

Director of Orchestra Delivery

Position Summary

The Director of Orchestra Delivery is a senior leadership role responsible for the strategic oversight and delivery of all NZSO's orchestral activities. This includes musician management, concert production and touring management. The role ensures the delivery of exceptional musical experiences, supporting the orchestra perform at its best while aligning with organisational values, bicultural commitments, and strategic goals.

Key Responsibilities

Orchestra Management

- Build strong, trusting relationships with orchestra musicians and the Players Committee.
- Ensure compliance with the Players Collective Agreement and support negotiations.
- Lead and advise on recruitment processes for all musician vacancies.
- Oversee musician leave applications and resolution of interpersonal or disciplinary matters.
- Champion a culture aligned with the NZSO experience and bicultural journey, including upholding the principles of Te Tiriti o Waitangi.
- Management of musician and orchestra management personnel budgets, including deputies and extras.

Concert Operations, Touring & Production

- Oversee all technical and logistical planning for rehearsals, performances, and special events, both onsite and offsite.
- Oversee production budgets and scheduling, ensuring cost-effective and high-quality delivery.
- Oversee stage management and production personnel, ensuring adherence to safety standards and artistic requirements.
- Coordinate with conductors, guest artists, and the artistic team to deliver seamless concert experiences.
- Oversee planning of tour schedules, travel and budgets.

Strategic Leadership & Collaboration

- Develop and lead orchestra strategies that support musical excellence and employee experience.
- Collaborate with the CEO and Executive leadership to develop and implement organisational strategy.
- Facilitate cross-departmental collaboration and information-sharing mechanisms.
- Communicate with orchestra, staff, and Board regarding orchestra and health and safety matters.

Health & Safety

- Chair the Health and Safety Committee and ensure compliance with relevant legislation.
- Oversee the development and implementation of the Health and Safety Plan.
- Promote a culture of safety and wellbeing across the organization.

Qualifications & Experience**Essential**

- Extensive experience in orchestra or performing arts management, including rehearsal and performance delivery.
- Experience working with orchestral musicians.
- Strong knowledge of orchestral and chamber music repertoire.
- Proven leadership and exceptional people skills, with the ability to build strong working relationships, inspire trust and collaboration.
- Experience managing complex budgets.
- Excellent interpersonal, communication, and conflict resolution skills.

Desirable

- Experience with touring productions.
- Experience in working with unions.
- Understanding of health and safety legislation and procedures.