



Feilding Brass Inc

Musical Director Position Description

Feilding Brass Overview

The Feilding Brass is a long established and respected C grade band that has an excellent reputation for being a modern brass band.

Its success at regional contests (CDBBA section II) over the last 30 years is second to none. Attending National contests is not its main focus even though the band would normally attend every 5-6 years as funds/schedule/player availability allow. Its focus is on providing top quality and innovative entertainment to our audiences, which are mostly in the Manawatu Region.

Rehearsals are held once a week and the musical director prepares, develops and conducts the band to deliver excellent performances. For regional contests two to three extra rehearsals are typically held on the proceeding Sunday afternoons.

Musically the band's main focus is on playing new material and trying new things. The use of vocals and special effects in concerts are strongly encouraged.

Musical Director

Responsible To: Feilding Brass Management Committee

Functional Relationships:

Internal

Feilding Brass management Committee

Playing members for senior band

Playing members of Junior band

Band officers

External

CDBBA

NZBBA

Other bands

Organisers of gigs bands will perform at

Concert technical people (ie sound lighting etc)

Primary Objective: To manage the musical direction and conduct Feilding Brass and Feilding Youth Brass in delivering excellent performances at concerts community events and contests.

Key Result Areas	Key Tasks
Musical direction and conducting of Feilding Brass (senior band)	<ul style="list-style-type: none"> • Preparing for and conducting all practices in preparation for future concerts, contests and community events • Conducting the band to develop the players into a unified band and to deliver excellent performances • Locating, identifying and selection of music. Engaging services of composers to write scores as required. • Providing recommendations for purchase of new instruments • Identify and co opt players into the band either as permanent or temporary players
Musical direction and conducting of Feilding Youth Brass (junior band)	<ul style="list-style-type: none"> • Preparing for and conducting all practices in preparation for future concerts, contests and community events • Successful management of youth band to develop players and deliver excellent performances • Locating, identifying and selection of music
Concerts, Competitions, play outs and community gigs	<ul style="list-style-type: none"> • Preparing programme, items and soloists • Plan and schedule rehearsals and performances, and arrange details such as accompanists, and instrumentalists • Audition and select performers or guest soloists for musical presentations • Engagement with sound and lighting personnel
Development of players - young and old, experienced and inexperienced	<ul style="list-style-type: none"> • To continually motivate, encourage and develop players • To actively promote brass banding as an option to young people • To coach and support tutors
Reporting to management committee	<ul style="list-style-type: none"> • Attend the monthly management committee • Attend any other special management committees convened • Preparing and presenting a monthly report on Band activities to the management Committee
Delivery of excellent performances and exciting audience focussed major concerts	<ul style="list-style-type: none"> • Leading the preparation of the programme • Ability to transform a customer’s vision into a well planned and delivered performance • Direct groups at rehearsals and live performances in order to achieve desired effects such as tonal and harmonic balance dynamics, rhythm, and tempo

Professional Competencies

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| Technical Skills | Has the functional, technical knowledge and skills to deliver performances to a high standard. |
| Manages Risk | Identifies and mitigates risks that could adversely affect players and performances. |
| Facilitating Change | Encourages others to seek opportunities for different and innovative approaches to performances; facilitates the implementation and acceptance of change in the band. |

Organisational Competencies

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| Time Management | Is able to prioritise workload and schedule rehearsals to meet set deadlines and ensure band is suitably prepared for all performances |
| Planning and Organisation | Develops accurate and workable plans to achieve excellent performances |

Leadership Competencies

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| Leading band officers | Provides guidance along with clear and reasonable requests to band officers to ensure band runs smoothly. |
| Player Management | Provides orientation for new players and ensures issues with existing players are addressed fairly and in a timely fashion.
Coaches all players so as to encourage development |

Teamwork Competencies

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| Teamwork | Works collaboratively and proactively to achieve band goals, demonstrating support and consideration for all players. |
| Building Effective Teams | Blends people into the band; creates strong morale and spirit in the team; shares wins and successes; fosters open dialogue; defines success in terms of the whole team; creates a feeling of belonging in the team. |

Personal/Interpersonal Competencies

Drive for Results	Can be counted on to exceed goals successfully; is constantly and consistently one of the top performers; steadfastly pushes self and others for results.
Integrity and Trust	Is widely trusted. Is seen as a direct, truthful individual. Can present the unvarnished truth in an appropriate and helpful manner. Keeps confidences, admits mistakes, doesn't misrepresent him/herself for personal gain.
Interpersonal Savvy	Relates well to all people, inside and outside the organisation. Builds appropriate rapport. Builds constructive and effective relationships, uses diplomacy and tact. Can diffuse high-tension situations comfortably
Respect for All	Treats others equitably, acts justly, has candid discussions. Discourages hidden agendas and finds common ground to solve problems,
Self Development	Is personally committed to and actively works to continuously improve him/herself; understands that different situations and levels may call for different skills and approaches; works to deploy strengths; works on compensating for weaknesses and limits.

Communication Skills

Good listener	Ability to accurately interpret meaning and take actions that reflect complete understanding of the message communicated.
Communicator	Can communicate information in a way people can understand. Skilled at verbally communicating ideas and issues in simple, clear language. Effective written and verbal communication skills.
Adaptive	Demonstrated ability to “think on one's feet” responding quickly and effectively to controversial and sensitive issues.
Negotiator	Uses facilitation and negotiation to achieve desired outcomes without undue damage to relationships.

Qualifications and Experience

- Relevant management and musical qualification or significant relevant experience.
- Significant conducting experience
- Demonstrable track record of successfully managing and conducting a large musical ensemble.
- Significant experience in “modern” brass band management and conducting
- Experienced with sound, lighting, video and other concert “extras”