



■ **sydney symphony
orchestra**

David Robertson
Chief Conductor and Artistic Director

**INFORMATION
FOR CANDIDATES**

Director of Learning
& Engagement

AEGEUS
EXECUTIVE SEARCH



Photo: Keith Saunders

WELCOME FROM THE MANAGING DIRECTOR

Thank you for your interest in working for the Sydney Symphony Orchestra.

It's an exciting time to be joining one of Sydney's most loved cultural organisations as we are in a new phase in the development of the orchestra's brand beyond the geographic confines of Australia.

In looking at the future for the SSO in the global context it is clear there is an opportunity to align with the significant economic, political and cultural shifts taking place in the world. The continuing rise in the strength and importance of Asia provides an opportunity to build our presence across this region to take advantage of the growing interest in, and consumption of, our art form.

The excellence of the SSO ensemble, high profile artistic leadership and effective administration team provides the impetus to build a regular and creative link with key markets in Asia, particularly China, Japan and Korea.

This provides the SSO with a strong and compelling vision for the further development of the quality of our ensemble and a brand position as cultural leaders within the region. It will also increase our capacity to build broader diplomatic and commercial relationships and serve as an effective partner for the Australian government, business and services sectors.

The SSO enjoyed an exciting year in 2014, a year built on artistic ambition, as it celebrated the inaugural season of its partnership with Chief Conductor and Artistic Director David Robertson. Building on a legacy of inspired leadership under beloved outgoing Principal Conductor and Artistic Advisor Vladimir Ashkenazy, Maestro Robertson made his own indelible mark over the course of the year with insightful performances of diverse and ambitious programming that reached across the full spectrum of Greater Sydney's concert-going public and into the international realm, through newly-initiated web-streaming initiatives and international touring.

In all, our future is that of an ambitious, restless and dynamic organisation – driven by artistic performance, compelling connection with our community and backed up by responsible financial decision making – operating in a complex and at times uncertain marketplace.

The SSO is an orchestra in good form facing considerable challenges yet with a clear vision of its future and determination to succeed.

The new Director of Learning & Engagement will be a key contributor to our future through the leadership of the Learning & Engagement Department staff and its activities including education concerts, teacher training and resources, the emerging artist program, and outreach initiatives.

This role is the opportunity to make a real difference to one of Australia's leading arts companies and its leadership role in music education, learning and engagement.

So, is this the role for you? Time to find out.

“It's an exciting time to be joining one of Sydney's most loved cultural organisations as we are in a new phase in the development of the orchestra's brand beyond the geographic confines of Australia....”



A blue ink handwritten signature of Rory Jeffes, written in a cursive style.

Rory Jeffes
Managing Director

ABOUT THE SYDNEY SYMPHONY ORCHESTRA

Founded in 1932 by the Australian Broadcasting Corporation, the SSO has evolved into one of the world's finest orchestras as Sydney has become one of the world's great cities.

The orchestra is resident at the iconic Sydney Opera House as well as sustaining relationships with local and regional communities.

As the city's major musical organisation, the SSO was the official Cultural Ambassador for the Olympic Arts Festivals and played a pivotal role in the celebrations surrounding the Sydney Olympics in the year 2000, both in the numerous outdoor and cultural events surrounding the Games.

The Orchestra's role as Sydney's leading musical organisation continues to develop.

From a subscription audience of 500 people in 1936, in 2014 under the baton of new Chief Conductor & Artistic Director, David Robertson, the Orchestra performed over 200 concerts and unique programs to more than 300,000 people, with more than a quarter of these to audiences and groups for no charge.

In addition to its main stage performance work, the SSO undertakes education and outreach activities in conjunction with its touring activities in regional NSW and Canberra.



The SSO, together with major performing arts organisations across Australia, has occupied a complex environmental landscape in the past three years.

The SSO is the only symphony orchestra in Australia that generates significantly more income through its own activities than the level of funding we receive from Federal and State government.

In 2014 the total operating costs for the SSO were approximately \$40m, of which just over 50% was in employee costs and charges.

The Company employs 100 permanent orchestra musicians and 46 casual musicians. 55 staff administer the orchestra, 43 permanent, 12 part time and 20 casual staff members are engaged seasonally in our Box Office to sell our programs and raise funds for the Orchestra. The Company also engages the services of visiting artists, conductors and musicians each year to work with our

orchestra on specific programs. In 2015 the SSO awarded Fellow Scholarship's to 14 emerging artists and 23 joined our mentoring Orchestra; Sinfonia.

Recent years have seen the SSO focus on achieving a balanced financial outcome, leveraging its competitive strengths in artistic leadership, increased audience participation, development of other earned revenues and a comprehensive approach to cost control.

As an organisation we play to our strengths and build on these further; notably:

- a quality of ensemble unrivalled in Australia
- iconic artistic leadership
- attracting the finest conductors and soloists in the world
- capacity to leverage artistic assets for audience participation and financial outcomes

2014 IN REVIEW

In 2014 the Sydney Symphony Orchestra performed over 200 concerts and unique programs to more than 300,000 people.

Sydney Symphony Orchestra Subscription, Classical Special And Commercial Performances

- The Sydney Symphony Orchestra presented 121 concerts in the Sydney Opera House and City Recital Hall Angel Place to a total paid attendance of 231,595 patrons. This includes commercial activities [22 performances].
- A further 10 performances were dedicated to Chamber Music [2], Regional Touring [7] and the Sydney Symphony Fellowship program [1], with a paid attendance of 2,257 patrons.

Commercial Collaborations

The Sydney Symphony Orchestra plans its seasons well in advance. Acknowledging that opportunities to perform in collaboration with popular commercial artists require a shorter planning window, the Company allocates a percentage of available orchestral playing time to these projects. This work is undertaken either with the Sydney Symphony Orchestra taking the role of presenter or as a 'band for hire'.

In 2014 the Sydney Symphony performed 9 events in 22 concerts in this category which attracted 42,508 attendees.

The Education Program

- 26,101 teachers and students attended 47 schools concerts in Sydney venues, and 2,074 attended schools concerts in Dubbo, Cobar and Broken Hill.
- 11 Education programs were delivered in regional areas in conjunction with the Sydney Symphony's other touring activities in Canberra, Dubbo, Cobar and Broken Hill.
- 4,791 patrons attended 19 performances by the Credit Suisse Fellows in 2014 at venues including St James' Church King St, Verbrugghen Hall, Blacktown Arts Centre, The Moorambilla Festival in Central NSW, The Manning Entertainment Centre in Taree, Goulburn Regional Conservatorium and the South Coast Correctional Centre.
- 5 open rehearsals and 7 master classes were held at the Sydney Opera House for 183 tertiary students and their lecturers. Outreach events held in 3 Chinese conservatories during the SSO's International Tour were attended by 238 people.
- 16 professional learning workshops were held in Sydney and other capital cities and 2 regionally in Dubbo and Broken Hill, attracting 710 teachers and students.
- 7 Playerlink activities were held in Bathurst, regional NSW, in 2014, connecting with 155 local musicians of all ages and their teachers.
- Overall, more than 34,974 people connected with the Sydney Symphony Orchestra through its Education and Developing Artist programs.



Photo: John Marmaros

2014 IN REVIEW

(continued)

Touring And Outreach

- The Sydney Symphony Orchestra performed at 2 free outdoor concerts in 2014:

Symphony in the Domain on January 26 – 25,900
Parramatta Park on March 23 – 5,000

- The Sydney Symphony Orchestra also gave concerts in Wollongong, Newcastle, Pokolbin and Orange.
- As part of its annual regional touring activities the Sydney Symphony Orchestra and Sinfonia ensembles performed in Dubbo, Cobar and Broken Hill to a total audience of 790.
- 59 Sydney Symphony performances were broadcast on ABC Classic FM in 2014, and 9 concerts were sent to the European Broadcasting Union.
- 3 concerts with American pianist Emanuel Ax were live-streamed on the Sydney Opera House YouTube channel on 13, 18 and 21 June. The video-on-demand of these streams accumulated 28,656 views.
- SSO Live released 1 disc in 2014 – *Igor Stravinsky: The Firebird* with the SSO's Chief Conductor and Artistic Director David Robertson.



- In 2014, the SSO continued its award-winning *Music4Health* Program which sees SSO musicians perform in retirement homes and hospitals throughout Sydney and NSW. Ensembles from the SSO performed in four *Music4Health* events at Montefiore Home Hunters Hill, the Autism Advisory and Support Service at Mount Pritchard, Westmead Children's Hospital and Randwick Children's Hospital.
- Sydney Symphony musicians also continued to contribute to the wider community in their capacity as teachers and members of community music groups. One of the SSO musicians visited the Intensive Care Unit at Westmead Children's Hospital regularly to play soothing tunes to sick children.
- In 2014 the Sydney Symphony's mobile app attracted a total of 52,624 views and was downloaded 3,206 times.



2015 highlights

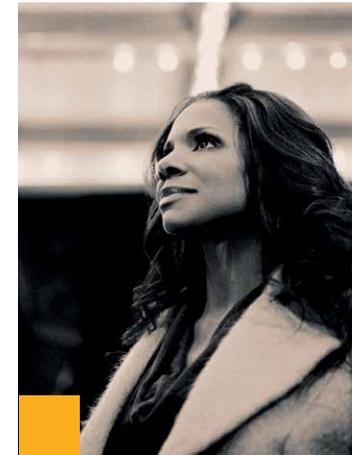


Anne-Sophie Mutter (above) plays Dvořák's Violin Concerto in September.

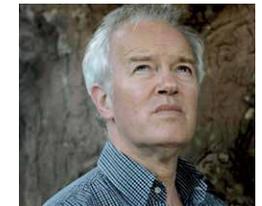


David Robertson (left) shares his love for Schumann with Sydney audiences, conducting all four of the composer's symphonies over two weeks in February.

Two-time Grammy and six-time Tony Award winner Audra McDonald (below) will join the orchestra for an evening of Broadway classics as part of our Kaleidoscope series.



We see the return of the master conductors – Charles Dutoit in September and former SSO chief conductor Edo de Waart (below) in November.



In 2015 there's a huge variety of concerts with something for everyone who loves music. And with David Robertson at the helm it's set to be yet another exhilarating year for the SSO.



We see the return of celebrated Australian conductor Simone Young (left), along with with Jessica Cottis, Benjamin Northey and Daniel Carter.



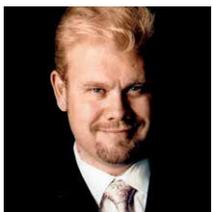
Le Grand Tango with Sydney Dance Company in April and *Romeo and Juliet* with Bell Shakespeare in August. (John Bell, above).



International pianists in recital: Louis Lortie, Peter Serkin, Yuja Wang (above) and Kirill Gerstein.



We welcome the brightest young stars in conducting including Vasily Petrenko (above), Miguel Harth-Bedoya, Lionel Bringuier, James Gaffigan, Jakub Hrůša, Matthias Pintscher and Ward Stare.



David Robertson's epic vision for opera in the concert hall continues with *Tristan und Isolde*, and Aussie superstar Stuart Skelton (left) sings his first Tristan in June.

SSO STRUCTURE

The Sydney Symphony Orchestra's structure is typical of most world orchestras but a little different from your usual corporation. On the one hand you have a fairly familiar structure in Administration but within the orchestra you have a more fluid structure.

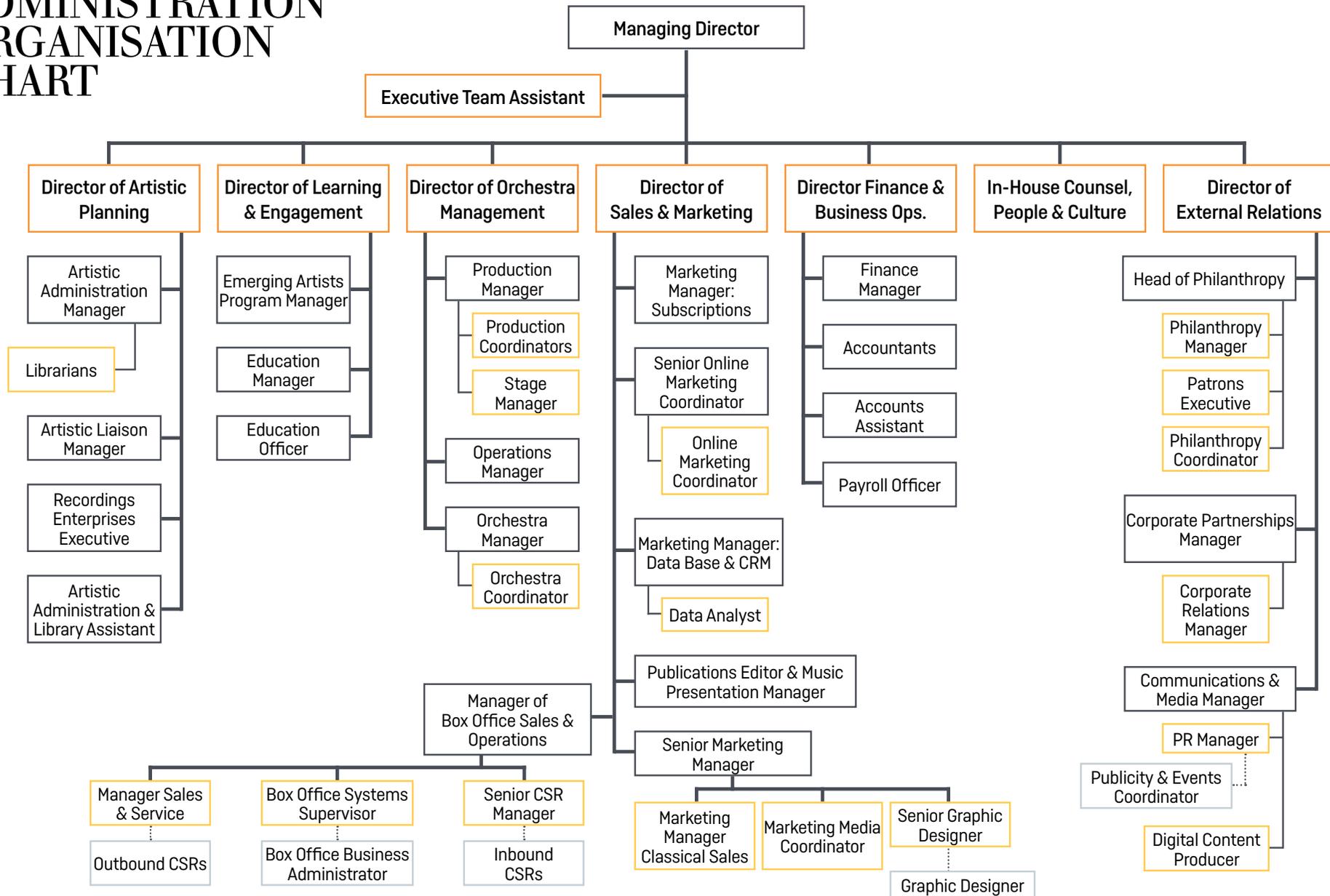
Each instrument family or section is lead by one or two Principals. But the orchestra as a whole is represented by two consultative committees called the Artistic Committee and the Management Committee. Both committees share the same musicians' Executive which is lead by the Musicians President. Musicians also join administrative staff to address workplace health and safety issues on the WH&S Committee.

These committees represent the musician's views to Management on a range of issues from rosters to concert programs and EBA negotiations and many other issues in between. They make recommendations to the Managing Director and can work across a range of areas with Administration staff as well.



Photo: Keith Saunders

ADMINISTRATION ORGANISATION CHART



SSO MUSICIANS 2015



David Robertson
Chief Conductor
and Artistic
Director
Supported by
Emirates



Jessica Cottis
Assistant Conductor
Supported by Premier
Partner Credit Suisse
and Symphony
Services International



Dene Olding
Concertmaster



Andrew Haveron
Concertmaster

First Violins



First Violins

- 01 Sun Yi
Associate Concertmaster
- 02 Kirsten Williams
Associate Concertmaster
I. Kallinikos Chair
- 03 Lerida Delbridge
Assistant Concertmaster
Simon Johnson Chair
- 04 Fiona Ziegler
Assistant Concertmaster
- 05 Jennifer Booth
- 06 Brielle Clapson
- 07 Sophie Cole
- 08 Amber Davis
- 09 Claire Herrick
- 10 Georges Lentz
- 11 Nicola Lewis
- 12 Emily Long
- 13 Alexandra Mitchell
- 14 Alexander Norton
- 15 Léone Ziegler

Violas

- 01 Roger Benedict
Principal Viola
Kim Williams AM &
Catherine Dovey Chair
- 02 Tobias Breider
Principal
- 03 Anne Louise Comerford
Associate Principal
- 04 Justin Williams
Assistant Principal
- 05 Sandro Costantino
- 06 Rosemary Curtin
- 07 Jane Hazelwood
Bob & Julie Clampett Chair
in memory of Carolyn Clampett
- 08 Graham Hennings
- 09 Stuart Johnson
- 10 Justine Marsden
- 11 Felicity Tsai
- 12 Amanda Verner
- 13 Leonid Volovelsky

Second Violins

- 01 Kirsty Hilton
Principal
- 02 Marina Marsden
Principal
- 03 Marianne Broadfoot
Associate Principal
- 04 Emma Jezek
Assistant Principal
- 05 Maria Durek
- 06 Emma Hayes
- 07 Shuti Huang
- 08 Stan W Kornel
- 09 Benjamin Li
- 10 Nicole Masters
- 11 Philippa Paige
- 12 Biyana Rozenblit
- 13 Maja Verunica

Cellos

- 01 Umberto Clerici
Principal Cello
Garry & Shiva Rich Chair
- 02 Catherine Hewgill
Principal Cello
The Hon. Justice AJ &
Mrs Fran Meagher Chair
- 03 Leah Lynn
Assistant Principal
- 04 Kristy Conrau
- 05 Fenella Gill
- 06 Timothy Nankervis
- 07 Elizabeth Neville
Ruth & Bob Magid Chair
- 08 Christopher Pidcock
- 09 Adrian Wallis
- 10 David Wickham

SSO MUSICIANS 2015

(continued)



Double Bases

- 01 Kees Boersma
Principal Double Bass
SSO Council Chair
- 02 Alex Henery
Principal
- 03 Neil Brawley
Principal Emeritus
- 04 David Campbell
- 05 Steven Larson
- 06 Richard Lynn
- 07 David Murray
- 08 Benjamin Ward

Harp

Louise Johnson
Principal

Flutes

- 01 Janet Webb
Principal Flute
Helen Lynch AM &
Helen Bauer Chair
- 02 Emma Sholl
Associate Principal Flute
Robert & Janet Constable
Chair
- 03 Carolyn Harris

Piccolo

Rosamund Plummer
Principal

Oboes

- 01 Diana Doherty
Principal Oboe
Andrew Kaldor AM &
Renata Kaldor AO Chair
- 02 Shefali Pryor
Associate Principal Oboe
Mrs Barbara Murphy Chair
- 03 David Papp

Cor Anglais

Alexandre Oguey
Principal

Clarinets

- 01 Lawrence Dobell
Principal Clarinet
Anne Arcus &
Terrey Arcus AM Chair
- 02 Francesco Celata
Associate Principal
- 03 Christopher Tingay

Bass Clarinet

Craig Wernicke
Principal

Bassoons

- 01 Matthew Wilkie
Principal
- 02 Fiona McNamara

Contrabassoon

Noriko Shimada
Principal

Horns

- 01 Robert Johnson
Principal Horn
James & Leonie Furber Chair
- 02 Ben Jacks
Principal
- 03 Geoff O'Reilly
Principal 3rd
- 04 Euan Harvey
- 05 Marnie Sebire
- 06 Rachel Silver

Trumpets

- 01 David Elton
Principal
- 02 Paul Goodchild
Associate Principal
- 03 Anthony Heinrichs

Trombones

- 01 Ronald Prussing
Principal
- 02 Scott Kinmont
Associate Principal
- 03 Nick Byrne

Bass Trombone

Christopher Harris
Principal

Tuba

Steve Rossé
Principal

Timpani

- 01 Richard Miller
Principal
- 02 Mark Robinson
Assistant Principal
Timpani/Tutti Percussion

Percussion

- 01 Rebecca Lagos
Principal
- 02 Timothy Constable
Justice Jane Mathews AO Chair

ABOUT LEARNING & ENGAGEMENT AT THE SSO

2014 was a year of transition for the education arm of the Sydney Symphony's program. With the arrival of Chief Conductor and Artistic Director David Robertson came new initiatives and visions for our work. To reflect the expansion of the program over the past few years, our department was rebranded Learning and Engagement, a title more reflective of the enormous number of diverse activities going on, and particularly the expansion of outreach initiatives and opportunities for learning tied to the main-stage work of the orchestra. A new strategic business plan for the program was approved by the Board and implementation began midyear.

Thousands of school children aged between four and 15 attended one of our 32 schools concerts across greater Sydney, Dubbo and, for the first time, Cobar and Broken Hill, in the far west of NSW. Sixteen professional learning workshops were held across NSW and the ACT. These were delivered by leading practitioners to help teachers prepare their students for their concert visit and provide additional classroom lesson material for use throughout the year. Lesson resources were written on forty orchestral works, and all infants, primary and regional material was delivered in digital form for ease of classroom implementation. For the first time the Meet the Music program, once known as the 6.30 Series for music students, was tailored to accommodate the two different music courses offered at

THE SSO IS DEDICATED TO ENRICHING QUALITY MUSIC LEARNING IN THE CLASSROOM AND IN THE CONCERT HALL, INSPIRING LEARNING AND MUSICAL ENGAGEMENT FOR ALL AGES.

HSC level. Consequently the offerings ranged from new music by Australians Brett Dean and Paul Stanhope to Bernstein's *West Side Story*, and our Meet the Music Series now offers something relevant for all HSC music students.

TunED-Up! was a significant new initiative for 2014. This residential program for primary teachers from regional NSW

designed to up skill, build confidence in teaching and rehearsing music, and train these teachers to share their knowledge within their own school communities in a mentoring capacity. Twenty teachers were selected for this pilot program, representing all corners of the state: Murwillumbah, Wagga, Queanbeyan, Broken Hill – even as far away as Norfolk Island. The program was delivered by leading music educators and provided forty hours of training for teachers across a range of musical skills, as well

as allowing them to spend time with the orchestra at a rehearsal for *The Planets*. While there, Maestro Simone Young even gave them a conducting lesson. The initiative was financially supported by the generosity of Fred Street AM and Dorothy Street, and so successful was the program that new sponsors came forward, allowing for not just the continuation but the expansion of the program in 2015.

Changes were evident in the Emerging Artist program too. School-aged orchestral players selected for our regional orchestra training program Playerlink were able



ABOUT LEARNING & ENGAGEMENT AT THE SSO

(continued)

to audition online for the first time, allowing the SSO musicians the chance to best place and evaluate the successful participants as we prepared for the seventy young musicians who gathered in Bathurst. Our mentoring orchestra, Sinfonia, sat side-by-side with the Sydney Symphony musicians, delivering four concerts in the Discovery Series under the baton of artistic director Richard Gill, and 47 public and schools concerts in Sydney, Dubbo, Cobar and Broken Hill.

The Fellowship presented a concert series in St James' King St, performed in a gaol, gave a mini tour up the NSW mid North Coast and enjoyed a sold-out concert in the Opera House Utzon Room, besides appearing as guest artists in a number of subscription series across greater Sydney and in Goulburn. New to their program was a culinary concerto in Sydney and Melbourne, and in the second half of the year we held auditions for our newly expanded Fellowship program, including for the first time trumpet, trombone and percussion, and almost doubling the size of the cohort selected for 2015.

As the Sydney Symphony delighted audiences in Sydney, across NSW and in China, new initiatives for personal engagement with amateur musicians and music students within each community were explored – whether it be the combined local musicians of Broken Hill or Orange joining musicians from the SSO to spend a morning playing music; working with children of the School of the Air and the School of Distance Education; orchestral and instrumental master classes across China; or working with local conductors in Bathurst and Xi'an. Tertiary students worked with leading instrumentalists, composers and conductors at open rehearsals, new connections were made and friendships formed. Such projects bring depth to our engagement initiatives, expand our reach, and play to our strengths, by imagining new opportunities linked to the orchestra's main-stage work.

The Sydney Symphony Orchestra is dedicated to the development of Australia's future orchestral musicians, giving young people access to training by SSO musicians and other leaders in the classical music world from across Australia and around the globe.



Photo: Keith Saunders



ABOUT THE ROLE

DIRECTOR OF LEARNING & ENGAGEMENT

Reports to Managing Director

Supervises

- *Emerging Artists Program Manager*
- *Education Manager*
- *Education Customer Officer*

Role objective:

As a member of the Sydney Symphony Orchestra Executive, champion and lead a dynamic Learning & Engagement Program in support of the current and future Sydney Symphony Orchestra strategic plan.

Key Responsibilities And Duties:

- Establish, and drive the strategic direction of all Learning & Engagement activity, including: Education Concerts; Teacher Training and Resources; the Emerging Artist Program, Outreach Initiatives, in agreement with the Managing Director.
- Oversee and manage the Learning & Engagement Department Staff and its activities.
- Manage the relationship between the Chief Conductor and Artistic Director of the Orchestra and the Learning & Engagement Department.
- Communicate and successfully engage with internal and external stakeholders.
- With the support of the Chief Conductor and Artistic Director of the Orchestra and the Director of Artistic Planning, monitor and maintain the artistic standards and artistic direction of the Learning & Development programs and activities.
- Champion, represent and leverage the interests of the Sydney Symphony Orchestra as leaders in education and engagement to key International, Federal and State stakeholders of music and music education.
- Provide expert advice to the Managing Director on policy, strategy and contemporary trends in music education and engagement at International, Federal and State levels.
- Devise and implement educational and outreach initiatives to coincide with the Sydney Symphony Orchestra's annual international and regional tours.
- Report regularly on Learning & Engagement activities and ensure all activities are within approved financial budget and expenditure.
- Carry out other reasonable duties on request.



Photo: Keith Saunders

KEY CRITERIA

Music, Education and Learning

- Minimum 5 years successful leadership as a professional music educator working in collaboration with professional musicians and conductors.
- Tertiary music qualifications, passionate about classical and symphonic music and demonstrated successful teaching experience.
- High Level Experience in the design of music education programs and Knowledge of the current curricula's.

Leadership & Management

- Superior communication, presentation, people and Management skills.
- Computer literate and savvy with new technologies relevant to learning & engagement in the digital sphere.
- Strong Financial & Data Analysis Skills.

Stakeholder, Community and Audience Engagement

- Proven success in attracting and retaining new sponsorship to education and learning programs.
- Ability to develop and maintain a network of Australian education sector contacts, and to establish an excellent reputation as a leader in the broader education communities in Australia and internationally.
- Demonstrated ability to foster networks within Government, relevant bureaucracies and the performing arts communities.
- Ability to engage and inspire a range of audiences with the work of the Sydney Symphony Orchestra.

Personal Qualities

- Highest possible ethical standards in all aspects of professional life.



Photo: Keith Saunders

HOW TO APPLY

Applications for the role should include the following:

■ Curriculum Vitae

A curriculum vitae should be submitted, that includes:

- full name, home address, confidential email address, telephone contact details
- positions held, dates, scope of responsibilities and key achievements
- details of formal education and other training qualifications
- any other relevant information, such as involvement in professional and community activities including speaking engagements, conference panels or board memberships etc

■ Candidate's Statement

A statement of no more than 3 pages that outlines your motivations for applying for the position, brief responses to the Key Criteria (Page 14) that take into account past roles, experience and achievements, along with your understanding of the role and how your skills, expertise and background will be beneficial to the position, to the Learning and Engagement Division and to the SSO.

■ Referees

Full contact details of three referees who the consultant may contact, including a brief summary of why you have nominated each referee.

Referees will only be contacted after prior consultation with the candidate.

It is the candidate's responsibility to ensure that the referees are willing to provide reports when contacted.

■ Date of commencement

An indication of the earliest date on which you would be available to commence.

■ Applications should be sent by email to:

Tony Grierson
AEGEUS Executive Search

E: tony.grierson@aegeus.asia
T: + 61 2 8091 2464

AEGEUS
EXECUTIVE SEARCH

The closing date for receipt of applications is
5pm AEST Wednesday 15 April 2015

The Sydney Symphony Orchestra reserves the right to make an appointment by invitation.



sydney symphony orchestra

David Robertson Chief Conductor and Artistic Director

