Hillside United Church: Music Director Job Opportunity

Hillside United Church, located in Halifax, Nova Scotia, is seeking to fill the role of Music Director. We are open to applications from either a single individual who can conduct and accompany, or a team of two (conductor + accompanist) applying together.

We are a recently amalgamated, inclusive, and vibrant congregation with a strong musical tradition and an appetite for both creative renewal and pastoral leadership in worship through music. Our sanctuary is well equipped with a Yamaha baby grand piano, a Casavant organ, technical equipment and a volunteer technical support team. We currently have a Men's Choir, a Senior Choir, and significant interest in involving children and youth in our music ministry.

The Music Director is responsible for providing leadership in the music program of the Church. Direction for the day to day operations falls under the Worship Ministry. The Music Director is accountable to the Ministry and Personnel Committee and Church Council. The Ministry and Personnel Committee is available to discuss any concerns the Music Director may have regarding any aspects of this position.

Option 1: Director of Music Ministry

Position Type:

- Part-time
- 15 hours/week, including up to 3 hours/week of practice time
- Flexible schedule with recognition of liturgical seasons and weekly variation
- Preferred start date: September 1, 2025

Compensation:

- For RCCO-eligible candidates, the RCCO Recommended Salary Scale will be applied.
- For non-RCCO candidates, salary will be commensurate with experience, in consultation with the recommended guidelines from the RCCO Scale.
- United Church of Canada Benefits plan included for staff working 15 hours or more.
- Support for continuing education and professional development (time and funding available).

Responsibilities:

- Lead the Hillside Choirs—including the existing adult choir and potential for additional choral or instrumental leadership opportunities—in weekly rehearsals and Sunday worship.

- Consult with the minister and Worship Committee to plan the music portion of the worship service, including hymn selection, ensuring that the direction of the music program follows the vision of Hillside United Church. The preaching minister of the week has primary responsibility for hymn selection with the support of the Music Director.
- Play both organ and piano, including for congregational hymns, anthems, and solos.
- Choose and collaborate on hymn and anthem selections in line with the liturgical calendar, in conjunction with clergy.
- Foster musical growth, joy, and vocal health among choir members.
- Work closely with clergy and worship planners to develop meaningful, inclusive services.
- Engage with the community through outreach concerts, special events, and invitations to guest musicians.
- Support and grow the music program with an eye to intergenerational engagement and musical diversity.
- Maintain the organ's condition by incorporating it into weekly worship and offering the space for student instruction and community use.
- Encourage the inclusion of a variety of musical instruments and styles in worship, in conversation with clergy and the music ministry team.

Qualifications:

- Strong skills as both conductor and accompanist (organ and piano).
- Experience with SATB choirs, ideally in worship settings and/or community choirs.
- A collaborative, humble, and creative leadership style.
- Comfort with both traditional and contemporary sacred music.

- Ability to support inclusive language, accessibility, and theological diversity.
- Interest in community outreach and music's role beyond Sunday mornings.

Other Information:

- Support for continuing education is strongly encouraged and available.
- Practice time is included in paid hours.
- Access to church space for lessons and private practice available.
- The congregation includes members with a variety of musical skills and the ability to support an incoming music director or provide substitution when needed.
- Halifax is a musical city, with a variety of chamber, community, and university choirs, and a robust support system for musicians.

Option 2: Music Director + Accompanist (Team of Two)

Note: This is a secondary option. Our preference is to hire a single individual if possible.

Position Types:

- Music Director: ~9 hours/week
- Accompanist (Organist/Pianist): ~6 hours/week
- Together not to exceed 15–18 combined hours/week
- Hours include prep, rehearsal, Sunday worship, and up to 3 hours of practice time per week for accompanist

Compensation:

- RCCO scale used for accompanist role; flexibility for director's salary depending on experience, and with recognition of the recommendations in the RCCO scale.
- Support for continuing education and professional development (time and funding available) for both roles.

Responsibilities – Music Director:

- Conduct weekly rehearsals and Sunday services for Hillside Choirs.
- Plan music in coordination with accompanist and clergy: Consult with the minister and Worship Committee to plan the music portion of the worship service, including hymn selection, ensuring that the direction of the music program follows the vision of Hillside United Church. The preaching minister of the week has primary responsibility for hymn selection with the support of the Music Director.
- Encourage vocal health, musical learning, and joyful participation.
- Lead outreach events, special music services, and seasonal programming.
- Encourage the inclusion of additional musical instruments and styles in worship.

Responsibilities – Accompanist:

- Accompany Sunday worship and rehearsals on organ and piano.
- Practice independently and in coordination with the director.
- Support congregational singing and provide solo accompaniment as needed.
- Maintain and care for the organ through regular use and instruction.

Qualifications (Both Roles):

- Strong musical skills in respective roles.
- Team-oriented mindset, clear communication, and shared leadership values.
- Interest in intergenerational and community-based music.
- Openness to change and collaborative problem-solving.
- Strong ability to work within a church setting and respond to spiritual, emotional, and musical needs.

To Apply:

Please submit all of the following to **info@orchardviewcoaching.com** by **July 11, 2025**:

- Résumé or CV
- Cover letter outlining your interest, experience, and approach to church music
- If applying as a team, please submit joint materials and individual résumés

Those shortlisted will be asked to provide a short recording of directing (for music directors) and/or playing organ/piano.

For inquiries, contact recruiter Rachel at info@orchardviewcoaching.com. Interviews will be conducted by a committee and will take place approximately **July 16–24**, in person or virtually.

Who Should Apply

We encourage applications from across Canada and from individuals with diverse musical, cultural, and professional backgrounds.

You do not need a formal music degree to apply, nor do you need to meet every requirement within the job description. Experience, skill, collaboration, and creativity are just as important as credentials. We are especially interested in candidates who:

- Work well in diverse and evolving congregational settings
- Bring a mix of traditional and contemporary musical sensibilities
- Are eager to engage in outreach and community events
- Have experience (or openness) to working in a church setting
- Have experience in leadership roles, and understand how to work with diverse audiences, learners, and musicians
- Are thoughtful about inclusive language, progressive theology, and making everyone feel welcome.

Our Commitment to Equity

Hillside United Church is an equal opportunity employer and a community striving toward equity and inclusion. We welcome applications from candidates who identify as Indigenous, Black, racialized, LGBTQIA2S+, persons with disabilities, newcomers, and others who have been historically excluded from church leadership roles. We recognize that lived experience is a valuable form of expertise and look forward to hearing from all interested candidates.