

Brussels Philharmonic vzw is one of the seven Arts Institutions of Flanders, comprising a symphony orchestra (Brussels Philharmonic), a chamber choir (Vlaams Radiokoor), and a youth orchestra structure. A driven team of staff members works from the historic Flagey building in Brussels, organizing around 150 concerts and recordings per year, both nationally and internationally. We are currently looking for a

ARTISTIC DIRECTOR

You will be responsible for the artistic direction of the Brussels Philharmonic, the Brussels Young Philharmonic, and the Vlaams Radiokoor. You will develop and implement a clear artistic vision for each ensemble, ensuring that they remain socially relevant, rank among the top in our country, and gain international recognition. You lead the artistic team and report to the General Manager.

You are a creative all-rounder and a walking (music) library. You have an in-depth knowledge of music history: first and foremost, the 'classical' repertoire for chamber choir and symphony orchestra, but also the repertoire that draws from the vibrant collective of singers and musicians that make up the Brussels Philharmonic organisation. Your expertise and curiosity enable you to break down the boundaries of classical music: you feel just as at home in other musical genres, art forms, and cultures.

You are a natural networker and matchmaker: making connections to launch new projects, innovate, and reach new audiences is what drives you. Aware of the evolving society in which our ensembles operate, you ensure that your artistic choices and projects remain closely connected to these changes. You balance the preservation of tradition and heritage with the power of innovation and experimentation, while considering audience expectations and the ensembles' educational mission. With your creative and artistic drive, you propel the entire organization forward.

WHAT WE EXPECT FROM YOU:

- You shape the **artistic profile** of the orchestra and choir in the medium and long term:
 - You steer the **artistic direction and content** for various artistic lines.
 - You ensure a well-balanced **season planning** that is engaging and diverse for performers, audiences, and partners alike.
 - You design **innovative programmes** for the orchestra and choir, develop special projects and collaborations, and determine the recording strategy.
 - You guarantee continuous **innovation and evolution** in artistic programming.
- You oversee projects with the **music directors and principal guest conductor(s)**, ensuring that the vision of the ensembles is upheld.
- You have a **broad network** in the sector, both nationally and internationally, which you actively utilize and continuously expand to establish exciting collaborations and projects.
- You are actively engaged in **scouting** conductors, projects, soloists, ensembles, venues, artistic partners, etc.
- You **motivate, inspire, support, and coach** your artistic team, musicians, singers, and colleagues.
- You are an **excellent communicator**, capable of clearly and convincingly presenting your artistic plans—whether in writing (reports, proposals), in presentations, interviews, or through social media.

- You maintain a **balanced focus** across all ensembles, consistently keeping a helicopter view and working in a structured manner.

YOUR PROFILE:

As Artistic Director, you bring the following skills and expertise:

- **Artistic strategy & vision:** You develop, implement, evaluate, and continuously refine the artistic vision.
- **Repertoire & sector knowledge:** You have an in-depth understanding of chamber choir and symphony orchestra repertoire and stay up to date with contemporary developments and trends—both nationally and internationally. You are also well-acquainted with the Flemish, European, and international arts and cultural sectors.
- **Innovation & creativity:** You combine a strong commitment to musical heritage with a forward-thinking vision for renewal, experimentation, and sophisticated programming.
- **Inspiring leadership:** You have experience leading a creative team and work closely and constructively with your artistic team. You also ensure that the entire organization is engaged and motivated to contribute to your artistic vision.
- **Extensive and active network:** Your network extends beyond venues, soloists, or conductors—it includes artists, organizations, creators, and partners. You actively expand and deepen this network.
- **Artistic ambassadorship:** You represent the organization artistically in the cultural field, to governmental bodies and partners, and in (social) media.
- **Social awareness:** You align the organization's artistic direction with societal changes and developments.
- **Digital expertise:** You drive digital innovations and strategies, both in daily operations and on-stage performances.
- **Language skills:** As an institution of the Flemish Community, official communication with the government is conducted in Dutch. Internally, the working languages are Dutch, English, and French. Knowledge of Dutch or a willingness to learn it is expected.
- You hold a **master's degree (or equivalent)** or have attained a comparable level through extensive experience. You have at least 10 years of relevant experience.

WHAT YOU CAN EXPECT FROM US:

- You will join an exciting, innovative, and international environment, leading a motivated team with a real opportunity to make a difference.
- You will take on a challenging and rewarding role, with ample room to apply your creativity and talents in shaping the future of the Brussels Philharmonic and the Vlaams Radiokoor.
- In accordance with the decree of June 29, 2018, this position is a mandate position.
- You will report to the General Manager.
- You will receive a full-time contract with compensation aligned with your responsibilities, expertise, and experience.

INTERESTED?

Apply via [this form](#). We expect a personal motivation letter and a detailed CV.

Applications are open until May 1, 2025.

Questions? [Send us an e-mail](#).