



SEEKING ARTISTIC DIRECTOR

The Minnesota Chorale, a semi-professional chorus in its 54th season, serves as the official choral partner of the Minnesota Orchestra and presents its own award-winning programming. With the upcoming retirement of its longtime director, Kathy Saltzman Romey, the Minnesota Chorale seeks an Artistic Director who will bring new ideas that build upon its traditions of success in artistic partnerships, community collaborations, educational experiences, and intergenerational singing. The Artistic Director sets the creative direction for and ensures the musical excellence of the Minnesota Chorale while fostering a collaborative environment for innovation and growth.

Key Responsibilities

1. **Creative Direction**
 - Establishes artistic direction for Chorale
 - Partners with Executive Director to create overall schedule of concerts and commissioned works
 - Selects repertoire for Chorale-produced concerts guided by Chorale's [Mission, Vision, Values, Guiding Principles](#), and [United Belonging Statement](#)
 - Produces program notes, reviews publicity, and provides remarks for Chorale-produced concerts

2. **Musical Leadership and Management**
 - Auditions all members of the Chorale and creates rosters for each concert from the pool of volunteer singers and section leaders (currently 180 and 70 respectively).
 - Prepares and rehearses Chorale for Minnesota Orchestra concerts while discerning and implementing the vision of the orchestra conductor
 - Prepares and directs rehearsals and performances for Chorale-produced concerts
 - Selects Chorale assistant directors, accompanists, soloists, and instrumentalists and leads searches for conductors of other groups in Chorale's Family of Choirs as needed
 - Oversees artistic staff of Chorale – [Organization Structure](#)

3. **Collaborative Relationships**
 - Maintains clear and open communications with the Board, Chorale staff, and musicians
 - Partners with the Board and Executive Director to assure fiscal health and organizational stability
 - As choral advisor to the Minnesota Orchestra, consults on programming and advises on choral resources for joint projects
 - Supports stewardship through engagement with sponsors and donors
 - Develops and fosters collaborations with community partners
 - Represents the Chorale as its artistic leader in local, regional, national, and international settings

Qualifications

- **Education:** Master of Music degree in choral conducting or related field
- **Experience:** five years or more choral conducting experience, prefer experience conducting a semi-professional chorus or adult chorus

Attributes

- **Accomplished:** has broad knowledge of choral repertoire ranging from a *cappella* pieces to masterworks; leads performances that include choral and orchestral musicians and soloists; runs motivating and efficient rehearsals that promote vocal health; has expertise in vocal technique, choral diction, and pedagogical skills; leads with empathy, integrity, and respect
- **Connected:** creates and thrives on strong relationships with internal and external stakeholders, has a network of established relationships within the Twin Cities or the ability to create one with targeted introductions, active in Chorus America and/or American Choral Directors Association
- **Dynamic:** demonstrates confidence and resiliency, anticipates and adapts to changing circumstances while preserving enthusiasm and artistic excellence, implements detailed plans well
- **Engaging:** inspires and connects with singers and audiences, communicates with authenticity, demonstrates humility and humor, has emotional intelligence and strong interpersonal skills
- **Innovative:** shows passion for developing new ideas and embracing new technologies to lead the Chorale and its Family of Choirs into a vibrant future

Commitment and Compensation

- **Time Commitment:** this Minnesota-based position averages 20 hours per week, more in concert weeks and less in the summer
- **Reporting Structure:** reports to the Board of Directors per attached [Organization Structure](#)
- **Salary:** \$45,000 - \$55,000 annually depending on qualifications and experience
- **Benefits:** stipend for health insurance; 401(k) plan; vacation; earned sick and safe time; budget for professional memberships and development; Minnesota Chorale offices are closed the week between Christmas and New Year's Day as well as the week of the Fourth of July

Application Requirements and Process

By **July 31, 2026**, please submit these materials to the Chorale [Artistic Director Search webpage](#):

- Letter of interest
- Resume or curriculum vitae
- Link to a live video recording of about ten minutes of a recent choral rehearsal and about ten minutes of a recent performance
- Two programs from recent concerts and a description of your conducting and programming role
- List of three to five professional references
- Completed chart of major choral works on [search webpage](#)
- Completed selections for mock concert as described on [search webpage](#)

A search committee composed of Chorale Board members, singers, and community representatives will consider applications according to this timeline:

- Review of Applications will begin **August 1, 2026**
- Anticipated Virtual Interviews (will be recorded) **October 20-23, 2026**
- Anticipated In Person Interview/Audition (will be recorded) **January 9-10, 2027**
- Anticipated Extended Offer **February 2027**
- Employment will begin on **July 1, 2027** for the 2027-2028 concert season

Questions? Email search@mnchorale.org