

Position Title: Choral Director

Reports To: Senior VP and Chief Operating Officer*

Status: Part-Time, Exempt

Position Summary

The Choral Director leads all artistic and organizational aspects of choral programming for the Colorado Springs Philharmonic. This is a unique opportunity to help shape something exciting — to bring together the region's existing choral talent into a unified community of singers who perform major choral works and grow in artistry, fellowship, and musical excellence over time.

* While administratively reporting to the Chief Operating Officer, this role works in close and direct artistic collaboration with the Music Director — whose vision drives all Philharmonic programming — and with the Associate Conductor. Reporting for artistic matters will be to the Music Director.

This role requires an experienced choral conductor who can maintain deep roots in the regional choral community, the organizational skills to bring together the region's existing choral talent into a thriving ensemble, and the personal warmth to cultivate a choir culture that singers are proud to be part of.

Primary Responsibilities

1. Artistic Leadership

- Serve as the artistic leader for all Philharmonic choral projects, preparing singers to perform at the highest level under the direction of the Music Director.
- Lead all choral rehearsals prior to combined orchestra-choir rehearsals, representing the Music Director's artistic vision.
- Establish and maintain high standards of musical preparation, including pitch, diction, phrasing, and memorization as required.
- Attend and lead all choir performances and concert-week rehearsals and provide assistance by listening for balance in the hall.

2. Choir Development

- Cultivate relationships with singers and choral organizations across the Pikes Peak region, serving as a connector and champion for the regional choral community.
- Recruit, audition, and maintain a large roster of qualified singers drawn from the region's rich choral talent.
- Conduct voice assessments and auditions, including piano accompaniment for those processes.
- Collaborate with the Center for Future Audiences to advance shared goals around amateur artistry and community musicianship.
- Foster a choir culture grounded in artistry, community, and a genuine joy of singing together.

3. Planning and Coordination

- Collaborate with Philharmonic staff on rehearsal scheduling, venue coordination, singer communications, and music library needs.

- Provide timely input on repertoire requirements, singer counts, and rehearsal timelines for each project.
- Participate as a member of the Philharmonic team, contributing to organizational planning and communication as needed.

Other Duties

- Attend and represent the Philharmonic at concerts, rehearsals, and events.
- Assist the Music Director occasionally at rehearsals by listening for balance, etc.
- Handle sensitive information with utmost confidentiality and discretion.
- Support cross-departmental communication and workflow as needed.
- Represent the Philharmonic with courtesy, efficiency, and a collaborative spirit in all internal and external interactions.
- Other duties as assigned.

Qualifications

- Demonstrated experience conducting large amateur or community choirs.
- Proven track record of building or growing a choral program.
- Piano skills at least proficient enough for auditions and choral warmups.
- Ability to build relationships quickly within the regional choral community. Relocation assistance available for the right candidate.
- Exceptional interpersonal skills and the ability to build a healthy, welcoming choir culture.
- Excellent organizational and communication skills.
- Availability for evening and weekend rehearsals and performances.
- A collaborative, positive, and flexible attitude consistent with the Philharmonic's culture.
- Initiator who meets deadlines and maintains an active presence at Philharmonic events.
- Must be able to travel independently to various locations, utilize office equipment, carry out the functions necessary to do the work, and perform the essential physical requirements of the position, with or without reasonable accommodation.

Compensation & Benefits

Compensation is structured as a combination of a per-project fee and an hourly rate for ongoing responsibilities, with an anticipated annual range of \$15,000–\$25,000 depending on the number of projects. Benefits package includes paid time off, SIMPLE IRA with 3% employer match, free access to building-provided fitness center, comp time, garage parking, and concert tickets as available.

Application

Deadline Friday, October 2, 2026.

Submit an email to dbrunette@cphilharmonic.org with the subject line “Choral Director Inquiry” including a) your cover letter and CV as a single PDF file, and b) up to 3 YouTube or other links to video of your conducting in rehearsals and/or performances.