

ARTISTICALLY ACCOMPLISHED, COMMUNITY INSPIRED

The Kamloops Symphony Orchestra (KSO) seeks
its next Music Director + Principal Conductor

The Organization

The KSO is a professional orchestra inspired by this land and our dedicated musicians, audiences, and supporters who share a passion for our community. The KSO has spent over 50 years elevating Canadian voices through ambitious programming spanning symphonic, pops, chamber, choral, youth, and accessible musical experiences. We foster and welcome musical talent, inspire and are inspired by our community, and advance lifelong learning, including through the KSO Music School.

Inspired by Here

Located on Tk'emlúps te Secwépemc territory at the confluence of the North + South Thompson Rivers within Secwépemc'ulecw, Kamloops has long been a gathering place. The city continues to be shaped by Indigenous traditions rooted deeply in this land, and by the diverse voices that have come together at the crossroads of rivers, railways, and highways. That spirit of gathering drives everything we do: the music we make, the students we teach, and the relationships we build.

The Opportunity

The KSO seeks a daring creator and collaborator in equal measure for our next Music Director + Principal Conductor who embodies deep listening, hands-on commitment, and the drive to pursue new opportunities.

Essential Responsibilities

As a leader and public face of the KSO, the Music Director role extends beyond the podium and into our community. They collaborate with the Executive Director, musicians, and Board of Directors to:

- Develop multi-season programming and an artistic vision that reflects the diversity of Kamloops and the BC Interior, in alignment with the KSO's strategic priorities.
- Conduct rehearsals and performances across a range of series, genres, and venues.
- Cultivate a high-performing culture across the orchestra and the organization.
- Promote music education, access, and partnership initiatives.
- Serve as a real and engaged presence in the life of our communities.

Ideal Candidate Profile

Music Leadership

- Maintains strong technique and efficiency in rehearsal and performance.
- Sets clear standards and expectations through open and transparent communication.
- Demonstrates passion for both innovation and tradition in programming.
- Champions Canadian artistry, including developing local and regional talent.
- Communicates effectively with colleagues and compellingly to the public.
- Aware of emerging artists and trends while also developing programming that is distinctly rooted in this community.

Organizational Leadership

- Leads with professional respect: prepared, positive, responsive, and genuinely open with colleagues.
- Balances artistic ambition with responsible financial acumen.
- Engages fully with the organization, participates in administrative, educational, fundraising, and public and media relations initiatives.
- Understands the KSO's strategic foundations, relevant policies, and partnerships.

Community Leadership:

- Understands the KSO's position and potential as a mid-sized Canadian orchestra within the regional arts and culture context of the BC Interior.
- Committed to audience development and growth through relationship and community building.
- Passionate about equity, diversity, inclusion, and access — especially reflected in meaningful collaboration with Indigenous and underrepresented artists and audiences.
- Champions lifelong learning, including support of the KSO Music School.
- Able to navigate competing artistic, organizational, and community priorities.

Qualifications

- Accomplished conducting experience with professional orchestras and a demonstrable record of musical leadership.
- Experience working within or alongside governance and administrative structures.
- A strong track record in collaboration, relationship-building, and communication with existing and emerging stakeholders and audiences.
- The ability to navigate competing artistic, organizational, and community priorities with clarity.
- The ability to balance other responsibilities with the artistic, administrative, and governance work that leadership at this level requires, remaining responsive to the organization's planning cycles and meeting schedules throughout the year.

Application Process

The KSO welcomes applications from qualified candidates. Interested applicants are to submit all the following materials [online here](#) by May 29, 2026 at 4 PM Pacific Time.

1. Letter of Interest
 - Your interest in serving as the Music Director of a professional orchestra in the BC Interior
 - Your approach to musical leadership and collaboration with musicians
 - How your artistic vision connects with community access and cultural responsibility
2. Curriculum Vitae
 - Conducting experience and training
 - Current or past musical leadership roles, or relevant professional engagements
 - List of conducted repertoire
 - Notable collaborations, recordings, or projects
3. Conducting Videos
 - Up to 3 videos (Youtube/Vimeo links) of your recent rehearsing and conducting. If possible, please include at least one video filmed from a front-facing angle. Please provide the date, repertoire, and context of these performances.
 - Please submit no more than 15 minutes of video material and/or indicate specific starting points to be reviewed.
 - Videos should allow the committee to evaluate:
 - Conducting technique and clarity of gesture
 - Leadership on the podium + interaction with the ensemble
 - Rehearsal effectiveness and musical results
4. Programming Reflection
 - Applicants are invited to provide a brief reflection (up to 2 pages) describing:
 - Illustrative examples of programming ideas you find artistically compelling
 - Approaches to balancing core repertoire, innovation, and community relevance
 - How programming can support the artistic and civic role of a regional orchestra

Additional materials, such as references, may be requested by the Search Committee before interviews take place.

Interviews will be conducted in multiple rounds over summer 2026. Advancing candidates will be invited to guest conduct as podium partners during our 2027/28 season.