

Salisbury Symphony
Music Director Search Timeline

Application Process Opens (July - 2022)

The application process will be posted on the League of American Orchestra's, Conductors Guild's, and Salisbury Symphony's respective websites with an application deadline of August 31, 2022.

Applicants will be asked to submit a personal letter of interest, resume, sample programs conducted, and the names and phone numbers of 3 professional references. Video recordings may be submitted for consideration.

Phase 1 (September - 2022)

All applications received will be reviewed by the musician representatives of the search committee which will then recommend 30 candidates to the search committee for consideration.

Phase 2 (September 2022 – October 2022)

The Search committee will break into 3 groups consisting of one board representative, one musician representative, and one community representative to further review the remaining applicants. At this point, only personal references listed on the candidates' resumes will be called. The three sub-groups will report back to the committee with their findings and the committee will reduce the number of candidates to 10.

Phase 3 (October 2022 – November 2022)

The search committee will hold zoom interviews with the 10 remaining finalists. These finalists will be given the parameters involved in programming one of the 5 concerts in the 2023-2024 season during phase 2 and will be asked to provide a potential program for consideration. After interviews, the search committee will select 5 candidates to audition in the 2023-2024 season.

Phase 4 (August 2023 – May 2024)

The final 5 candidates will program, prepare for, and execute a concert. After each audition, surveys specific to each candidate will be sent to musicians and audience members. While in Salisbury, the candidates will be expected to attend a breakfast hosted by the board, a dinner with the executive director and search committee members, a lunch with the executive director, a pre-concert talk, an after-concert reception, and a concert production staff meeting ahead of the first rehearsal.

Finalist Selected (June - 2024)

After the final audition, the search committee will convene to rank the candidates and reach a consensus* on which candidate to recommend to the Board of Directors with hopes the candidate will be approved and start as early as August 1, 2024.

* A Consensus is 7 out of 10 search committee members being in favor of the candidate.