



KALAMAZOO  
SYMPHONY  
ORCHESTRA

**KALAMAZOO KIDS IN TUNE PROGRAM ASSISTANT (Elementary Site)**  
PART-TIME JOB OPENING | January 2023

The Kalamazoo Symphony Orchestra is seeking qualified candidates for Program Assistant for its Kalamazoo Kids in Tune (KKIT) afterschool and summer programs.

**Position Summary:**

To provide high-quality supervision, enrichment, behavior support and mentorship to students of Kalamazoo Kids in Tune, an afterschool orchestra program and a partnership of Kalamazoo Symphony Orchestra and Kalamazoo Public Schools. KKIT Program Assistants are the staff members primarily responsible for supervising students during meals, transitions, enrichment, and dismissal times, and will support KKIT music faculty during music classes to maintain a positive and productive classroom environment. Program Assistants serve as positive role models for students, supporting students holistically, fostering social and emotional development alongside musical growth.

KKIT is an afterschool orchestra program offered in partnership between Kalamazoo Symphony Orchestra and Kalamazoo Public Schools. Students participate in group music instruction, sectionals, ensembles, orchestra, electives, and social and emotional learning. KKIT serves students throughout the school year and for six weeks in the summer, with tailored offerings for elementary and secondary students.

This position reports to the Afterschool Program Manager.

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

- Create and implement engaging, developmentally appropriate daily activities and enrichment curriculum in areas of music, art, community-building, mindfulness and project-based learning. Program Assistants will be the primary instructors during Enrichment Time and will work with KKIT Instrumental Faculty to align instruction with orchestra curriculum and overall program goals.
- Adhere to best practices of youth development including establishing a safe, positive environment; developing supportive relationships; creating opportunities for success for every child; honoring students' individuality and identity; establishing clear, consistent expectations; giving recognition; and having fun.
- Develop and maintain professional relationships with school staff, volunteers, families, students, and other community partners.
- Assist with planning and implementation of special events including concerts and family nights.
- Participate in planning meetings and training activities with the full staff.
- 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.

**Qualifications:**

- High School diploma with relevant experience required; post-secondary courses/degree in relevant field strongly desired (i.e., Music Education, Music Therapy, Elementary Education, Youth Development, Recreation, etc.).
- Previous experience working with youth
- Proficiency as a musician or experience learning to play an instrument or sing is helpful, but not required
- Ability to work collaboratively in a team-oriented environment
- Self-starter with ability to perform job with little supervision
- Discretion in handling student information and communications with students and colleagues
- Background and medical clearances
- Commitment to the cause of reducing barriers to involvement in the arts for children from all backgrounds
- Embrace diversity and commit to inclusiveness in thought, word, and action

**Working Conditions:**

KKIT operates in Kalamazoo Public Schools 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. 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 up to 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.

**Hours and Compensation:**

An average of 12 hours per week during these times:

- School year (mid-September through early June), Monday-Thursday between 3:00-7:00pm
- Potential for summer employment, to be determined based on program needs and budget
- Additional meeting, planning, and training hours scheduled as needed.

The starting hourly rate for Program Assistants is \$13-\$16 per hour, depending on experience. This part-time position is not eligible for benefits.

**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 references in PDF format to [hr@kalamazoosymphony.com](mailto:hr@kalamazoosymphony.com). This position will remain open until filled. Apply by 2/1/23 for best consideration. No phone calls please.

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).