

APPLICATION INFORMATION:

The Toronto Symphony Orchestra (TSO) announces the opening of two staff conductor positions—(1) TSO Resident Conductor, and (2) Toronto Symphony Youth Orchestra (TSYO) Conductor—to begin during the 2025-26 concert season. **Qualified candidates may submit an application for a full-time contract for both positions or a part-time contract for one of the positions.**

TSO RESIDENT CONDUCTOR

The TSO Resident Conductor will work closely with Music Director Gustavo Gimeno, TSO administrative staff, and the musicians of the TSO. This two-season position (2025-26 and 2026-27) includes significant repertoire building through a combination of covering assigned TSO concerts and rehearsals and conducting select concerts. The Resident Conductor will gain enhanced understanding of a professional orchestra through critical training and active involvement in program planning, orchestra operations, recordings, tours, marketing, public relations, education and development activities. The Resident Conductor will also have a role in promoting and representing the work of the TSO. TSO guest conductors may be available to the Resident Conductor for consultation and discussion. While no age requirement for this position is mandated, it is expected that applicants will have already demonstrated substantial accomplishment, but are still developing his/her/their skills. For detailed information and history of the TSO, visit tso.ca/orchestra

Scope of Work:

Conducting/Repertoire Development:

- The TSO Resident conductor will cover a set number of subscription programs each season (i.e. attend all associated rehearsals, listen for ensemble balance, relay rehearsal notes, assist with special score elements—audio cues, offstage conducting, etc.--as needed, attend all performances, and be ready to step-in should a last-minute substitution situation arise). While the majority of covering assignments will be focused on classical repertoire, opportunities to cover Pops and film projects can be discussed.
- The TSO Resident conductor will assist with commercial recording projects, and/or livestream programs as needed.
- The TSO Resident conductor will accompany the TSO on tours within Canada and internationally over the term of the contract.
- The TSO Resident conductor will be asked to lead a select number of programs, either full or partial, across the TSO's concert series.
- The TSO Resident conductor may be involved in community engagement activities related to the TSO's Strategic Plan and priority community partners.

Professional Development:

- The TSO Resident conductor will observe the Music Director and international guest conductors in weekly concert preparations while gaining first-hand insights into rehearsal processes, repertoire interpretation, and day-to-day orchestra operations.

- The TSO Resident conductor will get to know the Administrative team working behind the scenes in a major North American orchestra and learn how their efforts support the musicians' work on stage.
- The TSO Resident conductor may be asked on occasion to represent the TSO at select functions with private donors, corporations, or media outlets.
- Opportunities to attend workshops, conferences, and/or observe rehearsals at other orchestras may be discussed.

TSYO CONDUCTOR

The TSYO Conductor plays a vital role in creating and shaping the artistic profile of one of Canada's leading youth orchestras. The TSYO Conductor will work with TSO administrative staff, TSO Music Director Gustavo Gimeno, and TSO Coaches to design a program of significant educational impact and growth opportunity for young musicians selected through a competitive audition process. In addition to conducting three TSYO concerts each season, the TSYO Conductor will gain practical experience with artistic planning, personnel management, library operations, marketing, fundraising, and orchestra production. The opportunity to meet TSO guest conductors and attend TSO rehearsals and performances is also available. For detailed information about the TSYO, visit tso.ca/toronto-symphony-youth-orchestra.

Scope of Work:

Conducting/Repertoire Development:

- The TSYO Conductor will lead 3 term concerts (Fall, Winter, Spring) during each season of the contract, plus additional concerts that may arise through partner organizations, regional presenters, and/or touring invitations.
- The TSYO Conductor will advise on repertoire selection for the ensemble's performance, in consultation with TSYO Coaches and TSO Music Director.

Professional Development:

- The TSYO Conductor will gain valuable insights into the administration of an orchestral ensemble, including, but not limited to, program planning, personnel management, marketing, fundraising and budgeting.
- The TSYO Conductor will participate in annual auditions for the ensemble and also serve as a juror on the TSYO annual concerto competition.
- The TSYO Conductor will represent the TSYO at select functions with private donors, corporations, and/or media outlets.

QUALIFICATIONS / REQUIREMENTS

- Applicants should have an advanced musical degree in orchestral conducting or equivalent experience with exceptional artistic sensibilities and aural skills.
- Applicants are expected to have excellent verbal communication skills and the ability and desire to connect with audiences in order to advocate for the TSO, orchestral music, and the arts in a vibrant and diverse community. Fluency in English is required.
- Applicants should have previous experience working with professional orchestras.
- Applicants should be highly organized with demonstrated skills in time management, prioritization, and rehearsal planning.

- Applicants should have advanced knowledge of orchestral repertoire with a working knowledge of Canadian and international contemporary orchestral repertoire.
- All applicants for the positions of TSO Resident Conductor and/or TSYO Conductor must be Canadian citizens or Landed Immigrants with existing authorization to work in Canada
- The successful candidate(s) will be expected to reside in Toronto or within a reasonable distance to the city to ensure availability during the concert seasons defined within the term of the appointment.
- TSYO Conductor applicants or joint-position applicants must display proficiency in working with student musicians and/or have experience in a youth orchestra environment. If offered the position, a vulnerable sector screening is required.
- Currently this position is supported by RBC Foundation as part of their emerging artist program. There may be reporting required on activities, accomplishments and impact with assistance from the Development Team of the TSO.
- The Toronto Symphony Orchestra is committed to having a workforce that is reflective of the diversity of the City of Toronto and strongly encourages all qualified individuals, especially those who can provide different perspectives and contribute to further diversification of ideas.
- The TSO is committed to providing accommodations for persons with disabilities. If you require accommodation, the TSO will work with you to meet your needs.

COMPENSATION

Compensation for the combined positions will range between \$60,000-\$65,000 CAD per season, with additional allowances for score acquisition, travel and professional development.

Compensation for each part time position will be discussed.

HOW TO APPLY

Visit <https://www.tso.ca/orchestra/auditions> for application instructions. **Applicants must clearly indicate if candidacy for a single or combined position is being sought.**

Applications must include:

1. Letter of interest (maximum one page) addressed to: The Search Committee.
2. Full curriculum vitae (no longer than 5 pages) which includes citizenship, contact information, professional or management website (if applicable), information regarding educational background and professional activities and a list of three professional references with contact information.
3. A complete list of repertoire, including information about performances past and future. This performance list should also include, if applicable, existing professional conducting commitments planned during the term of this residency.
4. Two contrasting video clips representing the applicant's work (inclusion of rehearsal footage strongly encouraged). Limit submissions to maximum 15 minutes in total with each segment clearly indexed.
5. Applications can be submitted online via the following link:
<https://www.tso.ca/residentconductor/tsyoconductor> or mailed to the following address:

Toronto Symphony Orchestra at 145 Wellington Street, Suite 500, Toronto, ON M5J 1H8,
ATT: Resident Conductor Search Committee.

*All written application materials must be submitted in one single file. Only PDF documents will be accepted.

NOTE: The Search Committee will receive all applications for the position in confidence.

Auditions:

- The Search Committee will include Gustavo Gimeno (TSO Music Director), musician representatives of the TSO, and TSO staff and TSYO coaches.
- Applications must be received no later than: **Wednesday, January 15, 2025** at 5pm EST.
- Candidates who are selected as finalists will be notified no later than **Friday, March 7, 2025**, and given the repertoire list and details for live auditions.
- Live auditions and interviews for finalists will take place on **Sunday, April 6, 2025** (TSYO) and **Monday, April 7, 2025** (TSO).
- The successful candidate(s) will be notified on or before **April 25, 2025**.

Terms of Contract:

- **TSO Resident Conductor:** July 1, 2025 through June 30, 2027. The successful candidate should be available for the following periods in the TSO's 2025-26 season calendar where required conducting, touring, and recording plans are scheduled.
 - o November 10-23, 2025
 - o January 18-February 10, 2026
 - o March 5-9, 2026
- **TSYO Conductor:** July 1, 2025 through June 30, 2027. TSYO concerts in the 2025-26 season are scheduled for November 29, 2025, February 21, 2026, and April 25, 2026. The TSYO Conductor is expected to conduct approximately six full rehearsals per program (18 rehearsals per season), which take place on Saturday afternoons from 2:30 PM – 5:30 PM. Concert dates for the 2026-27 concert season have not yet been set.