

**Chicago Chorale**

**Artistic Director Position**

**December 1, 2025**

**Position Overview**

As we approach the retirement of our founding Artistic Director in June of 2026, Chicago Chorale seeks a visionary musical leader who will work closely with the Board of Directors to set the course for the organization's next chapter.

The Artistic Director is the organization's primary representative to its singing members and the community, promoting excellence in performance, excitement about the group's mission, and investment by its stakeholders. This is a part-time, contract-based position that will include regular evening and occasional weekend rehearsals as well as attendance at Board meetings and other periodic commitments. While the hours are non-standard, responsibilities are expected to average 10 to 15 hours per week. The Artistic Director is supported by a part-time Managing Director. The position is renewable by mutual agreement of the Artistic Director and the Board of Directors.

Please note that this successful candidate will begin their term as Artistic Director of Chicago Chorale in summer 2027 in advance of the choir's 2027-28 season. As part of the selection process, three finalists for the Artistic Director position will be invited to serve as paid Guest Conductors for the choir's 2026-27 season. As a finalist, you would select repertoire and prepare the choir over a ten-week rehearsal period that includes eleven rehearsals and culminates in two performances in Chicago on mutually agreed upon dates.

**About Chicago Chorale**

Chicago Chorale is a distinguished, 60-voice choir based in Chicago's historic Hyde Park neighborhood and composed of dedicated volunteer singers from throughout Chicagoland and Northwest Indiana. Founded by Bruce Tammen in 2001, we rehearse weekly on Wednesday nights and occasional Saturday mornings, and currently program three concert cycles per year, performing in November, March, and late May or early June. In addition to our concert programs, we participate in community events each year during the month of December: a Vespers service at a local monastery and a caroling sing-along that raises funds for non-profit organizations on the city's south side.

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Our repertoire ranges from beloved *a cappella* and orchestral works to overlooked masterpieces and newly commissioned music. We are known for delivering sensitive and thought-provoking performances of classical, baroque, romantic, and neoromantic works sung in their original languages. With more than ten recordings, multiple Ravinia performances, and four international tours to our credit, we are committed above all to artistic excellence and integrity and to challenging and inspiring our singers and audience members alike.

## **Mission**

Chicago Chorale enriches the lives of those in its community by broadening awareness of and deepening its audience's emotional connection to great choral music.

## **What Sets Us Apart**

- **Volunteer Ethos:** We are a professional-level ensemble of singers who cultivate our craft out of love and dedication, giving freely of our time and talent; no one is paid to sing in the ensemble
- **Challenging Repertoire:** Our members expect to perform difficult music. While they bring a spectrum of formal training levels to the group, Chorale singers practice outside of rehearsals and discipline themselves during rehearsals to master the musical and linguistic details of the works we sing
- **Artistic Excellence:** Rigorous auditions and rehearsals enable us to uphold the highest performance standards and distinguish ourselves within Chicago's classical music community

## **Responsibilities of the Artistic Director**

- **Artistic Leadership:**
  - Collaborate with the Board of Directors to develop and execute an Artistic Vision
  - Plan and conduct three concert programs annually (September–June)
  - Select diverse and challenging repertoire
  - Recruit and audition singers to maintain performance standards
  - Hire and oversee rehearsal accompanist
  - Supervise any recordings or contracted performances outside of the concert season (e.g., Ravinia, other summer opportunities)
  - Contract with musicians for performances involving orchestras, instrumentalists, and/or soloists
- **Rehearsals and Performances:**
  - Conduct all rehearsals and performances

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- Collaborate with the Managing Director to identify rehearsal and performance venues
- **Administrative Duties:**
  - Collaborate with the Managing Director to maintain member rosters and oversee singer attendance
  - Collaborate with the Managing Director on the design of marketing materials.
  - Write or delegate writer for concert program notes
  - Collaborate with the Managing Director on the design and copy for concert program books
  - Coordinate with Chorale's music librarian to oversee the music library; select and purchase musical scores
  - Participate in and prepare reports for Executive Committee meetings, Board meetings, and annual Board retreat
- **Community and Audience Engagement:**
  - Engage with the community to build audiences and partnerships
  - Prepare and conduct Vespers and Caroling Sing-Along performances
  - Participate in fundraising activities (donor appreciation and development events)
  - Network with other Chicago arts organizations

## Qualifications

- **Education:** Master's degree in Music with an emphasis in choral conducting or equivalent experience
- **Experience:** Minimum of 5–7 years choral conducting, including work with volunteer choirs and singers of varying skill levels. Comprehensive knowledge of classical Western choral repertoire and vocal production. Experience conducting instrumentalists is preferred, but not required.
- **Skills:**
  - Strong verbal and written communication abilities
  - Proficiency with electronic communication; familiarity with Google Suite is a plus
  - Experience in fundraising, donor development, marketing, social media, and community outreach is preferred, but not required
- **Personal Attributes:**
  - Demonstrated commitment to Chicago Chorale's mission
  - Ability to inspire and work effectively with volunteer singers and stakeholders
  - Dedication to fostering the artistic growth of the organization
  - Warmth and emotional intelligence

### **Compensation**

The expected annual compensation for the position will range from \$30,000 to \$35,000, depending on qualifications and experience.

Each of the three finalist guest conductors selected for the 2026-2027 season will receive a stipend of \$8,000 over the course of their respective preparation periods.

### **Application Procedure**

Interested candidates should submit the following:

- A cover letter detailing their interest and qualifications
- A current resume or curriculum vitae
- Example programs from 3 concerts that they have programmed and conducted (including name of choir, date of concert, and list of pieces performed)
- Contact information for three professional references

Please send application materials to [apply@chicagochorale.org](mailto:apply@chicagochorale.org).

Note that applicants selected to advance through the process will be subsequently asked to submit a video recording of them leading a rehearsal. Candidates will also be asked to submit a sample program that they would propose for Chicago Chorale to perform in a future season.

### **Application Deadline**

Applications are due by January 15, 2026.

Chicago Chorale is an equal opportunity employer and encourages candidates from diverse backgrounds to apply.