

# Antwerp Symphony Orchestra

## Vacancy: Artistic Director

*The Antwerp Symphony Orchestra is the symphonic orchestra of Flanders and Belgium. As a professional arts institution, it moves and inspires the widest possible audience by performing, producing, and presenting (concert) experiences of the highest artistic level. Each season, we present around one hundred symphonic concerts in Belgium and abroad, alongside over 150 educational and outreach activities.*

*At the Queen Elisabeth Hall, the home base of the Antwerp Symphony Orchestra, the orchestra is responsible for the classical concert programming, including concert series featuring world-class international orchestras.*

To help shape and expand our artistic direction and programming, we are seeking an inspiring and strategic **Artistic Director**.

### Your Role

As Artistic Director, you will define the artistic vision of the Antwerp Symphony Orchestra in collaboration with the chief conductor, the intendant, and the executive committee, and in consultation with the artistic committee. You will translate this vision into a compelling and financially sound programme. You will lead the artistic and stage management departments, ensuring optimal artistic, logistical, and technical conditions for all productions and activities.

You will be responsible for:

- Developing both long-term and short-term artistic planning, including the programming of international guest orchestras, tour planning, and educational projects.
- Shaping the artistic content of the season's programming with a strong focus on quality, innovation, and audience development, as well as overseeing the dramaturgical aspects in collaboration with the communication department.
- Negotiating fees and buyouts, contract management, and budget monitoring.
- Leading and coaching the staff in the artistic and stage management departments, with attention to process monitoring and improvement.
- Collaborating with the artistic committee, composed of orchestra musicians.
- Maintaining and expanding a broad international network of conductors, soloists, artist agencies, and concert organisers.
- Representing the Antwerp Symphony Orchestra within the (inter)national classical music scene.

### Your Profile

- **Experience:** You have extensive experience in a senior artistic role within a symphony orchestra or a similar institution.
- **Repertoire Knowledge:** You possess in-depth knowledge of the symphonic repertoire and music dramaturgy.
- **Strategic and Organisational Insight:** You combine artistic vision and quality with practical budgeting and production planning.
- **People Management:** You have proven experience leading and motivating a team. Through persuasive communication and building strong relationships across the organisation, you can create broad support for your vision.
- **Network:** You have a strong international network within the classical music world.

- **Communication:** You communicate clearly and effectively, both internally, within the organisation, and externally, with partners and stakeholders.
- **Negotiation:** You are a skilled negotiator and capable of securing favourable agreements with external parties.
- **Languages:** You are fluent in English and willing to learn Dutch in the short term.

## We Offer

- A key leadership role in an internationally renowned orchestra with an ambitious vision for the future.
- A dynamic and creative working environment with passionate colleagues.
- A competitive salary in line with your experience and competencies.

## Interested?

Please send your motivation letter and CV to [lore.eckelmans@antwerpso.be](mailto:lore.eckelmans@antwerpso.be) by **30 April**, clearly mentioning the position “Artistic Director.”