



Beginning in the 2028 - 2029 concert season, the Artistic Director will serve as the artistic leader and community ambassador of the Vancouver Island Symphony. The VIS presents a season of 7-12 concerts at The Port Theatre in Nanaimo and a series of three concerts at the Sid Williams Theatre in Courtenay on beautiful Vancouver Island, British Columbia. In addition to main stage presentations, the VIS offers a Music Education Program for all Grade 4-6 students in the region, A Family Series and a Summer Festival. The VIS is committed to commissioning and recording new work by Canadian composers annually.

The Vancouver Island Symphony has a dedicated core of 38 professional musicians that reside in Metro Vancouver and on Vancouver Island. The orchestra expands to 45-50 musicians depending upon the repertoire.

JOB DESCRIPTION

The role of the Vancouver Island Symphony's Artistic Director is threefold:

- **Artistic:** In consultation with the CEO and Artistic Committee, the Artistic Director drives the orchestra's artistic decisions and activities, including programming, guest artist selection, commissioning, and special projects. The Artistic Director also serves as principal conductor.
- **Community:** The Artistic Director participates actively and directly in community engagement and outreach initiatives, embracing the cultivation and stewardship of patrons, media, funders, and community members. The Artistic Director is committed to raising the profile of the orchestra in the central Vancouver Island region, expanding its audience, and ensuring its ongoing sustainability.
- **Administrative:** At the VIS, the Artistic Director works closely with the Personnel Manager, the Music Librarian, the New Music Manager, the Concertmaster, and the Production Coordinator. They are expected to support marketing and fundraising initiatives for the VIS. Written artistic plans are required on an annual basis.

QUALIFICATIONS

As the successful candidate for the role of the Vancouver Island Symphony's Artistic Director, you possess a commitment to the following:

- **Artistic Leadership:** You are committed to a culture of consistent artistic excellence. You are an exceptional musician and orchestral conductor, with a proven record and qualifications in orchestral leadership. You are committed to providing a positive professional collaborative experience for all musicians, treating them with fairness, collegiality, and respect.
- **Innovation & Diverse Programming:** You will serve as the primary decision maker on the concert programming. You possess deep knowledge of artists and repertoire and have a strong commitment to Canadian composers and performers. Your programming decisions will balance risk-taking and audience preferences within a tight financial framework, and you are able to sustain creativity and musical diversity within the orchestra's complement of instruments.
- **Audience Development:** You are a passionate communicator and interpreter, willing and able

to engage publicly and personally with audiences. You can relate both to new and experienced listeners, and you will speak regularly from the stage to enhance the audience's experience.

- **Relevant education and experience:** You possess a degree in music and appropriate experience as a conductor and have previous experience working with a professional orchestra.
- All applicants for this position must be Canadian Citizens or Permanent Residents.
- The Artistic Director reports to the CEO.

HOW TO APPLY

Please submit to **The VIS Search Committee all written items # 1 and # 2 in one PDF file.**

1. A letter of interest, your curriculum vitae (up to five pages), a list of repertoire you have conducted and
2. Three (3) examples of orchestral programmes: one for a large orchestra, one for medium size orchestra and one chamber orchestra.
3. Up to three (3) contrasting video links of your conducting and oral interaction with audiences; each up to 15 minutes in length. Please provide the date, repertoire, and context of these performances.

September 1, 2026, Submission Deadline: Electronic (only) applications submitted here:

<https://tinyurl.com/VISYMPHONY> Please submit all text documents in one PDF file to upload. Up to three (3) video files can be uploaded. On ALL files, please include your *Last Name, First Name*. All applications are confidential.

November 1, 2026: Successful candidates will be chosen to conduct concerts in the Symphony's 2027-2028 Season.

The new Artistic Director will commence responsibilities for the 2028-2029 season: the position will remain open until the ideal candidate has been found.

Compensation will be discussed at the time the position is offered. Range: \$85,000 - \$95,000.

The Vancouver Island Symphony is committed to the principles of employment equity, diversity, and respect in the workplace.

Thank you for your interest in this position with the Vancouver Island Symphony.

We are grateful to live, work and perform on the traditional, ancestral and unceded territories of the Snuneymuxw, Snaw-Na-Was, K'ómoks First Nations.

**PO Box 661, Nanaimo, BC V9R 5L9 | 250.754.0177
www.vancouverislandsymphony.com**