

NASHVILLE CIVIC ORCHESTRA

POSITION ANNOUNCEMENT

SECTION LEADER / PRINCIPAL (Various Instruments)

Nashville, Tennessee | Independent Contractor (1099)

Reports to: Artistic Director

Audition Applications: via NCO Website

Application Fee: \$25 (to be paid [online](#))

Application Deadline: Monday, June 15, 2026

Live Audition Date & Location: Saturday, June 27, 2026 | Nashville, TN

Send supporting documents to: jobs@nashvillecivicorchestra.org (see below for details)

THE ORGANIZATION

The Nashville Civic Orchestra (NCO) is a newly established nonprofit performing arts organization launching its inaugural 2026-2027 concert season. The NCO's mission is to engage the Nashville community through high-quality performances, meaningful education, and programming that honors the great traditions of orchestral music while supporting living composers and emerging artists.

The vision of the NCO is to build a unique model for civic music-making in Nashville where emerging artists, seasoned professionals, living composers, and education programs come together to craft vibrant performances that reflect, engage, and serve the community. The organization is governed by a Board of Directors and led artistically by its Artistic Director.

THE POSITION

The NCO is looking to hire Section Leaders, also known as Principal players for its inaugural season. Section Leaders will serve as musical guides, mentors, and educators within their sections and within the broader Nashville community. The Section Leader position is a leadership role and not simply a first-chair appointment. The NCO seeks musicians of high caliber who are passionate about their craft, education, and serving their community. Section Leaders are engaged for the full 2026-2027 inaugural season with contract renewal possibilities at the discretion of the Artistic Director upon yearly review.

2026/2027 SEASON SERVICES	DETAILS	NUMBER OF SERVICES
Rehearsals	Generally Thursday evenings, 7:00-9:30pm. 5-6 rehearsals per concert.	21
Concerts	Four full concerts and one shortened matinee concert. Call time and concert logistics may vary per cycle.	5
Outreach Days	School visits, sectionals with student ensembles, and community educational initiatives as assigned by the Music Director.	2-3

KEY RESPONSIBILITIES

Orchestral & Musical Duties

- Arrive punctually at rehearsals and performances, fully prepared to lead your section
- Prepare and distribute bowings in coordination with the Artistic Director and Librarian at least 4 weeks before the first rehearsal for each cycle
- Lead your section with musical authority in all rehearsals and performances
- Fulfill all standard principal duties
- Attend all rehearsals and concert services for every cycle

Section Leadership & Mentorship

- Actively mentor volunteer musicians in your section on technique, preparation, interpretation, and professional practice
- Foster a section culture that is rigorous yet collaborative and encouraging
- Model the preparation, punctuality, and professional conduct expected of all NCO musicians in accordance with the NCO Musician's Handbook
- Beginning in Season Two, serve as a one-on-one mentor to your section's NCO Fellow as part of the NCO's mission of artistic development and education

Education & Community Outreach

- Participate in assigned Educational Outreach days each season, visiting Nashville schools and community partners
- Participate in outreach activities such as performing chamber works, leading student sectionals, and supporting the NCO's educational initiatives
- Serve as an ambassador for the NCO's mission, vision, and brand in the Nashville community

QUALIFICATIONS

- Demonstrated professional level of orchestral performance on your instrument
- Experience in a principal or leadership role within an orchestra, chamber ensemble, or equivalent musical setting
- Strong sight-reading skills and the ability to lead a section through unfamiliar repertoire
- A genuine commitment to mentorship, education, and the development of fellow musicians
- Collaborative, communicative, and professional in all ensemble settings
- Ability to fulfill the full season commitment including all rehearsals, concerts, and outreach days
- Familiarity with standard orchestral principal duties

COMPENSATION

Section Leaders are compensated per service as outlined below.

Season One Total compensation assumes full attendance of all services.

NOTE: The Associate Concertmaster is only paid for any services where they step in as Concertmaster

Concertmaster is paid at 1.5x scale

SERVICE	RATE PER SERVICE	SERVICE TOTAL
Rehearsals	\$100 / Rehearsal	\$2,100
Concerts	\$150 / Concert	\$750
Outreach Days	\$150 / Day	\$300-450
SEASON ONE TOTAL	28-29 SERVICES	\$3,150-3,300

HOW TO APPLY

Step 1 - Audition Application Fee Payment

- Click the application fee [payment link](#) on the NCO's Join the Orchestra page
- Complete the \$25 application fee payment online before submitting the application form

Step 2 - Audition Application

- Complete the Audition Application Form on the NCO Website.

Step 3 - Professional Materials

E-mail PDF documents containing the following to jobs@nashvillecivicorchestra.org with the subject line, “[**LAST NAME, FIRST NAME - POSITION**]” (e.g. “Smith, John - Principal Oboe”):

- A current resume or professional biography
- A brief cover letter describing your interest in the NCO and your experience as a musical leader and educator.

****Complete Steps 1, 2, & 3 by the application deadline: Monday, June 15, 2026.****

Step 4 - Live Auditions

- After applications close, you will receive an e-mail with your assigned audition time for Saturday, June 27 as well as the details about the location. The first auditions may begin as early as 8:30am.
- **All Section Leader/Principal applicants must participate in our Live Audition Day on Saturday, June 27 in Nashville, TN.**
- Audition excerpts for your instrument are available on the [NCO website](#).
 - The solo repertoire is required for all candidates.
 - Judges will choose a few excerpts from each of the given excerpts lists.
- Auditions will be blind.
- Finalists will be announced within two weeks of the audition date and will be invited to participate in a round of interviews with the Artistic Director and designated board members.