

The Paducah Symphony Orchestra, a professional orchestra in Paducah, Kentucky, seeks an experienced conductor to serve as our Principal Conductor. The Principal Conductor is responsible for the artistic excellence of the orchestra. The Principal Conductor shall work collaboratively with the CEO to develop programs consistent with the policies and vision established by the Board of Directors. The selected individual will be available for selective educational, fundraising, and public relations activities. Relocation to Paducah and/or the surrounding region is not a requirement, however, proximity and ease of travel to Paducah may be a consideration.

We are seeking an artistic visionary to lead us into the future; a candidate who is charismatic and energetic with the orchestra as well as the audience. The PSO seeks a candidate whose excitement is infectious. Paducah is a unique community with many artistic offerings serving a diverse regional population, which requires a person who is as comfortable conducting in the concert hall as they are in other venues and can connect with the casual concertgoer. The PSO family of staff, musicians, board, donors, and volunteers is eager to begin collaborating with a conductor that has a new vision for tomorrow.

Responsibilities:

- Develop and implement an artistic vision and objectives in conjunction with the board and administrative staff
- Ensure a high level of artistic quality is present in all aspects of the orchestra including selection of musicians
- Identify instrumentation for all compositions to be performed within budget constraints
- Collaborate with the PSO Librarian to identify sources for works that are programmed and communicate clearly specific editions for works that are programmed
- Conduct all orchestra rehearsals and concerts for which the Principal Conductor is responsible
- Collaborate with the CEO and administrative staff to develop programs adhering to a timeline established by the CEO
- Collaborate and communicate regularly with the Director of Choruses concerning any PSO performances that incorporate chorus
- Establish and maintain contacts with solo artists, agents, composers, and managers
- Our current season includes 7 Signature Series Performances at the Carson Center. There are also additional performances at Symphony Hall which may or may not include the

conductor depending upon need. There will also be opportunities for educational programming and collaborative programming with other arts organizations

Community Relations

- Serve as an active advocate for the Paducah Symphony
- Be available for media interviews
- Promote the Orchestra through local public appearances when possible
- Participate in Orchestra fundraising and promotional endeavors when appropriate
- Participate in the development of the Paducah Academy Youth Orchestra in coordination with the PSO Academy Director
- Allow/provide content for shareable posts on social media promoting PSO events

Board Relations

- Develop and maintain an effective working relationship with the Board of Directors and Administrative Staff

Audience Development

- Actively participate in Concert Conversations prior to each Signature Series performance including the Overture Series at Symphony Hall
- Collaborate with the marketing personnel to be available for marketing opportunities such as video messages before concerts, virtual program notes, interviews, etc.
- Additional development tasks as determined by need

Application Process

Interested applicants should send a detailed resume including at least 3 references to reece@paducahsymphony.org. Candidates should also submit a short (less than 10 minute) video of the candidate conducting (.MP4 or .MOV format), or an explicit link to a short YouTube video. We will accept applications through 15 August 2026. Interviews will be conducted with the most qualified applicants. Finalists will be chosen and each finalist will be contracted to rehearse and perform one concert during our 2027-2028 season. A decision on the successful candidate will be reached at the conclusion of the 2027-28 season.

Statement of Inclusion and Equity

The Paducah Symphony Orchestra is committed to being a safe, inclusive workplace for people of all backgrounds and does not engage in discrimination on the basis of race, color, national origin, sex, sexual orientation, gender identity, age, or disability.

Candidate Qualifications

- Bachelor's Degree in music field
- Master's Degree in conducting desired
- Significant Orchestral conducting experience
- A deep knowledge of orchestral repertoire both old and new
- Demonstrated success leading and programming orchestral repertoire
- Demonstrated experience in effective rehearsal practices and performances
- Ability to effectively engage with audiences of all levels and ages
- Legally able to work for any employer within the United States