

Sub Principal Double Bass (chair 3) fixed-term contract

Fulltime, fixed-term position 27 March 2026-20 December 2026

Annual remuneration package: NZD81483: PRO RATA for the duration of the contract – see page 6-7 for details

Expressions of Interest Invited

The Auckland Philharmonia is inviting Expressions of Interest from outstanding double-bass players for this currently available fixed-term leadership position. The position is open to applicants of all nationalities.

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

Assessment Process

The Expressions of Interest process will be active immediately and will close on MONDAY 15 DECEMBER NZ TIME. Candidates are advised to take care with the dateline as late applications are unlikely to be considered. The panel expects to be able to advise a result by 19 December.

Please note due to the nature of the recruitment process for this fixed-term contract, the audition recordings will be presented unscreened – your CV will be presented alongside your recording.

What should you send?

Interested Double-bass players are invited to send the following:

- An application form (to be completed via our [website](#)). The application form will prompt you to submit the following materials:
- A CV detailing recent orchestral and other professional experience, with particular reference to leadership experience
- A selection of recorded material. This should be selected to provide the best representation of your abilities as double-bassists, orchestral players and leaders, and should ideally include some solo material as well as a selection of standard orchestral excerpts.
- Solo material should have piano/orchestral accompaniment where relevant.
- A list of the material provided

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 this position although applicants should ideally try to include a selection of material which would be generally standard for an audition for such positions. Please consider whether the material you are sending demonstrates your abilities as a double-bassist, orchestral player and leader.**

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 into a dropbox folder and include the link with your application form
- Put links to other online material such as youtube into the application form
- If for any reason you have trouble accessing or using the application form, you can also email dropbox/youtube links directly to auditions@aucklandphil.nz, along with the list of your material. Please be sure to title your email clearly with your name and the position applied for so that it doesn’t get caught in our spam filter.

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 is available on our website.

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

Travel / Relocation / Work Visa

If the selected musician/s is not resident in Auckland, Auckland Philharmonia will arrange the necessary travel to allow the musician to undertake the offered fixed-term contract. International travel will be provided only from a major international airport in the country of the musician’s residence. Further, if the selected musician is not resident in Auckland, a settling allowance can be offered to assist with some relocation costs. For those musicians who are not New Zealand or Australian citizens or permanent residents, the Auckland Philharmonia will arrange for a work visa and pay the associated costs.

Contract dates and duration

We are seeking a musician who can be available for 27 March 2026-20 December 2026

Remuneration and Job descriptions

See page 6-7

Further information

For all further enquires please see www.aucklandphil.nz

For information on the Auckland Philharmonia for information about the role and the remuneration please see page 4-7

or contact: auditions@aucklandphil.nz for specific questions regarding this process.

Who is the Auckland Philharmonia? Our Story

Auckland Philharmonia is Aotearoa New Zealand's full-time professional Metropolitan orchestra, serving the country's largest and most vibrant city with a comprehensive programme of concerts and education and outreach activities.

In more than 70 mainstage performances annually, the Auckland Philharmonia presents a full season of symphonic work showcasing many of the world's finest classical musicians. The Auckland Philharmonia is also proud to support both New Zealand Opera and the Royal New Zealand Ballet in their Auckland performances, as well as working in partnership with Auckland Arts Festival and Michael Hill International Violin Competition.

Renowned for its innovation, passion and versatility, the Auckland Philharmonia collaborates with some of New Zealand's most inventive artists. Through its numerous Auckland Philharmonia Connecting (education, outreach and community) initiatives the Auckland Philharmonia offers opportunities to more than 20,000 young people and adults nationwide to participate in music.

More than 250,000 people hear the orchestra live each year, with many thousands more reached through special events, recordings and other media. Some recent recordings include [Beethoven 7](#), [Tchaikovsky 4](#), and [Grieg Holberg Suite](#). You can also learn about our 2024 season and our vibrant community and education programmes [here](#).

Why Auckland?

Watch two of our musicians talk about their music journey to and within Auckland here:

<https://www.aucklandnz.com/city-of-music>

Why Auckland Philharmonia?

- 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 addition 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).

Equity, Diversity and Inclusion

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: Organisational training in cultural competency has begun in 2024, and we are excited about where this will lead 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.

Sub Principal Bass: Position Details and remuneration

The Auckland Philharmonia Orchestra Bass section is currently comprised of 5 players: these are Section Principal, Associate Principal, Sub Principal and 2 tutti. There is usually also a 6th player contracted for portions of the season.

Primary duties for SUB PRINCIPAL BASS will include:

- Rehearse and perform to a high standard as a member of the Auckland Philharmonia Bass Section.
- Assist the Section Principal in leading and directing the performance of the section and take a proactive role in ensuring efficient section communication during rehearsal, specifically including the passing of information from the front desk through to the rest of the section.
- Be fully prepared in advance of the first rehearsal, including preparing solo lines as required. 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.
- Follow the direction of the Section Principal, Concertmaster and Music Director in all matters relating to style, ensemble, intonation, articulation and bowing.
- Ensure all performance parts are marked with all relevant information in a concise and timely manner in accordance with the instructions of the Section Principal, Concertmaster and Music Director.
- Deputise for the Associate Principal if requested, including leading the section in the absence of the Associate Principal and Section Principal.
- Sit in the third chair of the section and in other chairs including the first desk at the direction of the Section Principal or Concertmaster, as per the requirements of the String Seating Policy.
- 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

Auckland Philharmonia Orchestra musicians are full-time employees.

The position of Sub Principal offers a (gross) Annual Remuneration package of NZD81,483 PRO RATA for the contract duration.

In addition and depending on eligibility, Kiwisaver contributions (New Zealand's voluntary retirement savings scheme) also apply

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