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| **JOB DETAILS** | | | |
| Job Title | Principal | Job Code |  |
| Grade |  | Function | Artistic Leadership & Musical Direction |
| Department | Artistic & Music Performance | Section | Orchestral Performance |
| Job Family | Performing Arts | Job Sub-Family | Orchestral Leadership & Performance |
| Reports To | Artistic Director | Direct Reports |  |

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| **JOB SUMMARY** |
| The Principal [Instrument] is a key leadership role within the UAE National Orchestra (UAENO), responsible for providing artistic and technical leadership within their section, supporting the orchestra’s overall artistic goals, and maintaining the highest standard of performance. This role plays a pivotal role in guiding the ensemble through rehearsals and performances, ensuring cohesive, dynamic, and technically precise musical execution. The Principal [Instrument] will also collaborate closely with the Artistic Director, Conductor, and fellow musicians to foster the orchestra's artistic growth of the national orchestra of the UAE. |

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| **DUTIES & RESPONSIBILITIES** |
| 1. **Artistic Leadership & Performance**  * Serve as the artistic leader of the [Instrument] section, ensuring consistent, high-level performance across all orchestra activities. * Lead and coordinate the [Instrument] section in rehearsals and concerts, providing guidance and leadership to section players. * Maintain the highest level of technical and musical standards for the orchestra’s performances, collaborating with the Conductor and Artistic Director to interpret and realize the musical vision. * Prepare and perform prominent solo parts, including concertos or featured passages as required by the repertoire. * Participate in regular sectionals and ensemble rehearsals, providing guidance and feedback to the section members.  1. **Sectional Rehearsals and Player Development**  * Lead the [Instrument] section during sectional rehearsals, ensuring a cohesive sound and interpretation aligned with the orchestra’s artistic goals. * Mentor and provide support to junior musicians within the section, fostering a positive, collaborative environment. * Assist in the recruitment and selection of new musicians, providing input during auditions and evaluating the technical and musical ability of potential section players. * Engage in regular self-assessment and development, continuously working to improve technical proficiency and artistic interpretation.  1. **Collaboration with Artistic Team**  * Collaborate closely with the Artistic Director, Conductor, and other section leaders to achieve cohesive and balanced performances across the orchestra. * Act as a liaison between the orchestra members and the Artistic Director/Conductor, conveying musical and performance-related insights.  1. **Public Engagement and Representation**  * Represent the UAE National Orchestra in public and media-facing activities, including press interviews, outreach programs, and public performances. * Participate in outreach initiatives, school programs, and community engagement projects to promote classical music and the orchestra’s role in the UAE cultural landscape.  1. **Administrative and Logistical Support**  * Work closely with the orchestra’s management team to assist with scheduling rehearsals, performances, and tours. * Provide feedback on logistical requirements for the [Instrument] section, including rehearsal time, instrument needs, and other resources. * Participate in meetings with the Artistic Director and management team, helping to shape the orchestra’s operational goals and ensuring alignment with the broader artistic mission.  1. **Musical Excellence and Innovation**  * Contribute to the orchestra’s pursuit of musical excellence by exploring new repertoire and participating in the orchestra's commissioning of new works. * Collaborate with the Artistic Director and Conductor to explore innovative performance practices, ensuring that the orchestra remains relevant and progressive in its programming. |

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| **ACCOUNTABILITIES** | |
| **Financial (up to 5)** | **Non-Financial (up to 5)** |
| * Limited direct financial responsibilities, but may align with the leadership role should be responsible for Budget Management for Sectional Needs. | * Artistic leadership vision alignment and execution * Program and Performance Quality * Recruitment and Auditions * Coaching and Building Team Dynamics |

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| **JOB SPECIFICATIONS** | |  |
| **Type** | **Minimum** | **Desired** |
| **Education** | * Bachelor’s Degree in Music or equivalent, with advanced proficiency in [Instrument] performance. | * A Master's degree in a relevant discipline is preferred. |
| **Experience** | * At least 5-7 years of experience in a leadership position within a professional orchestra, preferably as a principal [Instrument] player. * Extensive experience in leading sectional rehearsals and providing mentorship to other musicians. * Experience with both classical and contemporary orchestral music. * Familiarity with Arabic classical music and its integration with Western classical traditions is a plus, reflecting the orchestra’s unique position in the UAE. | * Experience working in the UAE cultural or musical industry. |
| **Skills & Abilities** | * Exceptional proficiency on the [Instrument] with extensive orchestral experience. * Strong understanding of orchestral repertoire and performance practices, particularly in a leading role. * Ability to interpret complex musical scores and collaborate with conductors and fellow musicians. * Knowledge of contemporary performance practices and new repertoire. * Strong interpersonal skills, with the ability to collaborate and mentor younger musicians. | * Passion for Music Education |

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| **COMPETENCIES** |  |
| **Behavioral (up to 10)** | **Proficiency Level** |
| Communication & Interpersonal Skills | 4 |
| Leadership | 4 |
| Collaboration and Teamwork | 4 |
| Attention to Detail | 4 |
| Results Oriented | 4 |
| Coaching and Mentoring | 4 |
| Creativity and Innovation | 4 |
| Cultural Sensitivity | 4 |
| Influencing | 4 |
| **Technical (up to 10)** | **Proficiency Level** |
| Musicality and Performance | 4 |
| Artistic Quality | 4 |
| Budget Awareness | 3 |
| Project Management | 3 |
| Cross-Functional Collaboration | 3 |
| Negotiation | 3 |
| Planning & Organization | 4 |
| Stakeholder Management | 4 |
| Networking & Relationship Building | 4 |
| Risk Management and Compliance | 3 |

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| **Proficiency Levels** | | | |
| 1 - Basic | 2 - Intermediate | 3 - Advance | 4 - Expert |

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| **INTERACTIONS** | | |
| **Internal** | **Frequency** | **Reason** |
| * Artistic Director | * When required | * Discussing and aligning the artistic vision, long-term goals, and concert seasons. |
| * Conductors | * Daily/weekly | * Collaborate on musical interpretation and artistic direction. |
| * Orchestra Musicians | * Daily/weekly | * Lead section rehearsals, ensuring coordination and precision. * Provide technical and artistic guidance. |
| * Principal of Other Sections | * Daily/weekly | * Ensure musical cohesion across sections. * Coordinate on orchestral balance, phrasing, and sound. |
| * Operations and Production Team | * When required | * Coordinate the logistical aspects of rehearsals, performances, and tours. |
| **External** | **Frequency** | **Reason** |
| * Composers | * When required | * Commissioning new works, discussing musical intentions, and collaborating on new compositions. |
| * Guest Artists (Conductors, Soloists, etc.) | * When required | * Discussing and coordinating musical interpretation and collaboration. |
| * Collaborating Orchestras/Institutions | * When required | * Networking, exchanging artistic ideas, and building relationships with peer. |
| * Media and Audience | * When required/during performances | * Representing the orchestra during public performances and public relations activities. |

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| **WORKING ENVIRONMENT AND PHYSICAL REQUIREMENTS** |
| Venue-based with regular attendance at rehearsals and performances throughout the UAE and internationally.  Hours are variable, with evening and weekend commitments depending on the performance schedule. Some travel required for national and international performances, tours, and festivals. The role may require long periods of standing, sitting, and playing, along with frequent travel for performances and rehearsals. |

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| **DISCLAIMER** |
| The job description is not intended to be read as a comprehensive list of responsibilities, tasks, and qualifications needed by employees in that classification.  The employees may carry out additional relevant tasks in order to address the continuous needs of the organization. |

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| **VERIFICATION** | | | |
|  | **Prepared By** | **Reviewed By** | **Approved By** |
| Name |  |  |  |
| Position |  |  |  |
| Signature |  |  |  |
| Date |  |  |  |

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| **VERSION CONTROL** | |
| Version |  |
| Revision Date |  |
| Department Head Approval |  |
| Human Resources Approval |  |

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| **EMPLOYEE ACCEPTANCE** | |
| Name |  |
| Signature |  |
| Date |  |