

Ragazzi Boys Chorus

Artistic Director



Position Summary

The Artistic Director will serve as the senior artistic leader of Ragazzi Boys Chorus (Ragazzi), providing vision, artistic leadership, and educational excellence across Ragazzi's choral program. The Artistic Director will be responsible for maintaining and advancing Ragazzi's reputation for exceptional artistry, rigorous musicianship education, and positive youth development.

The Artistic Director will be an inspiring teacher, accomplished conductor, and collaborative leader who combines artistic excellence with warmth, diplomacy, and a deep commitment to the musical and personal growth of boys and young men. The Artistic Director will oversee artistic staff, guide program development, support recruitment and retention efforts, and serve as a visible ambassador with families, donors, and the broader community.

Organization

Ragazzi Boys Chorus is a premier, GRAMMY award winning, choral organization dedicated to transforming the lives of boys through the power of music, educational discipline, and performance excellence. Based in the San Francisco Bay Area, Ragazzi serves over 230 young singers between the ages of five and 18 each year through a comprehensive training program that emphasizes vocal technique, music literacy, and personal growth. The organization presents a wide range of performances, from classical masterworks and contemporary choral compositions to multicultural repertoire, appearing in major concert halls, community venues, and collaborative productions with leading arts organizations. Ragazzi Boys Chorus is committed to excellence in musical performance and education. The Ragazzi experience instills self-confidence, cooperation, leadership, sensitivity, and tenacity, helping boys develop into young men of character and distinction. Ragazzi serves its singers and the broader community by performing a diverse selection of choral works to the highest artistic standards. Central to the organization's mission is a commitment to artistic excellence and character development, fostering confidence, teamwork, and leadership skills that extend far beyond the stage.

Founded in 1987, Ragazzi is the largest boy choir in the San Francisco Bay Area and has grown into one of the leading boys' choruses in the United States, with multiple ensemble levels that provide a structured progression from beginning singers to advanced performing groups. The Chorus performs a robust annual season that includes subscription concerts, regional, national, and international tours, and high-profile collaborations with symphonies, opera companies, and professional ensembles. Ragazzi singers have appeared with organizations such as the San Francisco Symphony and Opera, and have participated in prestigious festivals and international tours, earning recognition for their musical precision and expressive performances. Ragazzi singers were invited to perform at the Chorus America conference in 2023 and the ACDA conferences in 2012, 2024, 2025, and 2026. The program's curriculum integrates rigorous rehearsal schedules with music theory and sight-singing instruction, ensuring a well-rounded and immersive musical education.

Ragazzi's administrative offices and primary rehearsal facilities are housed at St. Peter's Episcopal Church in Redwood City. While an active congregation, the site also serves a range of community uses, including other nonprofit and commercial tenants, reflecting a shared, community-centered environment. Ragazzi maintains dedicated access to multiple upper-floor classrooms for regular instruction, while also utilizing shared first-floor spaces, including the Sanctuary, Parish Hall, and smaller breakout rooms, for full ensemble rehearsals, sectionals, and meetings. To broaden access and support younger singers, Ragazzi operates additional satellite rehearsal locations for its Primary Group in Burlingame at the First Presbyterian Church of Burlingame and in Palo Alto at the First United Methodist Church.

Performance activity takes place across a network of venues throughout the region, underscoring Ragazzi's strong community presence. Regular concert sites include First United Methodist Church in Palo Alto, Mission Santa Clara de Asís, Hillsdale High School Theater and Aragon High School Theater in San Mateo, St. Peter's Episcopal Church in Redwood City, and Old First Church in San Francisco. These venues provide a range of performance settings, from intimate sacred spaces to larger theater environments, allowing Ragazzi to engage diverse audiences across the Peninsula and San Francisco.

Ragazzi's impact extends beyond performance through its strong emphasis on education and community engagement. The organization partners with schools and community groups to expand access to high-quality choral training, while offering need-based scholarships to ensure that financial barriers do not limit participation. Alumni of the program frequently continue in music and leadership roles, reflecting Ragazzi's long-term influence

on artistic and personal development. Through its commitment to excellence, accessibility, and community connection, Ragazzi continues to serve as a vital cultural resource and a nurturing environment for the next generation of musicians and leaders.

Ragazzi has a 10-member board of directors led by President Linda Enger. The Artistic Director reports to the Board of Directors and supervises artistic staff, conductors, accompanists, and teaching artists associated with the choral program. For the fiscal year ending August 31, 2024, Ragazzi's audited financial statements reported total revenue of \$2 million, including 11.5% from contributions, 85.5% from earned revenue sources, and 3% from investment income. The projected revenue for the fiscal year ending August 31, 2026, is \$2.1 million, including 87% from earned revenue sources and 13% from contributions.

Sources: edited from ragazzi.org; propublica.org

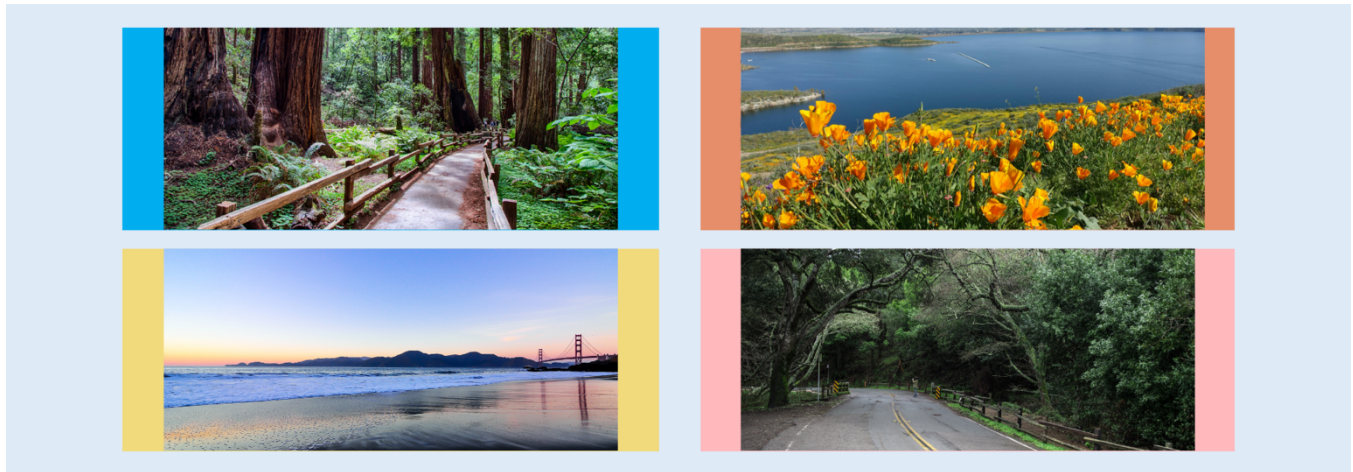
Community

Situated along the Northern California coast and encompassing nine counties, the San Francisco Bay Area is one of the most dynamic and influential regions in the United States. Anchored by the city and county of San Francisco, the region is home to a diverse population of more than seven million residents and is internationally recognized for its economic innovation, cultural richness, and scenic beauty. San Francisco itself serves as a civic, cultural, and financial hub, known for its iconic landmarks, historic neighborhoods, and commitment to public services, equity, and sustainability. The broader Bay Area includes Silicon Valley, often referred to as the South Bay, a globally recognized center of technology, entrepreneurship, and innovation that encompasses Santa Clara County and many of its vibrant cities. According to the Silicon Valley Chamber of Commerce, the region is home to one of the world's highest concentrations of engineers, scientists, software developers, entrepreneurs, and research institutions, fostering an ecosystem where bold ideas, collaboration, and forward-thinking leadership continue to shape industries worldwide.

The region offers an exceptional quality of life shaped by its distinctive geography and vibrant communities. From the Pacific coastline and the Golden Gate Bridge to rolling hills, waterfront parks, and nearby wine country, the Bay Area provides abundant opportunities for outdoor recreation and exploration. San Francisco's compact, walkable urban environment features a rich mix of neighborhoods, each with its own character, as well as an extensive public transportation network that connects residents and visitors throughout the region. The area is also a major destination for tourism, celebrated for its culinary scene, historic sites, and cultural attractions that draw visitors from around the world.

Arts and culture are deeply embedded in the identity of the San Francisco Bay Area. The region supports a wide array of museums, performing arts organizations, festivals, and community-based cultural initiatives that reflect its diversity and creative energy. San Francisco, in particular, is home to numerous cultural institutions and civic programs that promote access to the arts, historic preservation, and community engagement. Strong partnerships among local government, nonprofit organizations, and community stakeholders contribute to a thriving cultural ecosystem that prioritizes inclusion, innovation, and public participation. With its global influence, diverse population, and enduring commitment to creativity and civic life, the San Francisco Bay Area offers a compelling and inspiring environment for arts and community leadership.

Sources: sf.gov; svcentralchamber.com; census.gov



Roles and Responsibilities

Artistic Leadership

- Provide overall artistic vision and leadership for the organization’s choral program.
- Conduct premier ensemble(s) and oversee artistic quality across all choir levels.
- Maintain and elevate standards of vocal production, musicianship, performance preparation, and repertoire selection.
- Develop age-appropriate pedagogical approaches for unchanged and changing male voices, particularly soprano and alto voices, during vocal transition.
- Organize and facilitate summer training programs held both during the day and in off site camp venues.
- Plan and lead tours, including yearly international tours involving 100 boys.
- Lead artistic planning, repertoire development, touring, collaborations, recordings, and performances.
- Ensure artistic programming reflects excellence, educational value, and organizational mission.
- Embrace other artistic leadership responsibilities as needed.

Educational Leadership

- Serve as a teacher and mentor for singers and artistic staff.
- Recruit, supervise, support, and evaluate conductors, accompanists, and teaching artists.
- Foster a consistent pedagogical approach across the organization.
- Support student musicianship development, including sight-singing and music literacy.
- Integrate best practices in child development, social-emotional learning, and youth engagement into rehearsal culture.
- Create a collaborative, accountable, and mission-driven artistic culture.
- Demonstrate diplomacy, emotional intelligence, and effective people management skills.
- Embrace other educational leadership responsibilities as needed.

Organizational Leadership

- Partner closely with Board leadership.
- Contribute to strategic planning and organizational growth initiatives.
- Participate as an ambassador for the organization with families, donors, schools, and community partners.
- Support recruitment, retention, and community engagement efforts.
- Build strong relationships with parents through professionalism, communication, and responsiveness.
- Embrace other organizational leadership responsibilities as needed.

Traits and Characteristics

The Artistic Director of Ragazzi Boys Chorus will be a people-oriented and highly interactive leader who builds strong relationships and communicates effectively with singers, families, staff, and community partners, fostering a culture of trust, engagement, and shared purpose. Deeply attuned to the needs and experiences of choristers and audiences, they will shape programs that inspire musical excellence while remaining accessible and meaningful. Versatile and adaptable, they will navigate a dynamic artistic environment with ease, balancing performance demands, educational priorities, and organizational goals. Guided by a harmonious and collaborative approach, they will value diverse perspectives and contribute selflessly within a team-driven culture, prioritizing collective success over individual recognition. Of the highest character, they will demonstrate kindness, consideration, and sound judgment, making decisions that balance the needs of the organization with the care and well-being of each singer entrusted to Ragazzi. Structured and disciplined, they will rely on proven methods and consistent systems to ensure artistic quality and organizational effectiveness. Grounded in an altruistic orientation, they will be motivated by service and committed to creating transformative musical experiences.

Other key competencies include:

- **Diplomacy and Personal Accountability** – The capability to effectively and tactfully handle difficult or sensitive issues while being answerable for personal actions.
- **Leadership** – The capacity to organize, support, and influence people to believe in a vision while creating a sense of purpose and direction.
- **Time and Priority Management** – The organizational acumen to prioritize and complete tasks to deliver desired outcomes within allotted time frames.
- **Teamwork and Self-Starting** – The aptitude to cooperate with others to meet objectives while demonstrating initiative and willingness to begin working.

Qualifications

A bachelor's degree in music is required, with an advanced degree preferred, along with at least eight to 10 years of progressively responsible leadership in a choral program. Demonstrated success in artistic direction, organizational leadership, and planning is essential, as is a strong record of program development and community engagement. The Artistic Director will bring proven experience managing and inspiring teams of artistic staff, as well as working effectively with a board of directors and diverse stakeholders. Exceptional musical expertise, including choral pedagogy, experience with the various methodologies employed in choral training and the ability to work with children's social-emotional development, is necessary. The Artistic Director should also possess an understanding of the specific development needs of boys' voices during adolescence, with particular focus on alto and soprano voices. The ideal candidate will possess excellent interpersonal, communication, and relationship-building skills, with a collaborative and mission-driven approach.

Compensation and Benefits

Ragazzi offers a competitive and equitable compensation package, with a base salary estimated between \$130,000 and \$150,000. Candidates with significant financial or fundraising experience may be considered for an Artistic and Executive Director role, with a salary of up to \$180,000.

Benefits include a range of health coverage options, with Ragazzi Boys Chorus contributing 70% of premium costs for employees' choice of medical plans, including Anthem Blue Cross Gold PPO E, Anthem Blue Cross Silver PPO C, Kaiser Gold HMO B, and Kaiser Gold HMO D. Comprehensive dental coverage is provided through the Humana Dental PPO, and vision coverage is offered through the Humana Vision Plus 200 plan, both fully employer-paid. Ragazzi also supports long-term financial planning through a Vanguard 403(b) retirement savings program, allowing employees to make elective pre-tax or Roth contributions beginning with their first eligible payroll. Ragazzi offers a robust paid time off policy, including 15 days of PTO annually and 10 paid holidays each year. In addition, Ragazzi provides paid time off between Christmas and New Year's Day without requiring employees to use vacation time.



Applications and Inquiries

To submit a cover letter and resume with a summary of demonstrable accomplishments, please click [here](#) or visit ArtsConsulting.com/OpenSearches. For questions or general inquiries about this job opportunity, please contact:

Josyanne Roche, Vice President



Tel (888) 234.4236 Ext. 245
Email Ragazzi@artsconsulting.com

[Click Here to Apply](#)

Ragazzi Boys Chorus is committed to fostering a welcoming, inclusive, and supportive environment that reflects the diversity of the Bay Area communities it serves. Guided by its mission to develop confident young musicians and leaders through excellence in music education and performance, Ragazzi welcomes applications from all qualified candidates regardless of age, race, ethnicity, gender identity, sexual orientation, disability, religion, socioeconomic background, or national origin.