



Position Title: OSYO String Orchestra Conductor
FLSA Status: Part-Time, Non-Exempt
Job Location: Oakland, CA and Greater East Bay
Reports To: Youth Orchestra Director and General Manager

GENERAL DESCRIPTION:

The Oakland Symphony Youth Orchestra String Orchestra serves as the primary string feeder program for the Oakland Symphony Youth Orchestra. The String Orchestra Conductor is responsible for the overall artistic direction and music education development of the OSYO String Orchestra and its members according to the guidelines established by Youth Orchestra Director and General Manager. This includes, but is not limited to, evaluating auditions, selection of players and repertoire, and leading rehearsals and performances. We seek a String Orchestra Conductor who prioritizes a diverse, equitable, and inclusive environment and is passionate about increasing the reach and impact of String Orchestra Conductor.

ORGANIZATION INFO

Oakland Symphony strives to enrich the city's cultural life by championing symphonic and vocal music performance and music education. It is a leading regional performing art organization that is nationally known for its inclusive programming and connection to the community.

DUTIES AND RESPONSIBILITIES:

Orchestra Leadership

- Conduct the String Orchestra in weekly rehearsals from August through May in preparation for concerts and special events, such as side-by-side concerts. Primary concerts include fall, winter, and spring performances.
- Rehearsals are Sunday afternoons, 2:15-4:45pm, and performances usually Saturday afternoons/evenings, at locations across the East Bay.
- Reinforce orchestra members' understanding of concert etiquette and standard performance practices. Maintain high standards of personal musicianship, as well as high standards for the orchestra membership. Communicate responsibility and expectations to all students and parents, and be available to converse with them during breaks, as well as before and after rehearsals.
- Adjudicate entrance and seating auditions in collaboration with coaches and YO Director.
- Select repertoire appropriate to the performance level of the orchestra's membership that, a) ensures the effective use of all orchestra members, b) is suitable to the instrumentation available in the orchestra, c) provides an enjoyable and rewarding experience for the students in terms of improving their performance skills, musicianship and growth, d) has the appropriate bowings for string players prior to the first rehearsal. Repertoire selections must be finalized, approved by YO Music Director, and shared with Oakland Symphony staff and Librarian at least 5 weeks prior to

the first rehearsal. Seating audition excerpts must be selected and shared with staff 3 weeks prior to first rehearsal.

- Make arrangements adjustments for repertoire to accommodate ensemble instrumentation balance needs. For example, arrange viola parts for violin 3 section to account for lack of viola membership.
- Coordinate with the Oakland Symphony Librarian and Youth Programs Manager to acquire scores. Ensure that all bowings and markings are clear and consistent.
- Evaluate the performances of the Orchestra at the conclusion of the season and meet with YO Music Director to share overall accomplishments, strengths and areas for growth. In addition, following the conclusion of the season, with the YO Director, General Manager, and Youth Program Manager, review input from orchestra members, parents, education staff and coaches.

Concerts, Planning and Collaboration

- Collaborate with the Youth Orchestra Director to develop long-range artistic and educational goals and to plan the upcoming concert season.
- Collaborate with the Youth Orchestra staff on developing and implementing an active recruitment strategy both for overall quality and number of students, as well as building a pipeline for more difficult to recruit instruments: viola and bass.
- Notify the Youth Program Manager (YPM) and Youth Orchestra Director at least one month in advance of a planned missed rehearsal. Three scheduled absences are allowed; per season, excluding concert, dress rehearsal. And retreat/intensive dates .
- Will work with YPM and YO Director to create a substitute conductor list and plan for absences.
- Meet at least monthly with the Youth Orchestra Director during the concert season and weekly with the Youth Program Manager to ensure all logistical and strategic communications are executed in a timely and efficient manner.

QUALIFICATIONS:

- Minimum of 3 years' experience leading and coaching strings lessons and/or group ensembles, experience leading or conducting youth orchestras preferred.
- Degree in music performance, preferably on a string instrument
- Extensive knowledge of orchestral repertoire and practices along with an appreciation for a wide variety of genres of music.
- Exceptional oral and written communication skills as well as the ability to effectively manage relationships with students, parents, and staff.
- Superb ability to motivate others, especially young musicians.
- Comfortable speaking with a large group of people and with various organizational stakeholders.
- Must be available to work every Sunday from 2:15-4:45pm during the season, select daytime hours, concert weekends, and evening hours as needed.
- Must be able to pass a fingerprinted background check.
- Must have permanent work eligibility in the United States.
- Must have reliable transportation to travel to various locations throughout the East Bay.

POSITION:

The Conductor, OSYO String Orchestra is a part-time, non-exempt position. Programmatic activities generally take place at venues across the East Bay and Tri-Valley areas. Other administrative tasks may be performed remotely.

COMPENSATION:

Target compensation for this position is \$100/hour. Schedule will vary depending on planned activities, but average is anticipated to be approximately 5 hours per week, about 180 hrs a season.

TO APPLY:

Email cover letter and resume by **Friday, August 7, 2026**, to jobs@oaklandsymphony.org. Include job title in subject line. No phone calls, please.

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