

Kingston Third Age Orchestra (K3AO)
K3AO Musical Director - Initial information

The K3AO is seeking a Musical Director to succeed Rupert Bond, who has directed the orchestra since 2017 as part of a distinguished professional career as a teacher and conductor. The Summer Concert on 24 June 2026 will be Rupert's last concert with us.

The orchestra was founded in 2010 as Kingston U3A Orchestra to encourage amateur musicians to enjoy playing in retirement. It became a fully independent organisation in 2014 and adopted a new name, Kingston Third Age Orchestra. The new name reflects the age group of the majority of our players, but is open to anyone available to rehearse on a Wednesday morning who plays to a minimum standard of Grade 5. This presents a challenge to the Musical Director to motivate and help players of varying musical and technical ability, but who are prepared to commit themselves to high performance standards. The Musical Director needs to enthuse the orchestra to enjoy the work this entails and to promote a sense of excitement. A key aspect of the role is to foster an inclusive atmosphere and pride in the orchestra's achievements.

K3AO mainly play works written before about 1850 as this suits our resources and musical preferences, but we also play more recent music. We have a long-established policy of supporting young musicians, as soloists, or composers.

Orchestra rehearsals follow the academic year with breaks at Christmas, at Easter, in the summer and during each half term. Rehearsals take place on Wednesday mornings from 10.15 to 12.30 in Kingston URC Church, Eden Street, Kingston KT1 1HZ. K3AO gives three concerts a year, two at venues usually in the Kingston and Surbiton area and a more informal concert at Kingston URC at the end of the summer term. For the past few years there has been a well-attended playing awayday on a Saturday in February in South West London.

It is anticipated that the person we are looking for will

1. be a professional musician with proven experience, some recently in the role of conductor;
2. have experience of working with a variety of groups and ensembles;
3. have natural empathy with amateur musicians with different levels of technical ability and experience, with a commitment to encourage them all to achieve high standards by maintaining a positive atmosphere;

4. be able to attend rehearsals regularly, very occasional absences for personal or professional reasons being agreed in advance;
5. attend six management committee meetings p.a. and three artistic sub committee meetings p.a. (all held after a rehearsal and finishing by 2pm) and be willing to play a full part in the continued development and growth of K3AO. This would include the production of termly rehearsal schedules, planning rehearsals, liaising with the orchestra leader, making proposals for repertoire that match K3AO resources, contributing to our Young Musician programme and engaging with primary school children attending a rehearsal or concert (usually once per term);
6. be offered a fixed term contract of three years subject to confirmation by both sides after a term, the period of notice being two terms. They will be engaged on a self-employed basis and responsible for their own Income Tax, National Insurance and pension arrangements. Remuneration will be in line with industry standards. Details of remuneration and Terms and Conditions will be sent to short-listed candidates and will be discussed at interview.

Applications

K3AO is seeking expressions of interest accompanied by a CV in the first instance. The expression of interest should include a statement of why a candidate would like to direct the K3AO and the aspects of their experience which they feel would particularly qualify them to do so. Expressions of interest should be submitted to the secretary@kingstonthirdayorchestra.org.uk as soon as possible and at the latest by **Wednesday 7 January 2026**.

Short-listed candidates will be invited to complete an application form and conduct the orchestra for a half hour rehearsal on Wednesday morning **25 February 2026** followed by a 15 minute interview with the selection panel. If a candidate knows that they are unlikely to be available on this date, it would be helpful if they would mention this when sending their expression of interest.

PK/ JL

3-10-2025

Point 5 (meetings) clarified 18-11-2025