

**Role description****Concertmaster****Employment type** Part-time**Location** Canberra, ACT**Key relationships**

- Chief Conductor and Artistic Director
- Guest conductors
- Section Leaders/Principals
- Canberra Symphony Orchestra musicians
- Chief Executive Officer
- Chief Operating Officer
- Orchestral operations colleagues

**About CSO**

Canberra Symphony Orchestra (CSO) is an established professional orchestra with a strong artistic and cultural presence in Australia's national capital. Its professional part-time model brings together accomplished musicians for a diverse program spanning major symphonic works, Australian music, chamber performances, commercial productions and community and education activities.

Building on its recent successes, CSO is pursuing an ambitious artistic direction to 2030 and beyond, with a focus on distinctive music-making, artistic collaboration, championing Australian music and deepening connections with audiences and the wider community

**About the role**

The Concertmaster is CSO's principal musical leader from within the orchestra, working in close partnership with, and supporting, Chief Conductor and Artistic Director Jessica Cottis, as well as guest conductors and fellow musicians. Through their musicianship, artistic judgement and leadership, the Concertmaster will play a central role in helping develop the orchestra's sound, interpretation and performance.

This is one of CSO's most important artistic appointments, offering an outstanding violinist the opportunity to play an influential role in the orchestra's future. Beyond their own performance, the Concertmaster will bring musicians together, build a collaborative and supportive environment, and contribute to CSO's continued artistic development.

**Who we are looking for**

We seek an exceptional violinist with the musical authority, artistic judgement and experience to lead a professional orchestra across a diverse repertoire. The successful candidate will combine outstanding technical and interpretive ability with a strong understanding of ensemble playing and a commitment to artistic collaboration.

Equally important is their approach to people. We are looking for someone who leads with confidence, sensitivity and respect, who listens and understands the musicians around them, and who can build trust and bring colleagues together in pursuit of a shared artistic vision. They will bring curiosity and openness to new ideas, alongside a genuine interest in Australian music and the breadth of CSO's artistic program.

## **Key responsibilities**

### Artistic leadership and performance

- Lead the orchestra musically in rehearsals and performances, setting a high standard through exceptional musicianship, preparation and artistic judgement.
- Work in close artistic partnership with the Chief Conductor and Artistic Director as well as guest conductors to realise each program's musical vision, interpretation and style.
- On occasion, lead rehearsals and performances without a conductor.

### String leadership and orchestral coordination

- Work closely with the Chief Conductor and Artistic Director and string Section Leaders/Principals to support artistic cohesion, ensemble playing and the development of CSO's string sound.
- Lead the First Violin section and oversee bowings, tuning, string preparation and violin desking, in consultation with the Principal Second Violin and relevant Section Leaders/Principals.
- Take responsibility for First Violin player rankings and oversee ranked lists across the orchestra, in consultation with Section Leaders/Principals and the Chief Conductor and Artistic Director.

### Musician development and orchestral culture

- Lead by example, with an approach to artistic leadership that is at the service of the music and the musicians around them.
- Be a trusted musical resource to colleagues, sharing expertise, offering constructive feedback and mentoring, and supporting their continued artistic development.
- Foster a respectful, supportive and collaborative orchestral environment, working constructively with Section Leaders/Principals and fellow musicians to address artistic and professional matters.

### Artistic collaboration and orchestral contribution

- Contribute to auditions, trials and other artistic assessment processes, including panel deliberations.
- Provide informed artistic input to the Chief Conductor and Artistic Director and management on musician capability and performance requirements.
- Participate in the Artistic Advisory Committee and other relevant artistic discussions, supporting constructive communication.

## **Employment and engagement arrangements**

CSO anticipates offering a substantial part-time appointment, with flexibility to develop an arrangement that accommodates the orchestra's artistic requirements and the successful candidate's existing professional commitments.

The scope of the position, including performance commitments, broader artistic leadership responsibilities and attendance requirements in Canberra, will be discussed with shortlisted candidates. CSO welcomes interest from suitably qualified musicians in Australian and New Zealand, and Australians currently living internationally. The successful candidate will be expected to be based in Australia, with regular attendance in Canberra.



### **How to apply**

The Candidate Information Pack provides full application requirements and an indicative recruitment process and timeline.

To submit your application or make enquiries, please contact [recruitment@cso.org.au](mailto:recruitment@cso.org.au).

For a confidential conversation about the role, contact CEO Rachel Thomas at [recruitment@cso.org.au](mailto:recruitment@cso.org.au) with your availability for a phone call.

Applications close at **5pm AEDT on Monday 18 January 2027**.

### **Equity and inclusion**

CSO values diversity and welcomes applications from people of all backgrounds, including Aboriginal and Torres Strait Islander peoples. We are committed to a respectful and equitable recruitment process and will make reasonable adjustments to support candidates throughout the process.