



Associate Concertmaster (First Violin, Chair 2)
Assistant Concertmaster (First Violin, Chair 3)

Founded in 1921, the Kalamazoo Symphony Orchestra is Southwest Michigan’s premiere musical organization and the state’s third largest orchestra. Serving Michigan’s sixth largest metropolitan area, the KSO provides more than 40 concert performances each year and reaches more than 31,000 adults and youth annually through exceptional symphonic music, world-class guest artists, and a vibrant educational program. Highlights from our 100th-anniversary 2021-22 season included a 6-concert outdoor summer festival and world premiere and professional recording of Andre Previn’s Concerto for Orchestra, and a centennial gala performance.

Our mission is to serve our community through outstanding musical listening and learning experiences. You will help carry out this mission in an environment where you are valued for the work you do and have an opportunity to make a difference in the community.

The Kalamazoo Symphony Orchestra is a unionized orchestra with a collective bargaining agreement between the Kalamazoo Federation of Musicians, Local 228 and Kalamazoo Symphony Orchestra, Inc. Under Michigan Public Act 348 of 2012, Michigan is currently a “Right to Work” state.

Position Summary

The Associate Concertmaster is the second chair within the first violin section and the Assistant Concertmaster is the third chair within the first violin section. Both have right of first refusal for all services requiring the respective positions and are non-rotating positions. Both positions may be called upon to act as other titled violin chairs including Concertmaster. The KSO’s performance calendar runs September – August, with the majority of services occurring between Labor Day and Memorial Day. The 2022-23 season includes the following orchestral concert series:

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| <ul style="list-style-type: none"> ● Masterworks x 6 ● Chamber Orchestra/Ensemble x 4 ● Family Discovery x 1 ● Film with Orchestra x 1 | <ul style="list-style-type: none"> ● Youth Concerts x 1 ● Ballet x 1 ● Special/Holiday x 2 ● Summer x 1 |
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Additional work including chamber music, educational ensembles, and community engagement may also be offered. Musicians are allowed cycle absences based on the number of cycles offered each season.

Compensation (2022-23 rates)

- \$128.08 per service
- 67 guaranteed services per season
- +20% per service for doubling when applicable
- Two paid sick/personal days per season
- \$150 towards the cost of in-ear hearing protection
- Travel
 - \$0.43 per mile starting 20 miles from Kalamazoo; \$68 mileage cap per round trip
 - Homestay and hotel options available

Core Position Requirements

- Adhere to all organizational policies, including those in the Collective Bargaining Agreement between the Kalamazoo Federation of Musicians, Local 228 and the Kalamazoo Symphony Orchestra, Inc.
- Maintain a professional level of playing
- Ability to hear, understand and comply with both oral and written instructions
- Transportation to and from service locations
- Provide bowings – usually when serving as acting concertmaster

To Apply

To apply for this position, please visit the Employment & Auditions page of the Kalamazoo Symphony Orchestra website at www.kalamazoosymphony.com/employment to submit an application and for instruction to submit an audition deposit. Questions may be directed to auditions@kalamazoosymphony.com. No phone calls, please. Background checks will be required as a condition of employment.

At the Kalamazoo Symphony Orchestra, we are committed to providing an environment of mutual respect where equal employment opportunities are available to all applicants and teammates without regard to race, color, religion, age, sex, pregnancy (including childbirth, lactation and related medical conditions), national origin, disability status, marital status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state, or local laws. Candidates from all backgrounds and walks of life are encouraged to apply. Additional information about the Kalamazoo Symphony Orchestra can be found on our website at KalamazooSymphony.com.