

CANDIDATE INFORMATION PACK

Music Director

Voices New Zealand Chamber Choir

Closing Date: 5 November 2026



CHOIRS
AOTEAROA NEW ZEALAND

1. Welcome Message

"Tēnā koe, and thank you for your interest in becoming the next Music Director of Voices New Zealand Chamber Choir.

This is an extraordinary opportunity to lead Aotearoa New Zealand's only professionally run choral ensemble that inspires through the outstanding quality of its singing and concert presentation.

Voices NZ is the peak of the choral pathway of Aotearoa's national choirs, which starts with the New Zealand Secondary Students Choir, continues with the New Zealand Youth Choir and is supported by the national Aotearoa Choral Academy.

Voices NZ has since its inception in 1998 built an international reputation which is maintained through recordings and occasional international touring. As Music Director you have significant influence on the aspirations of young choral singers in our country, but also the shape of the choral sector in Aotearoa.

We welcome applications from visionary choral leaders who share our passion for artistic excellence, audience engagement, innovative storytelling and music making, inspired by the rich musical traditions of Aotearoa."

Ngā mihi nui,
Arne Herrmann
Chief Executive

2. About Choirs Aotearoa New Zealand & the Voices NZ Chamber Choir

Who We Are

Choirs Aotearoa New Zealand (CANZ) is the home of three national choirs and a national choral academy:

- **Voices New Zealand** – A professionally run national chamber choir.
- **New Zealand Youth Choir (NZYC)** – A premier national choir for singers aged 18–25.
- **New Zealand Secondary Students' Choir (NZSSC)** – A national choir for high school students.
- **Aotearoa Choral Academy (ACA)** – A national choral academy for singers aged 13-25.

CANZ also delivers a national outreach programme that includes young conductor training, community and school outreach, an annual composition competition and mentoring.

Voices New Zealand Chamber Choir

Established in **1998 to create Aotearoa's professional level chamber choir**, Voices NZ currently stages 3 – 5 projects per year, two of those usually self-curated, the others as hires from presenting partners including orchestras. Voices NZ usually performs as a 24-singer ensemble but has also performed in smaller ensemble sizes and in numbers as large as 70 for symphonic projects.

Voices NZ is defined by:

- Excellence in choral singing
- Presenting aspirational art music that reflects Aotearoa's unique position in the world, the music and stories of Tangata Whenua (Māori), the Pacific Peoples, contemporary composers and a reference to choral masterpieces and canon.
- Artistic risk-taking and openness for courageous and innovative staging concepts
- Being the choir-of-choice for major presenting partners and artistic collaborators in Aotearoa, including international festivals, the New Zealand Symphony Orchestra, Auckland Philharmonia Orchestra, and Chamber Music New Zealand.
- Being aspirational for the choral sector and audiences in Aotearoa New Zealand
- Being professionally managed
- Supporting professional pathways for singers, conductors, vocal coaches, composers and other related professional collaborators.

Learn more at: voicesnz.com

3. Why we audition

The recruitment for this role follows the retirement of the founding director in 2025 and a year of local and international guest conductors in 2026.

4. The Role: Music Director, Voices New Zealand

- **Reports to:** Chief Executive and/or artistic representative, Choirs Aotearoa New Zealand
- **Location:** New Zealand (some travel required for rehearsals and tours)
- **Contract:** Fixed Term – Project based 2027, 2028 and 2029
- **Remuneration:** Daily rates for project work plus retainer, commensurate with experience

Key Responsibilities

Artistic Leadership

- Define and evolve the artistic vision of Voices NZ in line with CANZ's strategic priorities and Te Tiriti o Waitangi commitments.

- Design and lead engaging, innovative, and diverse choral programmes of artistic excellence that challenge, inspire and grow audiences.
- Devise a three-year programme pathway for Voices NZ within agreed budget parameters.
- Maintain a strong focus on programming that connects deeply with Aotearoa audiences while positioning Voices NZ as a distinctive presence on the international stage; select repertoire that aligns with Voices NZ status, position and values and enhances VNZ's global artistic reputation.
- Collaborate with composers, musicians, and other artistic partners.
- Contribute as member of CANZ Artistic Advisory Group to the overall artistic direction of the organisation.
- A key collaborator in the artistic leadership of our national choirs is the Manager Artistic Planning and Outreach.

Audience Development & Engagement

- Collaborate with CANZ's marketing and engagement teams to design and deliver programmes that are relevant, inclusive, and resonate with new and existing audiences.
- Contribute to the storytelling, context-setting, and framing of repertoire to deepen audience understanding and connection.
- Lead digital content development to broaden general public and international awareness for and engagement with Voices NZ.

Rehearsal & Performance Direction

- Lead all high-quality rehearsals and performances unless otherwise agreed.
- Facilitate professional level vocal training and musicianship development for choir members.
- Conduct national and international tours, recordings, and special projects unless it is agreed with the Chief Executive that another conductor lead one or more of those activities.
- Work with the production and management teams to optimise rehearsal efficiency and scheduling.

Singer Development & Engagement

- Lead the audition (when possible) and appointment process for Voices NZ singers as set out in the Trust's Audition Policy.
- Foster a collaborative culture of artistic excellence, vocal health, and continuous development.
- Provide artistic leadership that supports diversity and inclusion.
- Work with vocal coaches and music educators to ensure a high standard of training.

Collaboration & Partnerships

- Work with Choirs Aotearoa New Zealand leadership to plan programming and tours.
- Initiate and cultivate collaborations with leading composers, artists, festivals, and cultural institutions.
- Commission new works that advance the ensemble's repertoire and identity.
- Engage with the wider choral, classical music, and arts communities in Aotearoa and internationally.

Engagement & Representation

- Serve as an ambassador for Voices NZ at public, media, and donor events.
 - Work with the CANZ team to contribute to audience development strategies and fundraising efforts.
 - Support outreach initiatives and recordings that extend the impact of the choir's work.
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5. Person Specification

Essential Criteria:

- Exceptional artistic credentials and experience conducting high-level vocal ensembles.
- Deep understanding of audience development through programming and performance design.
- Strong commitment to artistic innovation and cultural responsiveness.
- Excellent interpersonal, communication, and collaborative skills.
- Understanding of Te Ao Māori and Pasifika musical traditions, or a willingness to deeply engage in these areas.
- Experience in planning and delivering performances at an international standard.

Desirable Criteria:

- Connections in the global choral and music festival networks.
 - A track record of commissioning and performing contemporary choral works.
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6. Why Work With Us?

What We Offer

- The opportunity to shape the artistic future of New Zealand's premier choral ensemble.
- The chance to work with an exceptionally committed management team.

- A supportive professional environment within Choirs Aotearoa New Zealand, with access to an extensive network of choral professionals.
 - The opportunity to **lead regular national and occasional international tours**, performing on world-class stages.
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7. The Recruitment Process & Timeline*

Shortlisted candidates will be invited to **interview via Zoom or in person**, and final candidates will be invited to Stage 2 conversations with content to be mutually agreed. There will be a minimum of 4 people on the interview committee, a mix of CANZ and external experts.

Date	Stage
1 Oct	Applications open
5 Nov	Closing date for applications
10 – 22 Nov	Stage 1 Interviews for shortlisted candidates (via Zoom) Stage 2 conversations with final 2-3 candidates
23 – 28 Nov	Appointment recommendation presented to Choirs Aotearoa Board
By 4 Dec	Announcement of recruitment outcome

****Note: CANZ reserves the right to change timelines and processes if required without prior notice, but commits to updating all candidates in a timely manner.***

8. How to Apply

Interested candidates should submit the following materials:

- Cover letter** outlining your interest in the role and why you think you are suited to it
- Curriculum Vitae (CV)** detailing your conducting and performance background and any other relevant experience.
- Video Submissions**
 - **Links to videos of you rehearsing a choir**, demonstrating your rehearsal techniques and engagement.
 - **Links to videos of you conducting a choir in performance**, showcasing your artistic and interpretive skills. A full-length performance would be ideal.

d. Repertoire & Artistic Vision

Your vision for:

- **a 3-year programme journey for Voices NZ responding to ‘what defines Voices NZ’ listed under item 2.** Please include a brief written explanation in your own words of why you chose these projects and include your thoughts on some specific key repertoire choices you would want to include and any staging concepts if applicable.
- **the future of Voices NZ as Aotearoa’s leading ensemble** in terms of its operational structure/modus operandi.

e. Written Reflection

Provide a **written response (max 1,500 words)** addressing the following questions:

- 1. What do you think are the three greatest challenges and opportunities for Voices NZ in the next 3-5 years?**
- 2. What role do you believe a professional choir should play in its broader cultural community, and how does it align with the CANZ Artistic Strategy (below)?**
- 3. How does technology influence your perspective on choral singing at this level?**

Submission Details

- Send all application materials to: joinus@choirsnz.co.nz
- Contact **Jessica Kinney (Manager of Artistic Planning & Outreach)** at jessica@choirsnz.co.nz for more information
- **Closing date for applications:** 5 November 2026

Choirs Aotearoa New Zealand is committed to diversity and inclusion. We welcome applications from candidates of all backgrounds, particularly those from underrepresented communities in the arts.

9. Further Information

- **Website:** choirs.nz voicesnz.com
- **Follow us:** <https://www.facebook.com/voicesnz/>
- **Acknowledgement;** we are grateful for the funding from Creative New Zealand.