



JULIAN KUERTI
Music Director

JONATHAN MARTIN
Interim President & CEO

Associate Concertmaster (Violin 1, Chair 2) - Artist in Residence

For over 100 years, the Kalamazoo Symphony Orchestra has been a part of the fabric of the community, creating transformative experiences through symphonic music, fostering music education, and connecting with the Kalamazoo community through music. Led by Music Director Julian Kuerti and Interim President & CEO Jonathan Martin, the Kalamazoo Symphony performs for audiences across Kalamazoo.

A national leader in music education, the Symphony offers over 10 programs, including the groundbreaking after-school programs Kalamazoo Kids in Tune and Orchestra Rouh. Additionally, the genre-bending Sound Waves Series creates new, collaborative events like Symphonic Beats: Celebrating Hip Hop Culture and Improv Comedy Meets Symphony, uniting local artists with Symphony musicians to foster a deeper community connection through music.

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. 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

The Associate Concertmaster is the second chair within the first violin section and has right of first refusal for all services requiring the position. They may be offered work in other titled chairs, including Concertmaster. In addition, the Associate Concertmaster serves as an Artist in Residence (AIR) with the Kalamazoo Symphony Orchestra (KSO), performing as First Violin of the Burdick-Thorne String Quartet 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.

Artists in Residence are required to reside within 20 miles of downtown Kalamazoo; the position offer will be contingent upon the audition winner relocating to the Kalamazoo area, if they do not already reside there. The KSO is the primary employer of AIRs with first priority on their 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.



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The KSO's performance calendar runs September – August, with the majority of services occurring between Labor Day and Memorial Day. The 2025-26 season includes the following orchestral concert series:

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| <ul style="list-style-type: none">● Masterworks x 6● Film with Orchestra x 1● Family Discovery x 1 | <ul style="list-style-type: none">● Youth Concerts x 1● Special Event x 4● Summer x 1 |
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Compensation and Benefits (2026-27 rates)

- Yearly salary of \$33,429.95
 - Additional overscale pay possible for any services performed as Concertmaster
- 200-service maximum per season
 - Compensated at \$167.15 per service for any work offered and accepted beyond 200 services per season
- +20% per service for doubling when applicable
- Mileage reimbursement for services more than 20 miles from downtown Kalamazoo: \$0.50 per mile starting at 20 miles from downtown Kalamazoo with \$72 mileage cap per service day
- \$150 towards the cost of in-ear hearing protection
- Minimum 15 paid and 5 unpaid days off
- Guaranteed 6 paid dark weeks with no mandatory work including:
 - 10-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 \$5500. An additional contribution of \$1400 toward 2-person or \$2000 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 Services	15
TOTAL	200

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 eligibility to work in the United States, including any visas needed (any costs incurred to obtain necessary visa(s) will not be the responsibility of the Kalamazoo Symphony Orchestra)
 - Must be able to provide proof of work authorization by the position start date of **September 1st, 2026**
- Maintain residency within 20 miles of downtown Kalamazoo
- Maintain a professional level of playing
- Ability to hear, understand and comply with both oral and written instructions
- Transportation to and from service locations
- Possible opportunities to serve in other titled chairs, which may include additional duties such as providing bowings
- 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 Western Michigan University Artist Scholar program including auditions

To Apply

To apply for this position, please visit the Employment & Auditions page of the Kalamazoo Symphony Orchestra website at <https://kalamazoosymphony.com/about-us/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.