



KALAMAZOO  
SYMPHONY  
ORCHESTRA

**KALAMAZOO KIDS IN TUNE/ORCHESTRA ROUH LEAD CELLO INSTRUCTOR**  
PART-TIME JOB OPENING | September 2021

The Kalamazoo Symphony Orchestra is seeking qualified candidates for Lead Cello Instructor in its Kalamazoo Kids in Tune (KKIT) and Orchestra Rouh (OR) afterschool and summer programs. This position reports to the KSO's Afterschool Program Manager.

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.

At the KSO, 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.

**Position Summary:**

The Lead Cello Instructor will provide high-quality instruction to students of Kalamazoo Kids in Tune, an after-school orchestra program offered in partnership between the KSO and Kalamazoo Public Schools, and/or Orchestra Rouh, a partnership with the Suzuki Academy of Kalamazoo, serving largely Arabic-speaking refugee and immigrant families in Kalamazoo. Instructors support students holistically, fostering social and emotional development alongside instrumental and ensemble music skills. The programs include both elementary and secondary divisions, and instructors may teach in either or both divisions.

**Primary responsibilities may include, but are not limited to:**

- Provide small group instruction relative to your area(s) of expertise within the Kalamazoo Kids in Tune program according to a mutually agreeable schedule, up to 4 days per week. A familiarity with technology and online resources such as Zoom and Google Classroom is helpful.
- Coach a chamber ensemble, selecting appropriate repertoire for your students.
- Incorporate best practices of youth development into your teaching, including establishing a safe, positive environment; developing supportive relationships; creating opportunities for success for every child and clear and consistent expectations; giving recognition; and having fun.
- Work with the KKIT and OR Artistic Directors and other staff to align instruction with orchestra curriculum and overall program goals.
- Work collaboratively with the faculty in your area (strings, winds/brass, percussion, musicianship, mindfulness, etc.) to align teaching plans and approaches.

- Incorporate musicianship (theory, history, composition, listening, practice technique, stretching/breathing, etc.) as appropriate into lesson and sectional instruction.
- Coordinate the work of classroom assistants and volunteers in your studio to support instructional goals.
- Participate in planning meetings and training activities as needed.
- Participate in anti-racism, inclusion, and equity learning opportunities; commit to ongoing personal development; contribute to the continual process of becoming a more inclusive, respectful, informed, and equitable community.
- Other duties as requested or assigned

**Qualifications:**

- Bachelor’s degree (or substantial experience)
- Demonstrated expertise in the specified area of instruction
- Demonstrated success teaching elementary students of diverse backgrounds
- Familiarity with and enthusiasm for El Sistema-based philosophies of music education
- Knowledge of the mission and goals of the Kalamazoo Kids in Tune program
- Ability to communicate effectively with children
- Discretion in handling student information and communications with students and colleagues
- Background and medical clearances
- Commitment to diversity and inclusiveness in thought, word, and action

**Working Conditions:**

KKIT and OR operate in Kalamazoo Public Schools and the Suzuki Academy of Kalamazoo during afterschool hours during the school year and day-time hours in the summer. Instructors must be able to maintain a high level of energy, focus and positive attitude within a fast-paced, active, and occasionally stressful environment.

The goals of the KKIT program are attained in cooperation with Kalamazoo Public Schools and the Suzuki Academy of Kalamazoo. The partner organizations abide by agreed-upon policies, procedures, and regulations that support and protect students, and which all individuals involved in the program are required to follow and enforce.

Employee must have access to reliable transportation. Employee must be able to lift 25 lbs. and will be expected to set up and clear teaching and rehearsal spaces, including moving equipment. This position is subject to the rules and regulations set forth in the KSO Employee Handbook.

This program is currently being held in a hybrid format (in-person and virtual). Employees must have access to the internet and technology needed to successfully teach online.

The Kalamazoo Symphony offers a competitive wage. This position is not eligible for benefits.

**Hours and Compensation:**

During the school year (mid-September through early June), in-person programming is held in the afterschool hours. KKIT instruction generally takes place Monday through Thursday between 3:00-4:30 for the secondary program and between 4:00-6:00 for the elementary program. The Orchestra Roush schedule is similar, but may include in-person programming on Fridays. The summer schedule, from late June to early August, is typically Monday-Thursday, between the hours of 9:30-2:30. Additional meeting, planning, and training hours are scheduled as needed. This positions also has the possibility of weekly virtual private lessons. The teacher and student determine private lesson days and times.

Hourly pay for applied music teaching is \$32 per hour. Additional hours for meeting, planning, administrative duties, supporting students during meals and recreation, and training activities are paid at \$13 per hour.

**To Apply:**

To apply for this position, please submit a cover letter of introduction outlining your specific experience and qualifications, a résumé, and a list of three professional reference contacts in PDF format to [hr@kalamazoosymphony.com](mailto:hr@kalamazoosymphony.com). For best consideration, apply by August 13, 2021.

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](http://KalamazooSymphony.com).