Principal Bass Trombone

at **Auckland Philharmonia**

EXPRESSIONS OF INTEREST INVITED!

POSITION TYPE:	FIXED TERM, from 9 Feb to 6 June 2027
LOCATION:	Tāmaki Makaurau Auckland, Aotearoa New Zealand
APPLICATION DEADLINE:	1 November 2026
ANNUAL REMUNERATION PACKAGE:	NZD87,705 PRO RATA TO CONTRACT DURATION – see page 9 for details
ELIGIBILITY:	Open to musicians of all nationalities.







The **Auckland Philharmonia** is a leading performing arts organisation in Aotearoa New Zealand, serving Tāmaki Makaurau Auckland, the country's largest and most vibrant city, with concerts, events and activities throughout the year.

The orchestra presents more than 60 performances annually, showcasing many of the world's finest classical musicians as well as exciting collaborations with New Zealand's most inventive contemporary artists.

To find out more, read our story on page four and check out some recordings with Music Director Giordano Bellincampi.

To find out more, please visit: aucklandphil.co.nz or read page 5 below



Mō te Tukanga | About the Process

The Expressions of Interest process will be active immediately and remain open until 1 November 2026, 11:59pm, NZ TIME AND DATE

Candidates are advised to take care with the dateline as late applications are unlikely to be considered.

Application stage:

Following the closing date, applications will be checked by admin staff for playback – you can expect to be contacted by 3 November if there are any issues accessing your material. Applications will then go through a two-stage initial assessment process by the panel.

Candidates must be available for the full period offered.

Candidates can expect to be notified of whether or not they have been successful by 17 November.

Tono wawe mai! | Apply today!



Being an Auckland Phil employee is about more than technical excellence in your chosen field. We're looking for individuals who resonate with our mission to inspire a life-long love of music in the diverse communities we serve.

Beyond performance artistry we also look for how your specific skills and abilities can enhance the Auckland Philharmonia and build into our values.

So, even if you don't think you have a typical career trajectory on your resume, we'd still love to hear from you!

We're also not about a one-size-fits-all solution when it comes to recruitment. We want to ensure everyone has an equitable experience too, so to chat through any accommodations or adjustments to participate fully in our recruitment process, please speak to the orchestra manager at auditions@aucklandphil.nz

Interested Bass Trombone players are invited to send the following:

1	Completed application form – on our website. You will be prompted to submit:	
	a	Up-to-date and detailed CV or resume
	b	A minimum of two recent references including contact details for people supplying references.
	c	A cover letter outlining your interest in the position and how your skills fit our criteria
2	A selection of recorded material. This should be selected to provide the best representation of your playing and should ideally include some solo material as well as a selection of standard orchestral excerpts.	
3	A list of the material you have sent	

The "Fine Print" on recorded material

- Audio-visual and audio-only recordings are both accepted.
- If live recordings are sent please supply the name of the orchestra/ensemble/conductor, and the date of the recording.
- Ideally at least some of the material should be in video format.
- Recordings should be accompanied by a signed statement from one of the people providing a reference or by a qualified sound engineer endorsing the recording as a true and honest representation of the applicant's current level of performance.

As stated above, there is no set audition repertoire for the initial expression of interest although applicants should ideally try to include a selection of material which would be generally standard for an audition for such a position.

The Auckland Philharmonia reserves the right to ask any applicant for further material to aid its decision making process.

How to send your recordings:
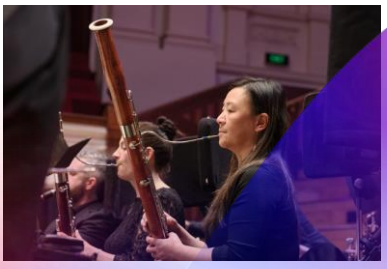
Three options:

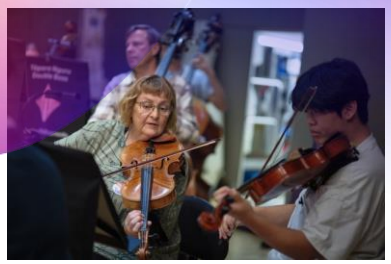
- Put your recorded material (and the list of your recorded material) into a dropbox folder and include the link with your application form
- Dropbox links can also be emailed directly to: auditions@aucklandphil.nz.
- Links to online material such as YouTube may be emailed directly to auditions@aucklandphil.nz, along with the list of your material.

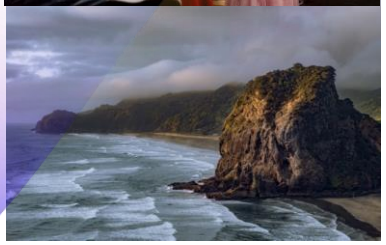
Please do NOT email audio or video files as attachments.

More detailed information on how to upload your material is available in our 'How Do I Send' document, which can be found online on our Jobs Application page.

You can email: auditions@aucklandphil.nz if you have any further questions.





Mō Mātou | About Us

KO TE RĀNGAI PUORO O TĀMAKI MAKAU RAU TE HĀ O TE ORO KI TĀMAKI WHĀNUI, ME TE WHAKAOHO I TE MANAWAROA MŌ TE RĀNGAI PUORO.

Auckland Philharmonia is the musical heart of Auckland and its communities and inspires a life-long love of orchestral music.

The Auckland Philharmonia is a leading performing arts organisation in Aotearoa New Zealand, serving Tāmaki Makaurau Auckland, the country's largest and most vibrant city, with concerts, events and activities throughout the year.

The Auckland Philharmonia is internationally renowned as an orchestra of high-calibre performance, innovation, passion and versatility. The orchestra presents more than 60 performances annually, showcasing many of the world's finest classical musicians as well as exciting collaborations with New Zealand's most inventive contemporary artists.

We are proud to support both the Royal New Zealand Ballet and New Zealand Opera in their Auckland performances. We also work in partnership with Auckland Arts Festival, Auckland Live and the University of Auckland, among other organisations.

Through our Learn & Participate programme we offer numerous opportunities for **over 20,000 young people** and adults to get involved with the orchestra, in schools and communities throughout Tāmaki Makaurau.

More than 250,000 people experience the orchestra live each year, in the concert hall and through special events, recordings, livestreams and other media offered to viewers globally.



As a registered charitable trust, we are grateful for the ongoing support of our core funders Auckland Council, Creative New Zealand and Foundation North and many other organisations and individuals, who help us to continue enriching our wonderful city and its people through music.

Some recent recordings include Tristan und Isolde, Respighi Pines of Rome, Fisher and Kavanagh Papatūanuku, and Ravel Piano Concerto in G. You can also learn about our 2027 season and our vibrant community and education programmes here.

Ngā āhuatanga kei a mātou | What we offer



Auckland Philharmonia musicians are full-time employees. This position offers a (gross) Annual Remuneration package of NZD87,705. In addition and depending on eligibility, Kiwisaver contributions (New Zealand's voluntary retirement savings scheme) also apply.

FURTHER BENEFITS:



We believe that you do your best work when you are your whole self so we have a number of benefits for employees including an Employee Assistance Programme offering **free counselling, health coaching and career advice, and regular physio visits**.

Paid leave: 4 weeks paid authorised break in the summer shut down plus two further scheduled authorised break weeks throughout the year. Every effort is made to align these break weeks with NZ school holidays. In additional all NZ employees have 10 days paid **sick leave**, and paid **bereavement leave** and paid **family violence leave** if required. NZ government offers 26 weeks paid parental leave for primary carers (see eligibility).





Reimbursement of **NZD500** to cover audition costs to the winner

Watch two of our musicians talk about their music journey to and within Auckland here:
https://www.aucklandnz.com/city-of-music

Our Equity, Diversity and Inclusion Journey

As with many orchestras around the world, we continue our work to ensure the Auckland Philharmonia is an equitable and inclusive workplace. To ensure we're embodying the values and principles of EDI in our workplace culture we are committed to:

- Equitable and transparent pay: pay rates are published in our policies and procedures; every tutti player receives the same pay, every section leader the same as the others, and so forth. This assures that there is no pay discrimination based on gender, race, or other factors.
- Holding open auditions: Every eligible* candidate who comes to audition or sends a recording will be heard.
    - *in some cases auditions will only be open to musicians legally able to work in New Zealand at the time of the audition, due to immigration requirements. The job ad will always make clear whether or not the audition is open to musicians of all nationalities.
- Screened auditions: The first two rounds of our auditions are screened, eliminating as much bias as possible. The final round is unscreened, in an effort to allow our panels to consider the final candidates as whole people – we know that the potential you bring to our team is more than only your performance artistry but also informed by your communication and interpersonal skills, your individual skills, perspectives and backgrounds.
- Recording options: Recorded candidates are heard and assessed with equal weighting to in person candidates. We have a robust audition policy to ensure this, which is reflected by the fact that in the past 4 years, 50% of our auditions have been won by candidates submitting recordings. Allowing recorded auditions means that candidates who may have another professional commitment on the day of our audition, or for whom the travel cost to New Zealand would be prohibitive, are able to participate.
- Fair and transparent probationary periods: the assessment process throughout the probationary year is clearly communicated to the musician. Feedback is always delivered in a formal setting with written minutes, and in the presence of an impartial manager.
- Musician involvement: All musicians have the opportunity to have a voice on committees which shape the organisation, such as players committee, health and safety committee, social committee.
- Community Partnerships: Strong organisational ties and support to Sistema Aotearoa, which provides free music tuition to students at low decile schools in South Auckland, where the students are primarily Pasifika and Māori.
- Supporting Biculturalism: all musicians have the opportunity to participate in a bespoke cultural competency course in their first year working with the orchestra, and we are excited to see where this leads us.
- Showcasing artists from diverse backgrounds: While acknowledging there is much work to be done in our sector, we intentionally programme to ensure we feature artists of traditionally underrepresented demographics on our concert stages.



Mō te tūranga | About the role

PRINCIPAL BASS TROMBONE: POSITION DETAILS AND REMUNERATION

The Auckland Philharmonia has a core Low Brass section of four players. These are Section Principal Trombone, Associate Principal Trombone, Principal Bass Trombone and Principal Tuba.

Primary duties for Principal Bass Trombone will include:

- Rehearse and perform *Bass Trombone* parts, to a high standard as a member of the Auckland Philharmonia Low Brass section and as directed by the section principal.
- Be fully prepared in advance of the first rehearsal. Preparation of parts will include all pitches, dynamics, rhythms, tempi and other musical instructions. Preparation also includes being familiar with the work to be performed.
- Play *Contrabass trombone* as required. An instrument will be provided if required
- Play offstage parts at the conductor's direction if required.
- Follow the direction of the Section Principal, Concertmaster and Music Director in all matters relating to style, ensemble, intonation, articulation.
- Ensure all performance parts are marked with all relevant information in a concise and timely manner in accordance to the instructions of the Section Principal, Concertmaster and Music Director.
- Be available within reasonable expectations for meetings with MD, Concertmaster, Section Principal, management and/or colleagues to discuss job-related issues.
- Maintain a full professional appearance and standard of behaviour and comply with Auckland Philharmonia dress code while on duty.
- Attend auditions for vacancies in the orchestra as per the requirements of the Appointment of Players Policy

Key skills sought:

- Musicianship
- Rhythm
- Sound quality
- Intonation
- Sound compatibility with the section
- Knowledge of the orchestral excerpts





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Any further enquiries contact the Orchestra Manager auditions@aucklandphil.nz