



Trombone 3 (Bass)

For over 100 years, the Kalamazoo Symphony Orchestra has been a part of the fabric of our community. Under the leadership of Executive Director Jessica Mallow Gulley and Music Director Julian Kuerti, what began as one woman’s dream 100 years ago has become, through the unwavering support of the Kalamazoo community, an integral part of the cultural and educational life of the region. Every year, the KSO provides more than 40 concert performances, reaching more than 50,000 music lovers. We seek to expand our reach and learn from our community so that we can be equitable and inclusive of all people. We are committed to the promises made in our strategic plan and to our mission of serving this community through outstanding musical listening and learning experiences.

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the Kalamazoo Federation of Musicians, Local 228 and Kalamazoo Symphony Orchestra, Inc. As of February 2024, Michigan repealed its “Right to Work” legislation. Per the terms of this collective bargaining agreement, all contract members of the KSO are required to be members of the American Federation of Musicians (AFM) and maintain their membership in good standing. Maintenance of membership includes initiation fees, membership dues, work dues and other assessments uniformly required of the musicians.

Position Summary

Trombone 3 (Bass) is the third chair within the trombone section and has right of first refusal for all services requiring the position. The KSO’s performance calendar runs September – August, with the majority of services occurring between Labor Day and Memorial Day. The 2024-25 season includes the following orchestral concert series:

- Masterworks x 6
- Film with Orchestra x 1
- Family Discovery x 1
- Youth Concerts x 1
- Special Event x 7
- Summer x 1

Additional work including chamber music, educational ensembles, and community engagement may also be offered. Musicians are allowed cycle absences based on the number of cycles offered each season.

Compensation (2024-25 rates)

- \$125.17 per service
- Trombone 3 (Bass) = 45 guaranteed services per season
- +20% per service for doubling when applicable
- Two paid sick/personal days per season
- \$150 towards the cost of in-ear hearing protection
- Travel
 - \$0.43 per mile starting 20 miles from Kalamazoo; \$68 mileage cap per round trip
 - Homestay and hotel options available

Core Position Requirements

- Adhere to all organizational policies, including those in the Collective Bargaining Agreement between the Kalamazoo Federation of Musicians, Local 228 and the Kalamazoo Symphony Orchestra, Inc.
- Maintain a professional level of playing
- Ability to hear, understand and comply with both oral and written instructions
- Transportation to and from service locations

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.