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NEW WAVE SINGERS OF BALTIMORE

ARTISTIC DIRECTOR JOB DESCRIPTION

Reports to: Board of Directors

Position Type: Part time, 1099 contractor position that runs for 12 months, July through June, with payments every month.

Time Commitment: Average of 10 – 15 hours/week over 12 months

Compensation: \$12,000-15,000 annually, commensurate with experience

Organization Summary: The New Wave Singers of Baltimore (NWSB) is a fully inclusive lesbian, gay, bisexual, transgender, queer, and ally community chorus, established in 1985. NWSB is an auditioned SATB chorus of approximately 70 singers. All concerts include music from a wide range of genres.

NWSB is a 501(c)(3) charitable organization with a Board of Directors elected from the membership, and is a member of GALA Choruses, a national organization that supports LGBTQ+ choruses around the world through a quadrennial musical festival, symposia, and other resources. The chorus traditionally performs at the GALA Choruses festival in varying cities every 4 years, providing valuable opportunities for learning, sharing, and connecting with other GALA choruses.

Website: [newwavesingers.org](http://www.newwavesingers.org)

Position Summary: The Artistic Director (AD) determines the artistic direction of the Chorus, selecting music and themes. The AD creates concert programs, auditions singers (twice a year), conducts rehearsals, and develops the musical skills of the members. The AD works collaboratively with the accompanist, to manage sectional rehearsals.

Duties and Responsibilities:

- Develops programming and determines concert theme and repertoire, coordinating with the Music Librarian about the ordering and distribution of music. Collaborates with the accompanist in preparing and presenting the season's major concerts.
- Directs weekly (Tuesday evenings) and occasional extra rehearsals of the Chorus during the season; communicates with members in a regular and timely fashion about details of rehearsals.
- Collaborates with the accompanist in creating small ensembles for concerts and outreach programs.
- Secures additional musical performers for performances, as needed.



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- Conducts chorus, instrumentalists, and ensembles (as needed) in performances.
- Communicates regularly with the Chorus Board and other Chorus leadership; Attends Board meetings and planning initiatives as Ex-Officio Member and provides a monthly report to the Board and coordinates on performance details
- Networks with other arts organizations, music directors, and community groups to increase the visibility of the Chorus and to explore collaborative opportunities and build relationships.

Timing/Scheduling Specifics:

- NWSB currently rehearses on Tuesday evenings (7:00pm-9:30pm EST) at Grace United Methodist Church (5407 North Charles Street, Baltimore, MD 21212).
- The traditional schedule of NWSB is two semesters, September through December and January through June, with concerts in early December and early June.
- The spring semester also includes a Showcase/Cabaret fundraising event with musical theater elements, solos, and small group performances.
- NWSB also performs one to three outreach performances in the community per semester, which involve 15-60 minutes of music and take place at another organization's event.

Minimum Qualifications:

- Holds at the minimum a bachelor's degree in a relevant area, such as: Conducting, Music Education, Music Performance, or Church Music
- Has 3 or more years of choral conducting experience
- In conducting, has used gender-inclusive knowledge of appropriate vocal techniques for all voice types using an ability to sing a cappella and demonstrate vocal parts
- Has directed choral music from a variety of genres, including classical and popular/contemporary

Desired Professional and Personal Characteristics:

- Holds advanced (Master) degree in relevant area
- Has ability to play the piano
- Maintains musical integrity and high level of musical standards and challenges and supports the chorus with these standards
- Has demonstrated skill in training and instructing singers with diverse musical background
- Has experience in directing choruses of varying sizes.
- Models and encourages motivation, discipline, and joy of singing
- Works effectively with boards, accompanists, and volunteers



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- Demonstrates respect for and an awareness of the challenges faced by transgender and gender non-conforming individuals. Understands and appreciates the LGBTQ+ community's struggles for equality and celebrations of achievements

Questions: Please direct question to the search committee chairperson, Donna McKusick at dmckusick@icloud.com

Applications: Submit to performances@newwavesingers.org

- Statement of Interest should include timeline for availability for interview and to start job
- CV or resume
- List of references
- Optional but highly encouraged: video recording of conducting work (either rehearsal or performance)

We are hoping to hire in Spring 2026 before the start of our Fall 2026 season. Best consideration for submission is by March 1, but we will accept applications until position is filled.

The application process may include leading a demonstration to entire chorus including warm-ups and teaching the chorus a new piece.