



**MUSIC DIRECTOR POSITION  
OVERVIEW  
WINDSOR SYMPHONY ORCHESTRA  
WINDSOR, ONTARIO, CANADA**

The Windsor Symphony Orchestra (WSO) is seeking a visionary artistic leader as Music Director (MD). This position is a significant leader of the arts in Southwestern Ontario, Canada.

**Organization:**

The WSO, located in Windsor, Ontario, Canada, is a leader in the arts and culture community of this vibrant city that borders Detroit, Michigan, USA. The WSO performs approximately 100 public performances each season including mainstage concerts at the historic Capitol Theatre and performances at community venues including schools and senior residences around Essex County. The WSO connects people through music with a season operating from September until May and an offering of outdoor summer concerts each year.

In addition to the professional orchestra, the WSO umbrella also includes two youth orchestras, a community orchestra and chorus.

Currently in its 78<sup>th</sup> year, the WSO has an operating budget of approximately \$2.3 million and attracts just over 18,500 patrons annually. The organization strongly values its education and outreach programs and, last season, 19,000 students experienced the orchestra at their schools or the Capitol Theatre.

**Music Director Duties:**

The WSO MD will provide visionary artistic leadership; conduct orchestra rehearsals and concerts; oversee orchestra personnel; participate in auditions of new members; develop program repertoire and selection of guest soloists; participate in fundraising, community outreach and public relations activities; participate in strategic planning and implementation; present music/artistic public conversations with concerts and report monthly to the Board of Directors.

**Qualifications:**

The ideal candidate will have a master's degree in music or equivalent and extensive experience conducting professional orchestras. The candidate will have exceptional musicianship, musical knowledge, and conducting skills. They must possess a dynamic personality with a proven record of success in audience relationships, orchestral

development, and innovative programming, as well as strong leadership, interpersonal, and communication skills. Proven ability to work positively with a team of artistic and administrative staff is crucial.

Within the responsibility of season programming and selection of repertoire, there is an expectation of promoting and developing Canadian talent.

**Compensation:**

Range is \$95,000 to \$105,000 CDN

**Application:**

Please email your letter of application, resume, repertoire list, reviews, and contact information for seven references via email to: [employment@windsorsymphony.com](mailto:employment@windsorsymphony.com).

Please also include at least two videos of recent conducting. Please include both rehearsals and concerts. Send a link to your video via WeTransfer, Dropbox, GoogleDrive, YouTube or similar.

Upon receipt of documents, qualified applicants will receive a confirmation email and potentially a request for additional written materials.

**Closing Date:**

Applications must be received by February 15, 2026.

As this role is expected to be community-facing with a strong presence, a plan to reside in Windsor/Essex is strongly preferred.

International candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

**Information and Full Job Briefing Document at:**

[windsorsymphony.com](http://windsorsymphony.com)