



**KALAMAZOO
SYMPHONY
ORCHESTRA**

JOB DESCRIPTION | Director of Education and Community Engagement

Organization: Kalamazoo Symphony Orchestra (KSO)

Reports To: VP of Artistic Operations & Education

Status: Full-Time, Exempt (40 hours/week)

Salary Range: \$54,000–\$59,000

Position Summary

The Director of Education & Community Engagement leads the strategy, development, and evaluation of KSO's education programs and community partnerships in alignment with the organization's mission and strategic goals. This role oversees a diverse portfolio of programs serving Kalamazoo and Southwest Michigan and supervises education staff, interns, and volunteers while guiding the educational work of KSO musicians.

Key Responsibilities

Program Strategy & Management

- Plan, implement, and evaluate education and community programs
- Develop curricula, program models, and assessment tools
- Create and manage departmental and program budgets
- Build and maintain partnerships with schools, higher education, and community organizations
- Lead curriculum advisory efforts and engage local educators in program design
- Manage contracts for fee-based programming

Core Program Oversight

Oversee implementation of KSO's education and community initiatives, including:

- Youth Concerts (school-day performances)
- KSO on the Go (traveling ensembles)
- Musical Storybooks (early childhood/family programming)
- Partner School residencies
- Marvelous Music preschool partnership
- Youth Soloist Competition & Student Performer Showcase
- KSO in Your Community (rural engagement programs)

Artists in Residence (AIR) Program

- Design and expand community-focused initiatives featuring KSO's Artists in Residence, a salaried core of eight musicians
- Schedule and assign AIR services in compliance with the collective bargaining agreement
- Maximize community impact and support revenue-generating opportunities
- Evaluate performances and provide feedback to musicians
- Coordinate professional development opportunities

Community Engagement

- Assess and strengthen KSO's connections with diverse communities
- Develop partnerships that broaden access and deepen community impact
- Expand outreach to rural and underserved areas

Board & Organizational Leadership

- Support the Board's Education & Community Partnerships Committee (agenda development, reporting)
- Prepare regular reports for board meetings

Cross-Department Collaboration

- **Advancement:** funding strategies, grant support, donor and community events
- **Marketing:** promotion, communications, and brand alignment of education programs
- **Artistic Operations:** program logistics, musician scheduling/payroll, contracts, media projects
- **Finance:** budget development, tracking, and reporting

Supervision

- Education Manager
- Interns (seasonal)
- Education volunteers
- KSO Artists in Residence and ensemble musicians (advisory/program guidance)

Qualifications

The ideal candidate will have a bachelor's degree or equivalent, five or more years of employment in a closely related career setting, and leadership and supervisory experience. Significant experience in music and/or performing arts is preferred.

To Apply

Please submit a cover letter outlining your specific qualifications and a resume, both in PDF format, to HR@kalamazoosymphony.com. For best consideration, please apply by May 8, 2026. No phone calls, please. Background checks will be required on all final candidates.

Equal Opportunity Statement

The Kalamazoo Symphony is 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. *The Kalamazoo Symphony is an equal opportunity employer.*

Additional information about the Kalamazoo Symphony can be found at KalamazooSymphony.com.