“Come, Sing a Song with Us”

Employment Opportunity:
DIRECTOR OF MUSIC
Unitarian Universalist Church of Arlington (UUCA), Arlington, VA

Music is central to UUCA, as it is to life. Music touches our hearts and souls, communicates deep emotions with or without words, uplifts and energizes us. UUCA’s thoughtfully-chosen music in Sunday morning services gives us the inspiration and strength to take our UU values of mission and service out into the world around us, and our engagement in that music-making opens us up to our deepest spiritual selves. In addition to community outreach, our music program works within UUCA to deepen and strengthen relationships in our large and thriving congregation.

UUCA is seeking a Director of Music to lead our already-vibrant music program as we, along with so many other churches, transition out of the difficult last few years of pandemic shutdowns and gradual re-openings. Our adult choir, Sanctuary Singers, is joyfully back to rehearsing and singing for services each month; and our handbell choir, Polymnia, is similarly active. The youth of UUCA are eager to jump back into Youth and Children’s Choirs. Our jazz combo and our house band are ready to rock on a given Sunday, and our many members with solo instrument skills are excited to share their gifts.

Job Summary:
UUCA has a long tradition of excellent music, and we are seeking a dynamic, creative, collaborative leader to be part of our team. The Director of Music develops and implements a comprehensive music program for worship and other events in the life of the church. Under the supervision of the Senior Minister, the primary responsibility of the Director of Music is to organize and direct the UUCA Choirs and other music groups in worship and rehearsals, provide music for
religous services, hire and coordinate guest musicians, and seek ways to expand and develop the program. The Director of Music will collaborate closely with the Ministers and other members of the Worship Team to determine selection of music and guest artists.

**Terms:**

Reports to: Senior Minister

Staff Supervised: Director of Handbells. (We do not currently have a pianist/accompanist on staff, but recognize the advantages of such a position and are open to hiring, as needed and as possible within budgetary constraints).

The position is 30 hours/week (¾ time). It is an exempt position. Salary range is $65,000-70,000, commensurate with experience and training. This position includes benefits: health insurance options, retirement contribution beginning after one year (unless already invested in the UUA plan), employer-paid life insurance and long-term disability insurance, and professional expenses.

Evening work hours are required for choral rehearsals, some Saturdays are required, and Sunday is a regular workday. Availability in person is needed for several hours throughout each week; much other work may be done remotely as approved by the Senior Minister. Traditionally, the Director of Music is given the right of first refusal to offer paid music for weddings and memorial service rentals occurring in the building.

**Essential Duties and Responsibilities:**

Ensure that UUCA has a consistently high-quality music program.

Select choral, ensemble, and other music for Sunday morning services, holiday and special services in collaboration with the worship leader, and program an inclusive repertoire that expresses a wide variety of musical styles.

Meet weekly with the Minister(s) to plan music for worship services, including hymn selection; and/or confer as needed with guest ministers and Lay Worship Associates and other staff as necessary for planning worship services.

Work with groups and individuals of all ages toward increasing their skills and joy in creating music at UUCA, and work to increase the diversity of UUCA members involved in the music program.
Conduct, teach, nurture, challenge, and inspire the adult choir, Sanctuary Singers.

Oversee, manage, and maintain the revitalization of our Children's Choir and/or Youth Choir, working with volunteers as appropriate.

Rehearse choir(s) one evening per week and prior to the Sunday services in which they sing, and as needed for special concerts and events. Conduct choir(s) in periodic Sunday services.

Participate in musical coordination, preparation and presentation on Sundays, even when the choir(s) are not performing; lead congregational hymn singing.

Collaborate with volunteers on choir recruitment, communications, retreats, and social events.

Select and coordinate guest musicians.

Rehearse or oversee rehearsals of other musical ensembles, if needed.

Manage the annual music budget in collaboration with the Senior Minister.

Monitor the condition of all pianos, organ, and other musical instruments, and recommend maintenance.

Maintain an organized and catalogued music library, with volunteer assistance.

Supervise or delegate other administrative tasks as necessary for the smooth functioning of the music program, and supervise volunteers in assisting with these tasks.

Other duties may be assigned as needed.

**Qualifications:**

**MUSICAL:**
Bachelor’s or Master’s Degree in Music (choral / vocal performance / opera), and 3-5 years choral conducting experience required.
Superior musicianship, including excellence in singing and teaching both classical and non-classical traditions.
Understanding of vocal technique/production, and ability to demonstrate and teach it to others.
Familiarity and openness to a broad repertoire including classical, pop, sacred, secular, gospel, and jazz.
Time-management skills and the ability to run an effective rehearsal are required.
Piano proficiency is required, and strong piano skills are a bonus. Organ skills are a further plus.
Comfort with current Audio-Video practices and video-editing skills is a bonus; however, our Sunday morning livestreaming is managed by an excellent crew of staff and volunteers.
Fluency in music notation software (Finale, Sibelius) is preferred.
The ideal candidate will have at least 3-5 years of experience leading music programs in an active, large-to-mid-sized church or religious institution, preferably a Unitarian Universalist or progressive religious congregation.

SOCIAL:
Demonstrates interest and skill in team environments: promotes organizational goals; creates strong morale and team spirit; strives to create a feeling of belonging and pride in the organization.
Understands the value of music, in worship and for spiritual growth, within the rich context of Unitarian Universalism.
Has an understanding of the principles of Unitarian Universalism and can program music that is in alignment with UU values; and uphold those values in all professional interactions with choristers, church staff, and congregants.

About UUCA:
UUCA (www.uucava.org) is a 750-member congregation in the Virginia suburbs of Washington, DC. Our mission is to create a space where one can "come for community, find inspiration, and live with purpose."
We are part of the Unitarian Universalist Association (www.uua.org), a progressive religious tradition that affirms the worth and dignity of every person, and welcomes people of many beliefs to create community together.
We have a friendly and welcoming congregation that truly appreciates our quality music program!
UUCA has a 9-foot Steinway grand piano in the sanctuary, a Holtkamp pipe organ (expanded digitally with a 3-manual Rodgers console) in the organ loft, and a large choral music library.
Please visit https://www.uucava.org/history/ for more information on UUCA’s origin and long social justice history.
UUCA is an Equal Opportunity Employer.
Diversity, equity, and inclusivity (DEI) are core values in UUCA’s employment practices.
As we seek to build a staff that represents the community around us, we warmly encourage applicants from the BIPOC community, and those holding diverse identities and/or life experiences.

Application:
For the best chance of consideration, please submit your application by June 25, 2023.
Our ideal start date would be August 15, 2023; we are open to a start by early September 2023.
Please send your cover letter, resume, three listed references, and if possible, videos or recordings of your work, including conducting footage to UUCA Senior Minister Rev. Amanda Poppei via email at musicdirectorsearch@uucava.org.