for the role.
- A resume or CV.
- Links to video recordings of recent choral conducting work; rehearsals and performances preferred. The video should be from the choir's perspective (conductor's face should be visible)
- Contact information for three professional references.
- Deadline to receive materials is March 7, 2025

For inquiries or to submit an application, please contact **Zach Salsburg-Frank** (zachs@pacificboychoir.org).