



## ORCHESTRA ROUH LEAD CELLO INSTRUCTOR

PART-TIME JOB OPENING | January 2026

The Kalamazoo Symphony Orchestra is seeking qualified candidates for an **Orchestra Rouh Lead Cello Instructor** to join our collaborative, enthusiastic team. The KSO mission is to serve our community through outstanding musical listening and learning experiences. Orchestra Rouh is an afterschool music program, serving refugee and immigrant students, alongside local peers, in the study of both Western and Middle Eastern musical traditions. Instructors support students holistically, fostering social and emotional development alongside instrumental and ensemble music skills.

### Position Summary:

Orchestra Rouh is offered in partnership between the KSO and Suzuki Academy of Kalamazoo. Students participate in individual and small group music instruction, Middle Eastern percussion classes, and ensemble rehearsals. Orchestra Rouh serves students throughout the school year and for six weeks in the summer, and is connected with the Kalamazoo Kids In Tune program.

The Lead Cello Instructor will provide high-quality instruction to KKIT students. Instructors support students holistically, fostering social and emotional development alongside instrumental and ensemble music skills.

This position reports to the KSO Afterschool Program Director.

### Primary responsibilities may include, but are not limited to:

- Provide small group or individual instrumental instruction relative to your area(s) of expertise
- Coach students during full ensemble rehearsals
- Incorporate elements of music theory, history, composition, and other global skills as appropriate
- Serve as substitute cello instructor for the Kalamazoo Kids in Tune afterschool program occasionally/as available.
- Demonstrate best practices of youth development, including establishing a safe and positive environment, developing supportive relationships, creating opportunities for success for every child, holding clear and consistent expectations, giving recognition, and having fun
- Work with the Orchestra Rouh team of instructors to align teaching plans, approaches and goals
- Assist with planning and implementation of special events including concerts and family nights
- Participate in planning meetings and training activities
- Other duties as requested or assigned

### Qualifications:

- Bachelor's degree or substantial performing and teaching experience
- Demonstrated expertise in the specified area of instruction
- Demonstrated success teaching elementary and/or secondary students of diverse backgrounds
- Ability to communicate effectively with children
- Background and medical clearances
- Commitment to the cause of reducing barriers to involvement in the arts for children from all backgrounds

- Knowledge of/willingness to learn about and respect Middle Eastern and Muslim cultural norms and arts and cultural values
- Embrace diversity and commit to inclusiveness in thought, word, and action

### **Working Conditions:**

Orchestra Rouh operates in partnership with Suzuki Academy of Kalamazoo and occasionally within Kalamazoo Public Schools during afterschool hours through the school year and day-time hours in the summer. Instructors must be able to maintain a high level of energy, focus and positive attitude within a fast-paced and active environment.

Certain KSO afterschool activities operate within a licensed childcare environment. Comprehensive background checks and TB testing will be required prior to hire. Child safety training, CPR, and first aid certification will be required before working at the site.

Employee must have access to reliable transportation. Employee must be able to lift up to 25 lbs. and will be expected to set up and clear teaching and rehearsal spaces, including moving equipment. This position is subject to the rules and regulations set forth in the KSO Employee Handbook.

### **Hours and Compensation:**

- Approximately 4-6 hours per week
- School year (mid-September through early June): Lessons and rehearsals scheduled by mutual agreement on weekdays between 4:00-7:00pm
- Potential for summer employment, to be determined based on program needs and budget
- Additional meeting, planning, and training hours scheduled as needed
- Hourly pay for applied music teaching is \$34 per hour. Additional hours for meeting, planning, administrative duties, supporting students during meals and recreation, and training activities are paid at \$17 per hour. Benefits include paid personal care time and KSO concert tickets. This part-time position is not eligible for health or retirement benefits.

### **To Apply**

Please submit a cover letter outlining your specific qualifications and a resume, both in PDF format, to [jzallar@kalamazoosymphony.com](mailto:jzallar@kalamazoosymphony.com). For best consideration, please apply by **January 23, 2026**. No phone calls, please.

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](http://KalamazooSymphony.com).