



Violin Artist-in-Residence (First Violin)

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

In 1995, as part of the 75th anniversary celebration of the Kalamazoo Symphony Orchestra, a commitment was made to develop four full-time positions that would both enable the orchestra to create community service and education programs and strengthen the orchestra ensemble. To this end, the Artist in Residence (AIR) program was begun with the KSO's Burdick-Thorne String Quartet (BTSQ). Since that time, the Artist in Residence program has grown to eight positions; including oboe, clarinet, trombone, and timpani. As a result, the artistic level of the orchestra has soared, and the KSO's education and community programs have expanded to reach over 45,000 people and more than 190 schools in eight counties throughout Southwest Michigan.

Either the Associate Concertmaster (First Violin, second chair) or Assistant Concertmaster (First Violin, third chair) also holds an AIR position with the Kalamazoo Symphony Orchestra (see job description for Associate and Assistant Concertmaster positions). In addition to their role within the orchestra, the AIR in the First Violin section serves as First Violin of the Burdick-Thorne String Quartet and performs on various chamber music concert series.

AIRs also dedicate significant time to the KSO's extensive education and community engagement activities as teaching artists, in both group and individual settings.

Residency Requirement: AIRs are required to reside within 20 miles of downtown Kalamazoo

Availability: KSO is the primary employer with first priority on availability, including daytime availability; however, the KSO encourages AIRs to be active musicians in the region and is dedicated to working with musicians to explore additional opportunities.

AIR musicians are guaranteed at least one day off per week and a weekly maximum of 8 services.

Compensation and Benefits (2022-23 rates)

AIR positions are full-time, and musicians receive a salary and benefits in lieu of the per-service rate and service guarantees listed for part-time positions. The following would apply to either the Associate or Assistant Concertmaster offered an AIR position instead of the per-service member information.

- \$29,993.98/year
- 200-service maximum
 - Compensated at \$149.97/service for any offered and accepted work beyond 200 services
- +20% per service for doubling when applicable
- \$40/hr for serving on audition committees
- 15 paid and 5 unpaid personal days
- Guaranteed 6 paid dark weeks with no mandatory work including:
 - 7-day period around Christmas
 - 5-day period in the Spring
 - All of August
- 80% of KSO-provided individual health, dental, vision insurance with a cap of \$5000. An additional contribution of \$1300 toward 2-person or \$1850 towards family coverage.
- Short and long-term disability insurance
- Six weeks of paid parental leave at 50% of regular pay within one year of the birth or adoption of a child.
- Three days paid bereavement leave
- Voluntary participation in the KSO's 403(B) TDA retirement plan

Example annual allocation of services

Orchestra Rehearsals and Performances	65
Chamber Music Rehearsals and Performances (non String Quartet)	25
String Quartet Services	35
Community Engagement Services	15
School Ensemble Services	20
Preschool Musical Storybooks	15
Classroom Visits	10
Other Education	15

Core Position Requirements (In addition to those listed for Associate/Assistant Concertmaster)

- Periodically serve as ensemble leader for the Burdick-Thorne String Quartet and Education and Community Engagement ensembles, assisting with programming, scheduling, and other elements of chamber music ensemble work
- Attend Artist-in-Residence meetings
- Present or lead educational chamber programs, in English, to students of all ages
- Participate in the WMU Scholar program including auditions

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.