



THE MUSIC SCHOOL OF DELAWARE

David J. Pacific, *President & CEO*

Music Director Search Process Delaware Women's Chorus

The Music School of Delaware – Wilmington Campus

The Music School of Delaware seeks an outstanding Music Director for the Delaware Women's Chorus (DWC), one of the School's premier ensembles. The search process is designed to provide candidates with meaningful opportunities to demonstrate artistic leadership, rehearsal technique, programming ability, and alignment with the mission of the ensemble and the school. The search process will consist of **a minimum of two rounds**.

Round One: Application Review & Initial Interviews

The first round of the search process will include:

- Review of application materials, including résumé, cover letter, and relevant conducting and performance experience.
- Evaluation of conducting philosophy, artistic vision, and experience working with treble/women's choral ensembles.
- Interviews with selected candidates conducted by School leadership and appropriate faculty and administrative personnel.

Following the interview process, **three to four finalists** will be selected to advance to the second round.

The current Assistant Conductor of the DWC will be exempt from Round One of the selection process and, if she wishes to be considered for the position, will automatically advance to Round Two.

Round Two: Artistic Leadership Residency

Finalists advancing to Round Two will participate in an extended audition process designed to evaluate artistic, educational, and leadership competencies in a real ensemble setting. Each finalist will be assigned **one established concert cycle** of the Delaware Women's Chorus and will serve as guest conductor for:

- **Eight (8) weeks of rehearsals**
- **One culminating public performance of at least forty (40) minutes in length**

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The rehearsal and concert process is intended to allow candidates to demonstrate:

- Rehearsal planning and pacing
- Conducting technique and musical leadership
- Vocal pedagogy and ensemble development
- Repertoire selection and programming ability
- Communication and interpersonal effectiveness
- Ability to foster a welcoming, educational, and artistically meaningful choral experience

Repertoire & Programming Expectations

Candidates will be responsible for selecting concert literature and programming.

Program selections must:

- Be informed by review of past recordings and the established artistic profile of the ensemble.
- Be appropriate for a school and community music setting.
- Reflect strong artistic judgment and consideration for an intergenerational treble ensemble.
- Include a concert program with a minimum performance length of **forty (40) minutes**.
- Candidates are strongly encouraged to balance artistic vision with accessibility, educational value, and vocal appropriateness for the ensemble.

Budget Parameters

All candidates will receive a stipend to support their participation in the Artistic Leadership Residency.

Each finalist will be provided with the following artistic budget:

Music Budget: Up to \$500

- Candidates must first determine whether literature is available within The Music School of Delaware's music library before purchasing additional materials.
- All music purchases must remain within the approved budget.

Soloist Budget: Up to \$200

- Candidates may engage guest soloists, if desired.
- Soloists may **not** be members of the Delaware Women's Chorus ensemble.



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- All expenses related to guest soloists must remain within the approved budget allocation.

Rehearsal & Concert Logistics

The Music School of Delaware will provide:

- A designated rehearsal and performance venue
- An accompanist for all rehearsals and performances
- Administrative coordination related to scheduling, facilities, and concert logistics

While School staff will not be involved in rehearsals, artistic preparation, or the routine rehearsal process, designated administrative and program staff may periodically observe rehearsals as part of the candidate evaluation process.

Candidates will be expected to:

- Meet all deadlines established by the Dean and The Music School of Delaware.
- Arrive **a minimum of forty-five (45) minutes prior** to rehearsals to prepare the rehearsal space, including arranging approximately **30–35 chairs** and materials as needed.
- Demonstrate professionalism, preparedness, organization, and effective communication throughout the audition process.

Feedback & Final Selection

At the conclusion of each finalist's rehearsal and performance cycle, choristers will be invited to provide feedback regarding their experience. Chorister feedback will be considered as part of the overall review process; however, **the final hiring decision for the next Music Director rests solely with the Dean and appropriate programmatic and administrative leadership of The Music School of Delaware.** The School reserves the right to modify the search timeline, extend the process, or determine that no appointment will be made if an appropriate candidate is not identified.