

JOB POSTING: ARTISTIC MANAGING DIRECTOR

ORKIDSTRA | OCTOBER 2025

Short Description

The Artistic Managing Director (AMD) plays a vital role in co-leading OrKidstra's vision, program delivery and artistic direction. In shared leadership with the Executive Managing Director, the AMD ensures alignment with the organization's mission and strategic goals. This full-time, in-person role is ideal for a passionate, collaborative leader with a strong background in music education and program management, eager to foster artistic excellence and community engagement. The successful candidate will have proven experience in artistic leadership, team management, and a commitment to OrKidstra's values of love, courage, excellence, and belonging.

Candidate Profile & Core Qualifications

We are seeking an inspiring, mission-driven leader who deeply embodies OrKidstra's core values of love, courage, excellence, and belonging. This person will not only provide strong artistic and operational leadership but will also nurture and empower children, youth, and staff through a trauma-informed, culturally responsive, and student-centered approach. We strongly encourage candidates who reflect the diversity of the communities we serve to apply.

- Proven experience managing or leading arts programs/organizations, ideally within the Sistema model or nonprofit sector
- Strong operational and team leadership skills, balancing day-to-day program logistics with long-term artistic vision
- Deep expertise in music education and artistic leadership, and lived experience as a musician with an orchestral background
- Demonstrated passion for working with children and youth from diverse and under-served communities, with a genuine commitment to fostering equity and pluralism in the arts
- Excellent communication and interpersonal skills, with the ability to build authentic, respectful relationships with students, families, staff, and community partners.
- Collaborative leadership style grounded in empathy, respect, and shared decision-making.
- Entrepreneurial and proactive mindset to create opportunities and balance growth with sustainability.
- Resilience, ethical leadership, and dedication to lifelong learning and reflection.
- Hands-on leader able to provide onsite leadership and support across OrKidstra's hubs.

This role offers a unique opportunity to co-lead an innovative and values-driven music education program that transforms lives, nurtures artistic excellence, and strengthens community bonds.

Work Type

This is an in-person role based in the National Capital Region, combining onsite support for after-school programming at OrKidstra's hubs with limited flexibility for work from home.

Working Environment

The successful candidate will be based in the National Capital Region. Work is typically scheduled Monday–Friday, aligned to support after-school activities, with flexibility required for concerts, events, and community engagements. Reliable transportation within Ottawa is essential.

About OrKidstra

OrKidstra is a registered charity that provides a social development program through music for children from equity-deserving communities in Ottawa. Entering its 19th season, OrKidstra serves over 800 children and youth from more than 62 cultural and linguistic backgrounds through our in-school and after-school programs. OrKidstra's mission is to empower kids and build community through the universal language of music. We provide children from low-income families with free group and individual music lessons and opportunities to learn important life skills such as respect, compassion, teamwork, and responsibility through playing and singing together. Learn more at orkidstra.ca.

Job Description At-a-Glance

Reporting directly to the Board of Directors, the **Artistic Managing Director (AMD)** holds primary responsibility for the overall management and delivery of OrKidstra's programs, providing artistic oversight. This co-leadership role works in close partnership with the Executive Managing Director to ensure the organization runs smoothly and aligns with its strategic plan.

The AMD's role is both managerial and artistic: overseeing program operations, staff, Teaching Artists, and volunteers across multiple hubs, while also leading the artistic vision of the organization. This position balances hands-on support for after-school programming with strategic leadership, ensuring programs are delivered effectively and in line with OrKidstra's core values.

As a key part of OrKidstra's leadership team, the Artistic Managing Director is essential to sustaining the organization's growth, fostering community engagement, and maintaining the quality and relevance of its social development through music education programs.

Key Responsibilities

Culture & Philosophy

- Actively engage in, and demonstrate:
 - OrKidstra's core values of **Love, Courage, Excellence, and Belonging**.
 - Teamwork, curiosity, responsibility, creativity, dedication, communication, and commitment to growth.

Program Operations

- Collaborates with the Executive Managing Director to design and implement operational plans aligned with strategic goals, facilitating smooth program delivery.
- Leads a team of four managers and five core staff and provides oversight and support to the broader Program team, including 40 Teaching Artists and Program volunteers.
- Utilizing a practical and creative approach, supports Artistic Leads in artistic, social, and pedagogical planning.
- Contributes to grant applications by articulating future program plans, identifying projects, building budgets, and overseeing related communications.
- The AMD oversees program expenses and serves as a signatory for OrKidstra.
- Builds and maintains relationships with community leaders and stakeholders.
- Supports facility management with the Executive Managing Director.
- Reports regularly to the Board of Directors on program matters; serves as a non-voting Board member and participates in committees as needed.

Artistic Direction & Social Development

- In alignment with the social development of the organization, manages the overall artistic direction with the Program team and faculty.
- Teaches and conducts small and large ensembles.
- Cultivates strong relationships with students, families, and communities.
- Motivates students toward musical and personal excellence.
- Oversees recruitment and development of Faculty and program evaluation metrics.
- With the relevant program team and faculty, develops pedagogical guidelines.
- In concert with team, faculty, and students, selects dynamic repertoire reflecting the communities served.
- Directs major concerts and extra events.
- Supports social enterprise initiatives like the in-school KiddlyWinks program.

Human Resources

- In collaboration with the Executive Managing Director, the AMD hires and manages all Program staff, ensuring clear objectives and strong performance.
- Supports supervisory structures through training, coaching, and operational planning.
- Oversees program mentors, university practicums, and apprentices.
- Supports facilitation of annual staff retreats and strategic planning refreshes in partnership with the Executive Managing Director.

Strategic & Community Engagement

- Collaborates with Senior Management on resource needs and sustainable growth.
- Supports scaling operations and program expansion while honoring OrKidstra's culture.
- Builds transformative relationships with stakeholders in arts, nonprofits, and community leadership to enhance OrKidstra's reputation.

Compensation

OrKidstra offers a competitive compensation and benefits program, including health, dental and wellness benefits, a flexible workplace, and the opportunity to join a dedicated team that truly believes in the power of music to build community and transform children's lives. This position invites you to bring your passion and values to an organization that transforms lives by empowering kids and fostering community through music and offers a clear path for growth and future advancement.

Annual salary range: \$90-\$110K, commensurate with experience and qualifications.

Applications

Please submit a cover letter and resume to **workwithus@orkidstra.ca** telling us why you are a great candidate for this role. Applications will be reviewed on a rolling basis until **January 4; early applications are encouraged.**

This position requires enhanced police clearance, reference checks, aptitude screening and participation in an on-site evaluation.

We thank all applicants for their interest and application; however, only those selected for an interview will be contacted.



Equity

OrKidstra is an equal opportunities employer committed to diversity and inclusion. We enthusiastically encourage applications from Indigenous Peoples, newcomers to Canada, IBPOC, persons with disabilities, 2SLGBTQ+ individuals, and members of racialized and marginalized groups. We believe our community is stronger when it benefits from the understanding and wisdom of people who have lived experiences with the communities we serve. OrKidstra is a place of belonging.