



California Desert Chorale Artistic Director Job Description

The California Desert Chorale was founded in 1994. The Chorale exists to bring joy to singers and audiences alike by providing a wide variety of choral and other inspiring vocal musical performances designed to entertain, educate, and enrich the diverse audiences of Southern California's desert communities. Our repertoire ranges from classical masterworks to contemporary pieces and lighter choral works.

California Desert Chorale is proud to be an Equal Opportunity Employer. We welcome applicants from all backgrounds and do not discriminate based on any protected characteristic under federal, state, or local law.

Chorale Bylaws - Artistic Director

Article V, Section 1: The Board shall engage an Artistic Director who shall report directly to the Board and have responsibility, under the direction of the Board, for all musical activities of the Corporation. The Artistic Director, may, subject to the approval of the Board appoint such assistants as may be needed. The Artistic Director shall, whenever requested, report to the Board, and shall perform such other duties as may be assigned to them by the Board. The Artistic Director shall submit all proposed programs to the Board, at least, one year in advance, for its approval as to financial feasibility.

Article VI, Section 1: The Artistic Director shall audition and prepare a chorus, which shall present concerts and other performances of choral music to the public; tour; record; and provide educational programs.

Responsibilities

The Artistic Director provides the artistic vision and direction for the California Desert Chorale, which includes responsibilities such as repertoire selection, concert programming, and the development of educational outreach initiatives. In this role, the Artistic Director works closely with the Board to set strategic goals, plan annual seasons, and ensure that artistic objectives are thoughtfully aligned with the organization's broader priorities. The Artistic Director leads and supervises all chorale performances, maintaining open and collaborative communication with the Board of Directors to support both the artistic growth and organizational success of the Chorale.

Artistic Leadership and Chorale Management

- Provides overall artistic leadership and direction to the chorale
- Responsible for the artistic quality of all musical presentations of the Chorale or small groups
- Shall serve ex-officio, non-voting, member of the Board, and attend monthly Board meetings
- Recruits and auditions all chorus members and re-auditions as necessary
- Supervises artistic aspects of repertoire selection
- Conducts rehearsals of the Chorale. If it is necessary for the Director to miss a rehearsal, they will ensure the integrity of rehearsal time conducted by appropriate substitute
- Assists in preparation of programs, flyers, and other advertising for concerts, including writing notes for program booklets
- Appoints section leaders and manages their activities
- Provides on-going instruction in vocal production and choral techniques with the goal of improving the artistic quality of the chorale
- Auditions, hires and prepares instrumentalists, professional soloists and other performers, and provides for fee negotiation with the Board
- Supervises all accompanists
- Collaborates with Board on acceptance of run-out requests, maintaining artistic vision and repertoire
- Assists the Board in developing new streams of revenue, finding new venues for performances, and developing new collaborations with other choirs and musical organizations
- Ensures, in collaboration with Board, completion of annual ASCAP/BMI reports
- Works with Board to establish intern and scholarship programs.

Board Relations

- Presents monthly report to the Board regarding status and quality of all artistic programs and projects
- May attend committee meetings to represent the artistic side of the organization
- Participates in fundraising activities

Public Relations

- Serves as the official spokesperson for the organization
- Participates in community activities that further the name recognition of the chorale
- Represents the chorale in media appearances as necessary
- Participates in music and professional organizations both locally and nationally. Funding may be available to cover costs of attending workshops and conferences.
- Collaborates with management in developing marketing and fundraising campaigns

Other duties as needed/assigned

Requirements

- Choral director experience
- A music degree or equivalent professional experience
- Organizational and planning abilities
- Can work effectively with singers of all skill levels
- Effective interpersonal skills, including the capacity to build rapport with choir members and audiences
- Experienced in choral literature and conducting both classical, modern, popular and Broadway works

Contract and Compensation

The Artistic Director is a part-time position for a term to be determined with potential annual renewal. Compensation will be based on experience and qualification, with potential compensation ranging from \$15,000 to \$20,000 annually. California Desert Chorale is a 501(c)(3) non-profit organization.

Application Process

- To apply, please submit the following items to the Search Committee by December 20, 2025
- Letter of interest
- Resume
- Sample of previous programs conducted
- A minimum of three references, including contact information (Name, telephone number, email address as well as their relationship to you)

Applications should be submitted electronically by email to
President@californiadesertchorale.org

In January 2026, selected candidates will be required to submit the following additional information

- A proposed outline for a season of concerts consisting of a holiday concert and a spring concert
- Two video recordings of performances conducted

Any additional materials you believe will support your application (e.g. samples of arrangements of compositions, audio recordings of performances, etc.)