**RECRUITING OUR NEW MUSIC DIRECTOR**

This note outlines our plans for recruiting a replacement for John from September 2025.

We think it is important that members understand the process and feel they have an opportunity to be involved.

**November 2024**

We will advertise the post and publish a recruitment pack which explains what we are looking for, and how to apply. This will be available on our website, and we hope members will encourage anyone who they think would be suitable to make an application.

Applications have to be in by the end of 2024.

**January 2025**

The Officers of WCS (Heather, Kathy and Malcolm), with advice from John, will review the applications we have received, with the aim of shortlisting two (or possibly three) to audition.

The auditions are likely to take place in January and/or early February as part of our normal rehearsals. We will be a few weeks into learning Dvorak’s *Stabat Mater*, and will ask the candidates to take the first half of the rehearsal. They will be able to stay for the interval so there is some opportunity for mingling.

After each candidate has left, we will ask for feedback on the evening’s candidate. We will want to hear your impressions and we may have some questions for you – for example “Would you continue to enjoy WCS if this candidate was our Music Director?” . At the end of all the auditions we may ask you to rank the candidates.

**February 2025**

The Officers and John will have a short Zoom discussion with each candidate. By then we will have seen how capable they are of taking a rehearsal, so the discussion will focus on all the other aspects of the job – for example selecting concert programmes and arranging soloists and an orchestra.

At the end of these discussions we will bring together all the information and feedback we have received on each candidate and make a decision.

We hope that by the end of February we will be able to announce the new appointment, and make some arrangements for the chosen candidate to keep in touch with members between then and taking up post in September.

Heather Marsh Chairman, Wetherby Choral Society October 2024