

Associate Concertmaster (chair 2) fixed-term contract

Principal 1st Violin (chair 4) fixed-term contract

Other fixed-term titled violin positions also may be available

Fulltime, fixed-term positions commencing mid January 2025 (we can be flexible on start date and duration)

Annual remuneration package: NZD100,000 (Associate Concertmaster) or NZD85151 (Principal 1st): PRO RATA for the duration of the contract – see page 6-7 for details

Expressions of Interest Invited

The Auckland Philharmonia is inviting Expressions of Interest from outstanding violinists for these currently available fixed-term leadership positions. The positions are open to applicants of all nationalities.

Being an Auckland Phil employee is about more than technical excellence in your chosen field. We're looking for individuals who resonate with our mission to inspire a life-long love of music in the diverse communities we serve. Beyond performance artistry we also look for how your specific skills and abilities can enhance the Auckland Philharmonia and build into our values. So, even if you don't think you have a typical career trajectory on your resume, we'd still love to hear from you!

We're also not about a one-size-fits-all solution when it comes to recruitment. We want to ensure everyone has an equitable experience too, so to chat through any accommodations or adjustments to participate fully in our recruitment process, please speak to the orchestra manager at auditions@aucklandphil.nz

Assessment Process

The Expressions of Interest process will be active immediately and remain open until the positions are filled. The panel will meet regularly to review applications, with the first review approx 4 October 2024 and intends to make offers as soon as suitable musicians are identified.

Application stage:

Each application will be assessed by the panel for shortlisting as soon as practical once material is received. Shortlisted candidates will then be considered further. We aim to update you on the progress of your application at each stage within three weeks. You can also reach out to us at auditions@aucklandphil.nz at any time.

Please note due to the nature of the recruitment process for this fixed-term contract, the audition recordings will be presented unscreened – your CV will be presented to the panel alongside your recording.

What should you send?

Interested violinists are invited to send the following:

- An application form (to be completed via our [website](#)). The application form will prompt you to submit the following materials:
- A CV detailing recent orchestral and other professional experience, with particular reference to leadership experience
- A selection of recorded material. This should be selected to provide the best representation of your abilities as violinists, orchestral players and leaders, and should ideally include some solo material as well as a selection of standard orchestral excerpts.
- A list of the material provided

The “Fine Print” on recorded material

- Audio-visual and audio-only recordings are both accepted.
- If live recordings are sent please supply the name of the orchestra/ensemble/conductor, and the date of the recording.
- Ideally at least some of the material should be in video format.
- Recordings should be accompanied by a signed statement from one of the people providing a reference or by a qualified sound engineer endorsing the recording as a true and honest representation of the applicant’s current level of performance.

As stated above, **there is no set audition repertoire for this position although applicants should ideally try to include a selection of material which would be generally standard for an audition for such positions. Please consider whether the material you are sending demonstrates your abilities as a violinist, orchestral player and leader.**

The Auckland Philharmonia reserves the right to ask any applicant for further material to aid its decision making process.

How to send your recordings:

Three options:

- Put your recorded material into a dropbox folder and include the link with your application form
- Put links to other online material such as youtube into the application form
- If for any reason you have trouble accessing or using the application form, you can also email dropbox/youtube links directly to auditions@aucklandphil.nz, along with the list of your material. Please be sure to title your email clearly with your name and the position applied for so that it doesn’t get caught in our spam filter.

Please do NOT email audio or video files as attachments.

More detailed information on how to upload your material is available in our ‘How Do I Send’ document, which is available on our website.

You can email: auditions@aucklandphil.nz if you have any further questions.

Travel / Relocation / Work Visa

If the selected musician/s is not resident in Auckland, Auckland Philharmonia will arrange the necessary travel to allow the musician to undertake the offered fixed-term contract. International travel will be provided only from a major international airport in the country of the musician’s residence. Further, if the selected musician is not resident in Auckland, a settling allowance can be offered to assist with some relocation costs. For those musicians who are not New Zealand or Australian citizens or permanent residents, the Auckland Philharmonia will arrange for a work visa and pay the associated costs.

Contract dates and duration

Ideally, we are seeking musicians who could be available for our entire season, 22 January 2025 to 21 December 2025, however if necessary we are open to negotiating the dates with selected candidates. A four-seven month period could also be considered.

We would encourage applications from strong candidates who are unable to commit to a full year contract as we may be able to be flexible.

Candidates will be prompted to provide their expected availability in the application form.

It is also possible that other fixed-term titled and tutti positions may be available.

Remuneration and Job descriptions

See page 6-7

Further information

For all further enquires please see www.aucklandphil.nz

For information on the Auckland Philharmonia for information about the role and the remuneration please see page 4-7

or contact: auditions@aucklandphil.nz for specific questions regarding this process.

Who is the Auckland Philharmonia? Our Story

Auckland Philharmonia is Aotearoa New Zealand's full-time professional Metropolitan orchestra, serving the country's largest and most vibrant city with a comprehensive programme of concerts and education and outreach activities.

In more than 70 mainstage performances annually, the Auckland Philharmonia presents a full season of symphonic work showcasing many of the world's finest classical musicians. The Auckland Philharmonia is also proud to support both New Zealand Opera and the Royal New Zealand Ballet in their Auckland performances, as well as working in partnership with Auckland Arts Festival and Michael Hill International Violin Competition.

Renowned for its innovation, passion and versatility, the Auckland Philharmonia collaborates with some of New Zealand's most inventive artists. Through its numerous Auckland Philharmonia Connecting (education, outreach and community) initiatives the Auckland Philharmonia offers opportunities to more than 20,000 young people and adults nationwide to participate in music.

More than 250,000 people hear the orchestra live each year, with many thousands more reached through special events, recordings and other media. Some recent recordings include [Beethoven 7](#), [Tchaikovsky 4](#), and [Grieg Holberg Suite](#). You can also learn about our 2024 season and our vibrant community and education programmes [here](#).

Why Auckland?

Watch two of our musicians talk about their music journey to and within Auckland here:

<https://www.aucklandnz.com/city-of-music>

Why Auckland Philharmonia?

- We believe that you do your best work when you are your whole self so we have a number of benefits for employees including an Employee Assistance Programme offering free counselling, health coaching and career advice, and regular physio visits.
- Paid leave: 4 weeks paid authorised break in the summer shut down plus two further scheduled authorised break weeks throughout the year. Every effort is made to align these break weeks with NZ school holidays. In addition all NZ employees have 10 days paid **sick leave**, and paid **bereavement leave** and paid **family violence leave** if required. NZ government offers 26 weeks paid parental leave for primary carers (see eligibility).

Equity, Diversity and Inclusion

As with many orchestras around the world, we continue our work to ensure the Auckland Philharmonia is an equitable and inclusive workplace. To ensure we're embodying the values and principles of EDI in our workplace culture we are committed to:

- Equitable and transparent pay: pay rates are published in our policies and procedures; every tutti player receives the same pay, every section leader the same as the others, and so forth. This assures that there is no pay discrimination based on gender, race, or other factors.
- Holding open auditions: Every eligible* candidate who comes to audition or sends a recording will be heard.
 - *in some cases auditions will only be open to musicians legally able to work in New Zealand at the time of the audition, due to immigration requirements. The job ad will always make clear whether or not the audition is open to musicians of all nationalities.
- Screened auditions: The first two rounds of our auditions are screened, eliminating as much bias as possible. The final round is unscreened, in an effort to allow our panels to consider the final candidates as whole people – we know that the potential you bring to our team is more than only your performance artistry but also informed by your communication and interpersonal skills, your individual skills, perspectives and backgrounds.
- Recording options: Recorded candidates are heard and assessed with equal weighting to in person candidates. We have a robust audition policy to ensure this, which is reflected by the fact that in the past 4 years, 50% of our auditions have been won by candidates submitting recordings. Allowing recorded auditions means that candidates who may have another professional commitment on the day of our audition, or for whom the travel cost to New Zealand would be prohibitive, are able to participate.
- Fair and transparent probationary periods: the assessment process throughout the probationary year is clearly communicated to the musician. Feedback is always delivered in a formal setting with written minutes, and in the presence of an impartial manager.
- Musician involvement: All musicians have the opportunity to have a voice on committees which shape the organisation, such as players committee, health and safety committee, social committee.
- Community Partnerships: Strong organisational ties and support to Sistema Aotearoa, which provides free music tuition to students at low decile schools in South Auckland, where the students are primarily Pasifika and Māori.
- Supporting Biculturalism: Organisational training in cultural competency has begun in 2024, and we are excited about where this will lead us.
- Showcasing artists from diverse backgrounds: While acknowledging there is much work to be done in our sector, we intentionally programme to ensure we feature artists of traditionally underrepresented demographics on our concert stages.

Associate Concertmaster: Position Details and Remuneration

The Auckland Philharmonia Orchestra core Violin sections are currently comprised of 23 players, with 11 First Violin chairs, 8 Second Violin chairs and rotating tutti chairs. In the first violins these are Concertmaster, Associate Concertmaster, Assistant Concertmaster, Principal 1st violin, 6 Tutti. In the second violins these are Section Principal, Associate Principal, Sub Principal and 5 Tutti. There are 5 rotating tutti players who work in both sections.

Purpose of the Associate Concertmaster Position: To assist and/or deputise for the Concertmaster in the leadership of the Auckland Philharmonia Orchestra during rehearsals, concerts, recordings, and other activity, and to ensure that the Orchestra performs to the highest possible artistic standard at all times.

Primary duties for Associate Concertmaster will include:

- Sit in the second chair of the section and any other chair including the first chair at the direction of the Concertmaster, as per the requirements of the P and P.
- Rehearse and perform to a high standard as befitting the role and as a member of the Auckland Philharmonia first violin section.
- Maintain a full professional appearance and standard of behaviour and comply with Auckland Philharmonia dress code while on duty.
- Follow the direction of the Concertmaster and Music Director in all matters relating to style, ensemble, intonation, articulation and bowing.
- Be fully prepared in advance of the first rehearsal, including preparing solo lines as required. Preparation of parts will include all pitches, dynamics, rhythms, tempi and other musical instructions. Preparation also includes being as thoroughly familiar as practically possible with the work to be performed.
- Ensure all performance parts are marked with all relevant information in a concise and timely manner in accordance to the instructions of the Concertmaster and Music Director.
- Prepare and play relevant orchestral solos in consultation with the Concertmaster and Perform solo or concerto roles with the orchestra as required as part of the Auckland Philharmonia Connecting programme;
- Lead the orchestra and assume the performing duties of Concertmaster in his/her absence as required including being available to cover for the Concertmaster for all programmes, should an emergency situation arise;
- Act as Concertmaster for events where the Auckland Philharmonia (full or partial) is acting as a hired ensemble
- Perform as part of an ensemble of Auckland Philharmonia musicians for events such as Auckland Philharmonia In Your Neighbourhood concerts or conductor training small ensembles as required by management.
- Assist the Concertmaster in leading and directing the performance of the section and take a proactive role in ensuring efficient section communication during rehearsal, specifically including the passing of information from the front desk through to the rest of the section.
- Raise any performance and administrative concerns of musicians in the section with the Concertmaster. Persistent or continuing problems should be drawn to the attention of the Concertmaster;
- Assist the Concertmaster with managing the section in regards to seating rotations, absence request, discipline and rostering as required;
- Assist the Concertmaster in preparing of bowings as required;
- Be available within reasonable expectations for meetings with MD, Concertmaster, management and/or colleagues to discuss job-related issues.
- Attend any company meetings, photography sessions or publicity calls as required by management.
- Participate in Auckland Philharmonia recording activities or recorded activities where the Auckland Philharmonia (either full orchestra or smaller ensemble) acts as a hired orchestra

(Associate Concertmaster continued)

Auckland Philharmonia Orchestra musicians are full-time employees. This position offers a (gross) Annual Remuneration package of NZD100,000 PRO RATA for the duration of this fixed-term contract period. In addition and depending on eligibility, Kiwisaver contributions (New Zealand's voluntary retirement savings scheme) may also apply.

Principal 1st Violin: Position Details and Remuneration

The Auckland Philharmonia Orchestra core Violin sections are currently comprised of 23 players, with 11 First Violin chairs, 8 Second Violin chairs and rotating tutti chairs. In the first violins these are Concertmaster, Associate Concertmaster, Assistant Concertmaster, Principal 1st violin, 6 Tutti. In the second violins these are Section Principal, Associate Principal, Sub Principal and 5 Tutti. There are 5 rotating tutti players who work in both sections.

Primary duties for Principal 1st Violin will include:

- Rehearse and perform to a high standard as a member of the Auckland Philharmonia 1st Violin section.
- Assist the Concertmasters in leading and directing the performance of the section and take a proactive role in ensuring efficient section communication during rehearsal, specifically including the passing of information from the front desk through to the rest of the section.
- Be fully prepared in advance of the first rehearsal, including preparing solo lines as required. Preparation of parts will include all pitches, dynamics, rhythms, tempi and other musical instructions. Preparation also includes being familiar with the work to be performed.
- Sit in the fourth chair of the section and any other chair including the first chair at the direction of the Concertmaster, as per the requirements of the String Seating Policy.
- Follow the direction of the Concertmaster and Music Director in all matters relating to style, ensemble, intonation, articulation and bowing.
- Ensure all performance parts are marked with all relevant information in a concise and timely manner in accordance with the instructions of the Concertmaster and Music Director.
- Deputise for the Concertmaster, Associate Concertmaster and Assistant Concertmaster (including understudying principal solo lines) as required and at the discretion of the Concertmaster and Auckland Philharmonia management.
- Raise any performance and administrative concerns of musicians in the section with the Concertmaster and assist Concertmaster with Annual peer reviews of the section.
- Be available within reasonable expectations for meetings with MD, Concertmaster, management and/or colleagues to discuss job-related issues.
- Maintain a full professional appearance and standard of behaviour and comply with Auckland Philharmonia dress code while on duty.

Auckland Philharmonia musicians are full-time employees. This position offers a (gross) Annual Remuneration package of NZD83,482 PRO RATA for the duration of this fixed-term contract period. In addition and depending on eligibility, Kiwisaver contributions (New Zealand's voluntary retirement savings scheme) also apply.

Any further enquiries contact the Orchestra Manager auditions@aucklandphil.nz