

DENVER YOUNG ARTISTS ORCHESTRA

MUSIC DIRECTOR

JOB DESCRIPTION

Our Story

The Denver Young Artists Orchestra (DYAO) is Colorado's premier youth symphony for talented young artists aged 7 to 23. Since 1977, DYAO has inspired a love for symphonic music through our award-winning orchestral programming that engages youth in music, elevates talented young artists, and uplifts the music community.

For 48 years, the Denver Young Artists Orchestra has nurtured the talents of the Rocky Mountain region's finest young musicians as an integral part of their musical education. DYAO transforms the lives of young musicians by giving them the inspiration, support, and skills to be tomorrow's great musicians and leaders.

Our alumni have moved on to top universities and conservatories, many of them performing with the Chicago Symphony, Boston Symphony, Metropolitan Opera, Colorado Symphony, and many other fantastic organizations. As arts supporters, concert-goers, community professionals, and professional musicians, they contribute to the cultural fabric of their communities.

Our Mission

The mission of DYAO is to expose young musicians and audiences to the joy and beauty of symphonic music, pursuing excellence through exceptional orchestral training, unique and diverse performance opportunities, and new pathways to symphonic experiences. Ultimately, we seek to cultivate the next generation of musicians who will reimagine the future of symphonic music in our community.

Shifting what orchestra looks, sounds, and feels like.

As a result of DYAO, participants will believe in the power of the individual and collaborative collective to **joyfully do hard things and thrive**.

We believe our programs inspire participants of all backgrounds to challenge themselves, pursue their dreams, and be resilient in shaping their future.



Job Description

It is the responsibility of the **Music Director** to advance this mission by selecting well-rounded music, provide rigorous rehearsals, and perform exceptional concerts.

Responsibilities and Duties

The following is a list of duties that are the responsibility of the Music Director. This list is not to be considered comprehensive but a starting off point and is not limited to:

- Conduct all scheduled rehearsals and performances of the Young Artists Orchestra of DYAO.
- In consultation with Orchestra Manager and/or Executive Director, plan necessary sectional coaching and select appropriate professional musicians to act as coaches.
- Select well-rounded repertoire that challenges the orchestra's musicians but does not exceed their capabilities, meets the organization's musical training objectives, and provides high-quality performances.
- Manage matters relating to selection of orchestra musicians, seating, soloists, repertoire and musical interpretation.
- In cooperation with the Executive Director and Orchestra Manager, review and update the DYAO Member Handbook with an appropriate set of expectations, rules, and regulations so that clear expectations are established and the means of attaining those expectations are clearly defined.
- Communicate regularly with the Orchestra Manager and/or Executive Director on matters of planning, scheduling, logistics, and personnel.
- Attend and report on matters pertaining to the orchestra at Board meetings as requested by the President of the Board.
- Support the Executive Director in matters of fundraising, development, and publicity.
- Provide advice to the Board of Directors as requested.
- Collaborate with Orchestra Manager and/or Executive Director to develop a detailed rehearsal and coaching calendar.
- Consult with Training Orchestras Conductor(s) on music selection as requested by Training Orchestras Conductor(s).
- In consultation with Training Orchestras Conductor(s), attend periodic rehearsals of the Conservatory Orchestra, String Ensemble, and Allegro Strings.
- Attend scheduled performances of the Conservatory Orchestra, String Ensemble, and Allegro Strings.
- Consult with Orchestra Manager and/or Executive Director and attend/judge spring orchestra auditions.
- Recruit students as necessary so DYAO remains Colorado's most advanced youth symphony orchestra.
- Provide support to the administrative staff by writing newsletter articles, editing concert programs, and assisting with orchestra policies and procedures.



Qualifications

- Advanced degree in orchestral conducting, performance, or a closely related field (DMA preferred; MM required), or equivalent professional experience
- Demonstrated excellence in conducting advanced youth, pre-professional, or collegiate orchestras
- Deep knowledge of orchestral repertoire across historical periods, with the ability to select pedagogically appropriate yet artistically ambitious works
- Strong rehearsal technique with a proven ability to elevate ensemble musicianship, balance challenge with attainability, and prepare polished public performances
- Proven commitment to youth music education and the artistic, technical, and personal development of young musicians
- Experience working with high-level student musicians and understanding of age-appropriate expectations, training objectives, and learning styles
- Ability to collaborate with and mentor additional conductors, sectional coaches, and teaching artists
- Familiarity with audition processes, student evaluation, and ensemble placement
- Financial and operational acumen with demonstrated accomplishments in fundraising is needed.
- A deep appreciation, understanding, and passion for arts education is expected.
- Experience leading a knowledgeable, committed, and forward-thinking team with a transparent communication style is critical.
- Public visibility as a primary spokesperson who has represented an organization to a range of stakeholders is helpful.
- Applicants may apply from any location; however, the selected candidate will be expected to reside in the Denver metropolitan area or surrounding region by the start of the appointment.
- Position will begin no later than July 1, 2026.

A candidate who does not meet all the qualifications but possesses transferable or equivalent skills, experience, or education is encouraged to inquire or apply and to highlight those areas.

Salary: \$35,000 - \$40,000

The position will be compensated as an independent contractor.



Application Instructions:

Applicants must submit the following:

- A resume or CV
- A cover letter outlining interest in this position
- Contact information for three references
- Conducting video footage:
 - Please submit up to 20 minutes of video footage showcasing a variety of repertoire. **Applicants are strongly encouraged to include rehearsal footage**, as it is an important component of the evaluation process.
- Personal Statement – please also submit a video of up to 6 minutes answering the following two questions:
 - How do you balance artistic ambition with the developmental needs of young musicians, and how does that balance shape your rehearsal process and repertoire choices?
 - What role should a Music Director play beyond the podium in supporting an organization's mission, community presence, and long-term sustainability?

This search will be hosted by Izabel Eve Arts Consulting, please submit your materials to Izabel Zambrzycki at izabelevearts@outlook.com.

Application materials due March 16, 2026

Please note that in-person auditions will be held during the final week of April 2026, in Denver, Colorado. Candidates advanced to the final round are required to attend this audition in person.

DYAO is committed to the goal of building a culturally diverse staff to serve the needs of our families, patrons, and community. We encourage individuals of all backgrounds to apply. The Denver Young Artists Orchestra is an Equal Opportunity Employer. We are dedicated to the principles of equal employment opportunity in any term, condition, or privilege of employment. We do not discriminate on the basis of ancestry, citizenship, race, color, religion, sex, sexual orientation, age, marital status, national origin, disability, military status, veteran status, or any other status protected by federal, state or local law.

