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| Hello!  Here are the essay questions you will be asked to answer on our online Employment Application. We’re listing them here so you can think about them in advance. |

Mission and Philosophy

1. Please describe your philosophy as an artistic director and conductor.
2. What is your philosophy on addressing COVID-19 precautions? How you did you address issues with mitigation strategies for COVID in your ensemble? If you were not responsible for making those decisions, how did you feel about the decisions that had been made?

Programming

1. Have you ever created theme-based programming in the past and, if so, what kinds of themes and repertoire have your included in your programming for those events?
2. Do you have specific preferences for styles or genres of choral music you would choose to perform?
3. Belle Voci has a history of collaborating with other arts mediums (dance groups, instrumentalists, etc.) and creating sensory-friendly performances as a way of making choral music accessible to a larger audience, in particular audiences who may be less familiar with choral music. How do you see these collaborations and sensory-friendly experiences fitting into your programming?

Application and Experience

1. Describe how you would plan and structure a 105-minute rehearsal.

Administration

1. Do you have any experience serving in the role of the immediate supervisor for members of an artistic staff? Have you had to complete formal evaluations of those individuals’ performances?

Other

1. Are there any other skills that you would like us to know about?