

Appointment of the Havant Symphony Orchestra Conductor from 2013/2014 season

Information for Prospective Candidates

Introduction

The Havant and District Orchestral Society ('The Society') seeks an exceptional, experienced conductor and orchestral trainer for the Havant Symphony Orchestra (HSO) to succeed its founder-conductor, Peter Craddock. Peter will retire from the HSO at the December 2012 concert after more than 50 years. He will remain as conductor of the Havant Chamber Orchestra. Peter's replacement as conductor of the HSO will have the capacity and commitment to take on the traditional three main concerts per season and, potentially, additional concerts designed to attract wider and younger audiences. The HSO is primarily an amateur orchestra though it benefits from a number of music professionals as regular players as well as other professionals who join us on an ad hoc basis. HSO rehearsals, approximately ten per concert, are currently held on Friday evenings in central Havant. Concerts are held mainly in Fareham, with others at Hayling Island and Waterlooville.

The HSO conductor will also coach and mentor future Bob Harding (conducting) Bursary holders. Now in its 25th year, the Bursary is open to talented young musicians undertaking post-graduate conducting studies at the London music conservatoires. Many former Bursary holders are now highly successful professional conductors in the UK and overseas.

The Havant Orchestras have well developed administrative support, a solid base of season ticket holders, professional quality marketing and publicity and a 700 work orchestral library (which yields a healthy hire income).

For further information about the HSO, the HCO and the Society please see our website:

<http://www.havantorchestras.hampshire.org.uk>

Terms of engagement, including fees, will be negotiated with the successful applicant but will be within 'Making Music' (National Federation of Music Societies) guidelines.

There follow: an outline job description, a person specification and the process and indicative timetable for the recruitment, selection and appointment of the HSO conductor. These are a basis for discussion. The Society reserves the right to vary any aspect at its discretion.

Job Description

- Select programme and soloists in consultation with the HCO Conductor and Committee.
- Determine an appropriate rehearsal schedule in consultation with the Administrator and Committee.
- Select players as required – including last-minute replacements – in conjunction with the Orchestral Manager
- Prepare and conduct rehearsals to achieve excellence and enjoyment for players and audience alike.
- Ensure the musical development of the HSO to continuously improve performance standards and overall playing capability
- Assess new HSO players in consultation with the HSO Leader and appropriate Section Leader

Job Description...continued

- Arrange the hire of works as necessary with the Orchestral Librarian
 - Determine the orchestra seating plan for concerts appropriate for the programme and venue in conjunction with the Administrator
 - Agree fees for players, in discussion with HCO Conductor and Orchestral Manager as necessary
 - Communicate players' fees required to the Treasurer
 - Appoint* and coach Bursary Conductors
- * as a member of the selection panel which makes a recommendation for Committee approval*
- Ensure all string parts are bowed in conjunction with the HSO Leader and other string Section Leaders
 - Identify appropriate additional playing opportunities for the HSO and related ensembles (e.g. string and wind groups)
 - Write or otherwise provide programme notes for all works to be performed
 - Contribute to the promotion of the orchestra
 - Work collaboratively with the Committee, the Society's officers and members within the Constitution, artistic and financial plans and any other constraints
 - Contribute to the overall development and sustainability of the HSO and the Society.

Person Specification

Essential:

- Formal music training to degree standard or equivalent
- Training as a conductor – whether initially or as later professional development
- Significant, varied orchestral conducting experience (including both amateur and professional players)
- Experienced orchestral trainer able to evidence the development of one or more orchestras' capability and performance standards
- Demonstrable evidence of coaching amateur players to achieve their maximum potential
- Wide experience of working with and conducting professional concerto soloists
- Highly effective rehearsal planner and time manager
- Available for all concerts and the majority (80% *to be discussed*) of rehearsals, with flexibility to respond to changes and additional requirement and opportunities
- Able to balance attaining and maintaining high performance standards and good discipline with creating an environment that will stimulate, engage and inspire players and audience alike
- Lives within reasonable daily travelling from Havant
- Highly skilled and experienced in programme planning
- Ability to coach and inspire younger conductors on the Bob Harding Bursary scheme
- Interpersonal skills to be an effective ambassador for the HSO and HADOS
- Creative and innovative, musically and organisationally

Desirable:

- Accomplished performer on at least one orchestral instrument
- Knowledge of and contacts with suitable players
- Well known as a professional conductor and orchestral trainer
- Well connected with the London and other music colleges

Person Specification – *Desirable... continued*

- Well connected with other orchestras - professional and amateur
- Well connected with choirs, music societies and other music organisations
- Not currently conducting another orchestra in or close to The Havant Orchestras area.

Selection Process *(with indicative timescales)*

Identify candidates	<i>October 2011</i>
Preliminary discussions	<i>October -2011</i>
Short-listing	<i>November 2011</i>
Detailed discussions	<i>November</i>
Rehearsal invitations <i>to be discussed</i>	<i>December 2011 (for rehearsals in January – May 2012)</i>
Guest Conductor invitations <i>2013)</i>	<i>June 2012 (for concerts on 16th March 2013 and 6th July</i>
Appointment	<i>from 2013 – 2014 season.</i>

Contact:

The recruitment and selection process is being co-ordinated by Steve Bartholomew, Committee Member. Alternatively, contact Tony Gutteridge, Chairman by email: acg@waitrose.com

Steve Bartholomew

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for and on behalf of The Havant Orchestras administered by:

The Havant and District Orchestral Society, Registered Charity number: 288747