



QUEENSLAND SYMPHONY
ORCHESTRA

Chief Executive

Candidate Pack



A woman with curly hair, wearing a vibrant red, tiered, long-sleeved dress, stands in a natural landscape. She is holding a bassoon vertically. The background features a large, gnarled, leafless tree in the foreground, with lush green foliage and a blue sky with white clouds in the distance. The scene is bathed in warm, golden light, suggesting late afternoon or early morning.

Acknowledgement of Country

Queensland Symphony Orchestra provides a spoken Acknowledgement of Country at the beginning of each concert to encourage awareness and to demonstrate our respect for First Nations cultures and traditions, as well as signalling our commitment to a more inclusive and equitable society. We acknowledge the traditional owners and custodians of Meanjin where we work, rehearse and perform; specifically the Turrbal and Yuggera peoples, whose deep connection to this land reminds us to always protect and care for it.



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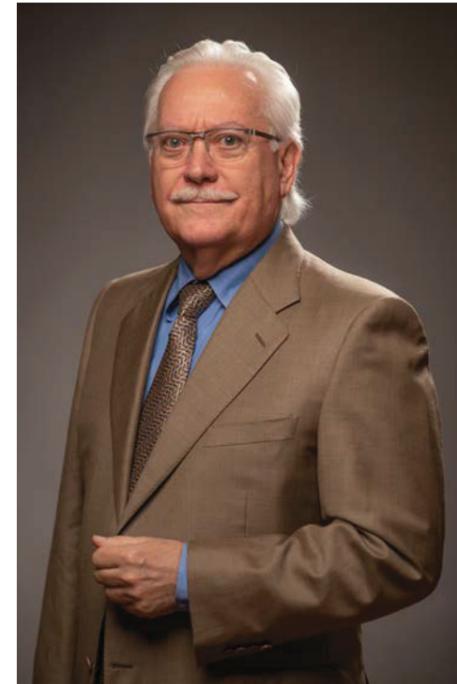


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Invitation from QSO Chair



Queensland Symphony Orchestra is celebrated as one of Queensland's best-loved and most successful performing arts organisations. From its earliest touring concerts in 1947 with 45 musicians, we are now 80 musicians strong, performing hundreds of concerts annually in Brisbane and throughout metropolitan and regional areas of our vast home state.

Led by our Principal Conductor Umberto Clerici, we are an organisation which aspires to greatness. In recent years we have built both the skills and resources to invest in artistic development and reach, as well as commencing the work outlined in our new 2024-2028 Strategic Plan. The company has a history of strong subscriber and general audience support, consistent surpluses, and reserves well in excess of the level required by our government funding partners.

We perform to an annual live audience of over 100,000 (with another million+ online and via radio). Through our work, we engage with diverse audiences on concert platforms, in the opera and ballet theatre, schools, community centres, regional venues and online. From a schools' performance in Cairns to community events in Mount Isa, our musicians are members of a modern and responsive orchestra which seeks to be as adventurous about its future as it is respectful of its past.

In 2024 we remain focussed on our Culture Goals: values, agreement, and team orientation. We seek a strong Chief Executive with the requisite skills to ensure our journey on this critical path continues. This is a unique opportunity for an inspiring leader to join our organisation at an exciting time in its development, working closely with the Board to lead our passionate and talented team in taking the organisation to a higher level of excellence.

The Board is seeking applications from executives with a demonstrable track-record, keen to engage our musicians and administrative staff with our wider community, supporters and stakeholders and to take on the challenge of this senior cultural position in Queensland.

We welcome and invite your interest in applying for the role.

Rod Pilbeam
Chair
Queensland Symphony Orchestra

“ Nothing more powerfully underlined this than the seamless merging of the ancient sound of the Indigenous didgeridoo instrument with the classic western instruments of the orchestra. Having experienced such perfection, you may walk away wondering why the hell doesn't every orchestra just have a didgeridoo. . . Which perhaps reflects what William Barton and his colleagues have achieved, but not how difficult it is to pull it off.

... concerts that were a triumph. Conductor Umberto Clerici and the rest of the orchestra can be proud in how they have begun their 2023 season. ”

SCENESTR.COM.AU

“ You have proven again that QSO is one of the best orchestras who perform Tchaikovsky's symphonic works. Just blooming awesome with the 4th, epic and triumphant. ”

“ This performance is strong, unified and a real triumph for the Queensland Symphony Orchestra, firmly securing the state orchestra on the world music stage. It will be hard to top this particular program, but we look forward to their attempts – when the planets once again align, and magic happens! ”

BRISBANESTAGE.COM

“ The combination of these and other singers, Auguin's wonderfully respectful conducting, a responsive QSO, Chen Shi-Zheng's equally respectful direction, and Leigh Sachwitz' digital design magic, make this Ring cycle one that serves Wagner's Gesamtkunstwerk drug very well, and indeed one of the best that anyone is likely to see. ”

AUSTRALIAN STAGE, GÖTTERDÄMMERUNG | OPERA AUSTRALIA

“ More about the 2025 season cannot be revealed, but Clerici's broader vision for the QSO is compelling. This is a musician with whom the chief-conductor mindset sits very naturally. He talks of the perpetual balancing act required when programming for an orchestra and its audience, the challenge of being innovative and edgy, while also ensuring there will be enough people in the hall “to support the excitement of the edginess”. He talks of ensuring that each week of his presence in Brisbane is special without being gimmicky. He talks of disrupting established traditions...Already, Clerici is making his mark in distinctive ways. His programs are constructed around imaginative concepts both musical and extramusical and he's determined to bring Queensland music lovers along with him, writing with refreshing candour and authenticity.

At the same time, he's focused on empowering and “enabling” the QSO as an ensemble and community of musicians. “As a chief conductor, the real difference lies in how you can change the mentality – not just the sound – of the orchestra in a lasting way. And that comes from being artistically involved.” ”

LIMELIGHT

“ The entire piece [Don Quixote] is incredible, with the fourth and fifth acts (Variation IV and V) being personal favourites. The musical conversation between Bae's cello and Larsens' viola was a delight to watch and listen to, and the harps in the fifth act were wonderful. ... QSO has mastered the portrayal of this hero's journey; managing to captivate audiences with a story from centuries ago... this orchestral performance was not one to miss – a true blend of the theatrical and music, the QSO once again proves that it is a must-watch. ”

INDULGE MAGAZINE

“ Grandson was very emotional saying it was the best thing I've ever done with him, that he would remember it forever. MAGIC. ”

“ The intimate atmosphere, close to the orchestra was stunning and the explanation by Natsuko really made a difference as I listened for the parts she described. Loved it! ”

“ What about mighty Phoebe. She was the whole deal -flamboyant, stylish amazing playing. The virtuosity of the playing in the double bass concerto was exceptional. ”

About Queensland Symphony Orchestra

The Australian Broadcasting Commission was established on 1 July 1932. Its Charter included a requirement that it establish permanent classical music ensembles in each state capital. With the establishment of the ABC Brisbane Orchestra's core group of about 17 permanent players in 1936, it became possible to augment that group with elite local amateurs – and in particular Sampson's QS&M Orchestra – plus importing professionals from the southern states in order to create a concert-giving orchestra known as the Brisbane Symphony Orchestra.

With all three layers of Australian government contributed funding in 1947, the Queensland Symphony Orchestra was established, the first ABC orchestra outside of Sydney to do so. We made our concert debut in March 1947 with George Sampson still there to witness its birth.

By the second half of the 1970s, the QSO was no longer the only orchestral game in town. The Queensland Theatre Orchestra under Georg Tintner started giving concerts of its own, just at a time when the QSO's funding threatened to become a victim of Canberra's razor-gangs. But under the assured musical direction of Werner Andreas Albert and with exciting new administration coming on board, QSO not only weathered the storm, but by the end of the 1980s was flourishing.



As the new millennium dawned, Queensland's two orchestras were merged into one. Like all marriages, it took a little bit of getting used to, but we had some exciting adventures along the way. The young American Michael Christie was our Chief Conductor and we gave some much-acclaimed performances of modern music, went touring to Japan, and forged some key partnerships with composer Peter Sculthorpe and didgeridoo virtuoso William Barton.

In 2009 the orchestra reverted to the Queensland Symphony Orchestra.

In January 2023 Maestro Umberto Clerici commenced his three-year term as Chief Conductor of QSO. After a career spanning more than 20 years as a renowned cello soloist, chamber and orchestral musician, Maestro Clerici moved on from his role of Principal Cello of the Sydney Symphony Orchestra in 2021 to focus on his rapidly acclaimed conducting career. Maestro Clerici took over the baton from Johannes Fritzsich, one of Australia's top international conductors and a musical leader credited with building QSO into the orchestra it is today. In making the announcement, Chair Rod Pilbeam said Maestro Clerici had already led QSO in four major concerts in 2021 including the Season Closing Gala, each to wonderful reviews. The Board of QSO anticipate Maestro Clerici bringing a deep and rich understanding of music as both a musician and a conductor to the QSO podium.

In 2024 we are driven by a professional, passionate and talented team on and off the stage, we go about our work with confidence, working with Australia's and the world's best to consistently deliver quality and value, every time. And while we stay true to our musical heritage, we are never out of style. By keeping things fresh and exciting through new discoveries, we lift our unique Queensland spirit to new heights and capture the attention of the world.

We believe we are more powerful together. It's a powerful place to be. We're Queensland Symphony Orchestra, and we're powered by music.



2023 Highlights



Our Artistic Excellence

- Over 310 musicians engaged across the year, both permanent and casual
- Umberto Clerici commenced as Chief Conductor, continuing into 2024
- Landmark performance of The Ring Cycle with Opera Australia
- 99 Australian works performed
- Several QSO commissions presented including Kalkani by William Barton and Veronique Serret, and Justin William's Symphony No. 1.



Our Audience Excellence

- Highest Subscription Revenue
- A record 57,869 tickets sold
- 991,100 digital views on social media platforms
- 86% overall audience enjoyment rating
- A record Cinematic attendance with 4,894 ticket buyers across three concerts
- Over 4,400 attendees at free events



Our Community Engagement

- Significant instrument acquisitions for the brass, string and percussion sections
- Successful launch of the QSO Academy Pilot Program
- 8,919 patrons attended QSO regional concerts
- 3,212 students and teachers engaged through QSO regional education concerts & workshops
- Senior secondary school students' development supported through Young Instrumentalist Prize, Compose and Prodigy Projects
- First Nations school and tertiary students attended QSO Brisbane and regional activity



Our Company

- 123 employees
- 286 casuals engaged
- Annual surplus of \$32,838



Activity & Audience Summary 2023

Number of Performances and Events*	229
Total Attendance	
Brisbane QSO Performances	62,352
Regional Engagement	7,098
Education	5,899
Free Concert	4,000
Pit Services	100,490
Total Digital Audience	
Audio Broadcasts - Monthly Average Listeners^	984,000
QSO Livestreams - Number of Viewers	1,811
Digital Views on Social Media Platforms**	991,100
Total Queensland Symphony Orchestra Engagement 2023	2,156,750

* Includes Pit Services, Commercial Hires, Education and Regional Performances and Events

^ Numbers based on 2023 broadcast averages at the time of publication

** YouTube, Facebook, Instagram, Twitter, Linked-In

The Promises and Values of QSO

QSO promises to...

*welcome audiences,
make a meaningful contribution to Queenslanders,
and positively connect with each other.*

Our promise to our audiences

Whatever the reason you may come to a QSO performance, and whoever you are, Queensland Symphony Orchestra is your orchestra, and we want you in the room with us.

Our promise to Queensland

We will travel so that we can be physically closer to you. We will nurture the next generation of talent, introduce your families and children to inspiring orchestral experiences, and deliver proven benefits to the health and wellbeing of Queenslanders.

We recognise that, as the largest organisation of cultural practitioners in Queensland, QSO is superbly positioned to enrich the lives of our State's individuals and communities through the power of music.

Our promise to each other

Because no one of us can do this on our own, we will strive for excellence together, willingly do our part, and have honest and respectful conversations with each other to maintain our connection.

Our Values

We care
We connect
We take pride in our work

We care
enough to listen,
to come prepared,
to encourage our colleagues,
to be consistent,
and to protect the brand of QSO.

We connect
in the way that we understand each other
and reach out to our audiences,
because we have a camaraderie,
and we enjoy collaborating.

We take pride in our work
which means we are diligent and dedicated,
we value the future and our shared success, and
we are proud to play our part (no matter how small).

Organisational Culture

QSO *belongs* to the people of Queensland; QSO employees thrive in a sense of *belonging* and trust; everyone who comes into contact with QSO feels safe, accepted, respected, and content. All that we do is underpinned by a united Culture – shared values, behaviour which reflects those values, and especially excellent professional peer relationships.

STRATEGIC INTENT: *BELONGING*

Value 1
We care

Value 2
We connect

Value 3
We take pride in our work

Business Evolution

A discerning *annual* use of accumulated funds, overseen by QSO Finance, Audit and Risk Committee, and ultimately Board of Directors, to allow planning for growth and progress in systems and tools, human resource capacity and capability, as well as artistic projects of note which align with the **National Cultural Policy Revive**.

Access & Equity

The essence of our vision is that we are, and we want to always be, an orchestra for everyone. Our aspiration is not only to shape the cultural landscape of Queensland, but to be shaped by Queensland itself. We want to be porous to the influence of identity, environment, diversity and community that comes to QSO through our deep and lasting connection to the whole of Queensland. QSO takes very seriously the fact that we are not named after our capital city alone. We will signify to all our constituents that QSO is committed to a long and enriching exploration of First Nations cultures. QSO will make a significant contribution to the social, cultural and economic transformation of regional Queensland (**Creative Together 2020–2030**).

Artistic Ambition

The Orchestra, through its artistic achievements, is the engine room of QSO. Our commitment to excellence underpins music-making across the Queensland cultural landscape.

2 Years of Data Collection

1. Two-Year Data Collection (Productivity)
2. Company-Wide Systems Audit (Process)
3. Implement ArtsVision (System and Tool)

Future Shape of Orchestra

1. Ratify QSO size and shape
2. Regular splitting of Orchestra
3. Re-imagine employment model (**Revive: Artist as worker**)

2024

2025

2026

2027

2028
Pivot Year

2029–2032

2024

1. Culture goals – values, agreement, team orientation
2. Significant performance program growth
3. Large-scale regional plan begins

2026

1. Permanent regional presence
2. Artistic cultural tourism
3. Implement findings from productivity analysis

Business Model

1. Consider model in light of evidence
2. Employment terms / Enterprise Agreement examination
3. Commercial investment

2025

1. The Songbook Project Phase 1 (2023–2025)
2. Growth in international artist engagement
3. Second round Culture Benchmarking

2027

1. 80th Birthday Regional Train Tour
2. Year of Fundraising
3. International engagement (5 years to Olympics)

Brisbane Olympic Games

- International exchange
- Major brand awareness campaign
- Dramatic expansion of reach
- Tripartite / NPAPF renewal

Corporate Governance

Queensland Symphony Orchestra has continued to maintain sound corporate governance in accordance with the Five Key Principles of the Essential Governance Practices for Arts Organisations published by Australia Council for the Arts in January 2021.



To ensure good governance of the organisation, the QSO Board:

1. Sets a clear vision and mission for the organisation.

The Board members ensure alignment of actions and decisions towards delivering on the QSO's mission, while demonstrating its values. The Board of Directors is governed by the company's Constitution and the Corporations Act. A formal induction process exists for all new directors prior to attending their first meeting.

2. Contributes to the development of a sound strategic plan to deliver on the vision and identified outcomes.

Decisions and discussion are framed around alignment with strategic priorities and risk. Board composition comprises directors with both broad and specific skills. Performance of the Board is enhanced by the establishment of sub-committees with members who meet regularly with the senior leadership team to provide recommendations and insight for board decision making. The Board is responsible for reviewing and approving the strategic plan, the annual artistic program and the budget.

3. Monitors and reviews reports on activities, including the organisation's financial position, and remunerates fairly and responsibly.

The Board is specifically charged with ensuring the achievement, development and succession of the Company's senior leadership roles, including remuneration. The Directors' positions are on an honorary basis and as such they do not receive remuneration for their role as directors of the Company.

4. Manages risk and compliance, along with ensuring reporting requirements are met.

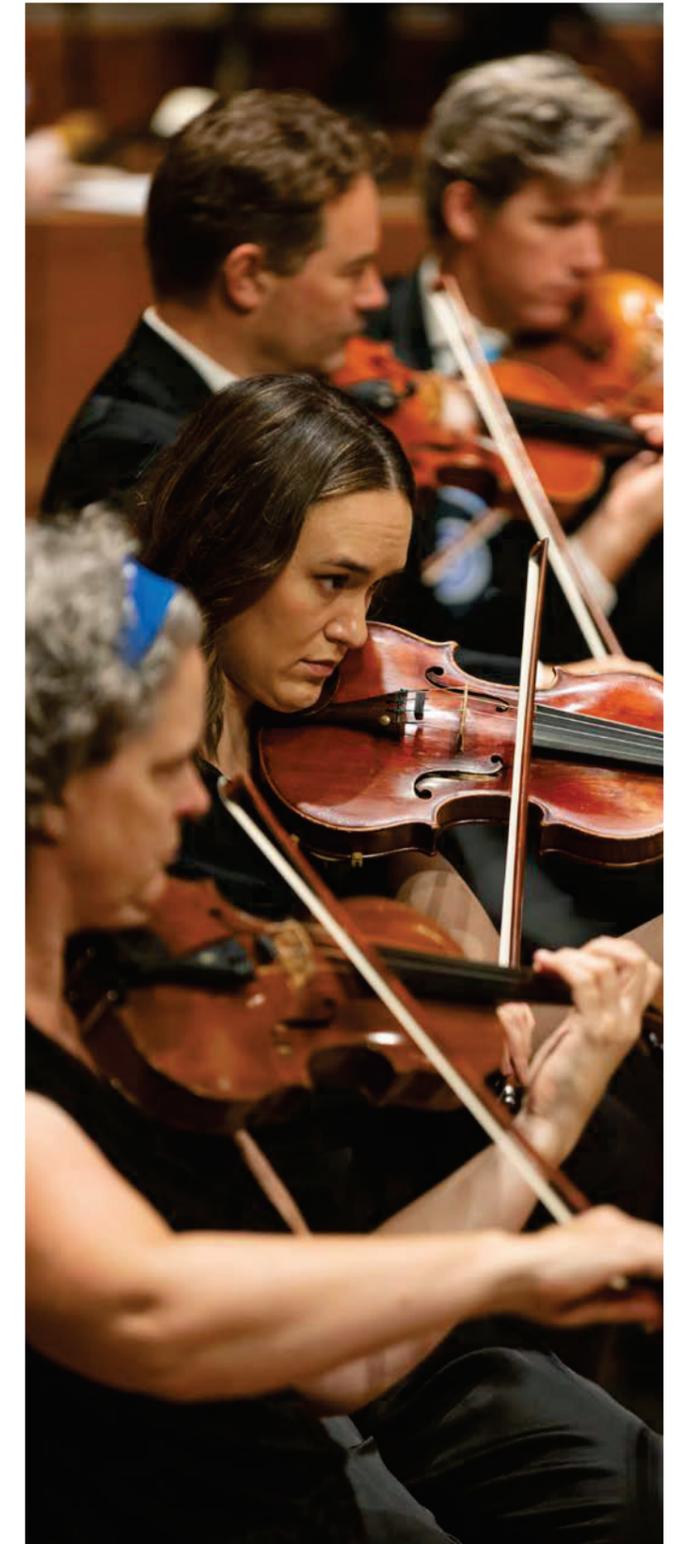
The board articulates and role models expectations for conduct, including compliance with relevant laws, regulations and policies. The Finance Audit and Risk Management Committee provides recommendations to the Board on the status of business risks and integrated risk management aimed at ensuring risks are identified, assessed and appropriately managed.

5. Engages with stakeholders and instils the right organisational culture.

The board builds and maintains relationships and ensures decisions are informed by stakeholders' best interests whilst furthering the achievement of the organisation's goals. Board members promote the organisation through their networks and support fundraising initiatives. The Board acknowledges the relevance and importance of its Code of Conduct included in the Charter. The Board ensures that QSO's employees implement practices and exhibit behaviours consistent with the required standards, including ethical behaviour, respect for diversity, and holding each other accountable. The Board holds itself to the highest standards of ethical and responsible decision-making.

2023 Board and Sub-Committee Meetings

DESCRIPTION	NUMBER OF MEETINGS
Board	10
Finance Audit and Risk Management Committee	6
HR & Remuneration Committee	5



Our Board

ROD PILBEAM

CHAIR

EX OFFICIO MEMBER OF THE FINANCE, AUDIT & RISK MANAGEMENT COMMITTEE

EX OFFICIO MEMBER OF THE HR & REMUNERATION COMMITTEE

TONY DENHOLDER

CHAIR OF THE HR & REMUNERATION COMMITTEE.

JOHN KEEP

MEMBER OF THE FINANCE, AUDIT & RISK MANAGEMENT COMMITTEE

CHAIR FINANCE, AUDIT & RISK MANAGEMENT COMMITTEE

BERNADETTE NORRIE

MEMBER OF THE HR & REMUNERATION COMMITTEE

VALMAY HILL

MEMBER OF THE FINANCE, AUDIT & RISK MANAGEMENT COMMITTEE

TONY YOUNG

MEMBER OF THE FINANCE, AUDIT & RISK MANAGEMENT COMMITTEE

PROFESSOR MICHELE WALSH

MEMBER OF THE HR & REMUNERATION COMMITTEE

TANYA DENNING

DENE OLDING AM

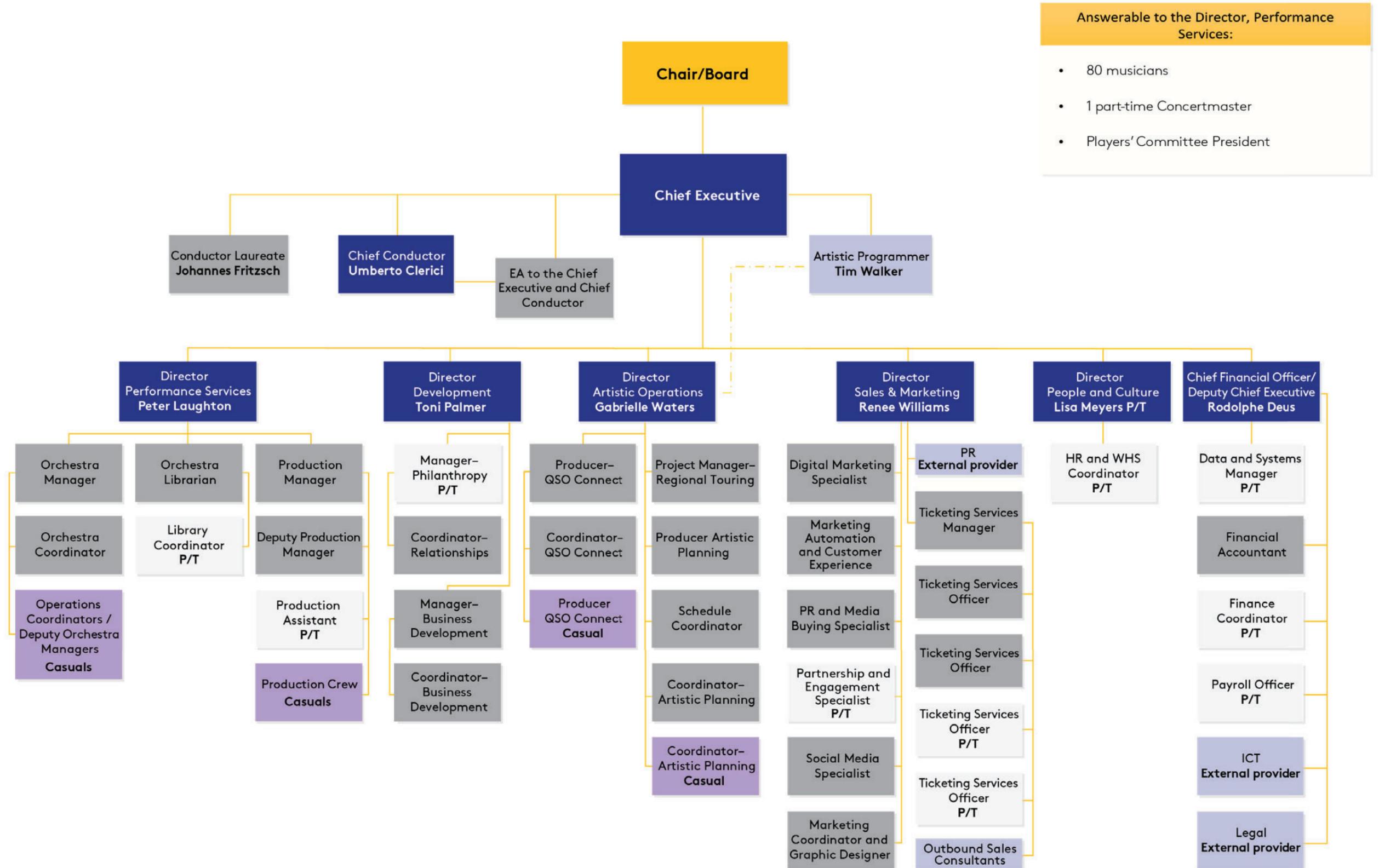
VALARIE TAM

NON BOARD DIRECTOR

MEMBER OF THE FINANCE, AUDIT & RISK MANAGEMENT COMMITTEE



Organisational Structure



The Role of the Chief Executive

The Chief Executive is responsible for providing strategic leadership and operational management of all activities of the QSO, as approved by the Board of Directors, with particular emphasis on fulfilling the vision and the culture to be recognised as a great orchestra on and off the stage that entertains, inspires and educates Queensland.

This includes successful implementation of the Company's strategic plan, artistic vision and goals, as well as maintaining and enhancing QSO's ongoing financial sustainability, including revenue growth, audience development and retention, digital engagement strategies, education outreach, community prominence and administrative functions.

In addition, the individual is expected to act as a credible and highly visible ambassador for the QSO, maintaining robust connections and knowledge within the Brisbane and Queensland regional business, political and artistic communities, as well as our corporate partners, donors and philanthropists and more broadly nationally and internationally, as required.

The Chief Executive is expected to build a positive culture between all levels of QSO based on mutual respect that fosters and rewards creative initiatives, encourages individual development, and delivers excellence in all artistic, Company and community outcomes.

The role reports to the Board. Working closely with the Principal Conductor and Artistic Advisor and Concert Masters and with six direct executive reports spanning Artistic, Business Services, People and Culture, Sales and Marketing, Performance Services and Development, the Chief Executive leads a core team of 80 musicians and 36 administrative staff, augmented as required depending on repertoire and project commitments.



Responsibilities and Duties

Leadership

People/organisational culture

Promote and maintain an excellence-driven performance culture, with an emphasis on continuous growth and improvement, and the attraction and retention of appropriately engaged, skilled and qualified staff and musicians.

Provide inspirational leadership to a strong, collegiate and effective management team which exemplifies the professionalism, values and excellence-driven performance expected of the wider company. Drive a positive high performance culture that prioritises safety, values diversity and inclusion, and has the hallmarks of integrity and mutual respect at the heart. Set targets, supervise annual HR reviews and provide development and succession planning as required.



Artistic

Work together with the Chief Conductor and Artistic Advisor, Director of Artistic Programming and Director of Sales and Marketing to fulfill the QSO's artistic vision and goals.

Commercial, Financial and Philanthropic

Monitor and support the financial and commercial integrity and sustainability of the QSO (in conjunction with the CFO and Board Finance Audit and Risk Committee) to ensure that income is maximised and costs are controlled.

Work with the Director of Development and Director of Artistic Planning to ensure effective and deliverable revenue strategies are in place to strengthen existing programs and develop new income streams - capitalising on opportunities for income generation from philanthropy, sponsorship, venue hire, special commercial programs and public funding. Assist the Director of Development in engaging with stakeholders and donors to achieve campaign targets.

Operational/Best Practice

Oversee the day-to-day management and proficiency of the orchestral and administrative functions in line with the prevailing Enterprise Bargaining Agreement and policies, ensuring a continued focus on innovation and industry best practice.

Ensure compliance with all legal obligations and requirements, including the Corporations Act, insurance, WHS, privacy/data protection, and employment law.

Strategy and planning

Relationships

Maintain positive relationships and regular dialogue with the arts and business communities (including Queensland Performing Arts Centre and Tourism & Events Queensland) and with key stakeholders in local, regional and the federal governments (including the Creative Australia and Arts Queensland).

Representation

Represent the interests of the QSO with relevant local, national and international stakeholders and organisations.

Strategic Planning

Work closely with the Board of Directors and key internal and external stakeholders to develop and monitor the implementation of an agreed strategic business plan and associated policies to deliver the artistic vision and audience goals, encouraging the support of government, subscribers, the arts community, philanthropists and the corporate sector.

Audience/community engagement and outreach

Ensure that QSO's digital ambitions and extensive education, health and wellbeing and community activities remain central to the core activities of the orchestra.

Work with the Director of Sales and Marketing to ensure a continuity of consistent marketing, digital, and branding strategy based on industry best practice, ensuring an imaginative and effective approach to audience development and the promotion of the Orchestra's activities.

Lead and collaborate with key internal and external stakeholders to support an expansion and diversification of subscriber, single ticket audience, donor and sponsor bases.

Support the Director of Sales and Marketing to leverage subscriber and audience data to form the basis of research to inform continued growth, engagement identification and retention of current and future audiences.

Board relationship

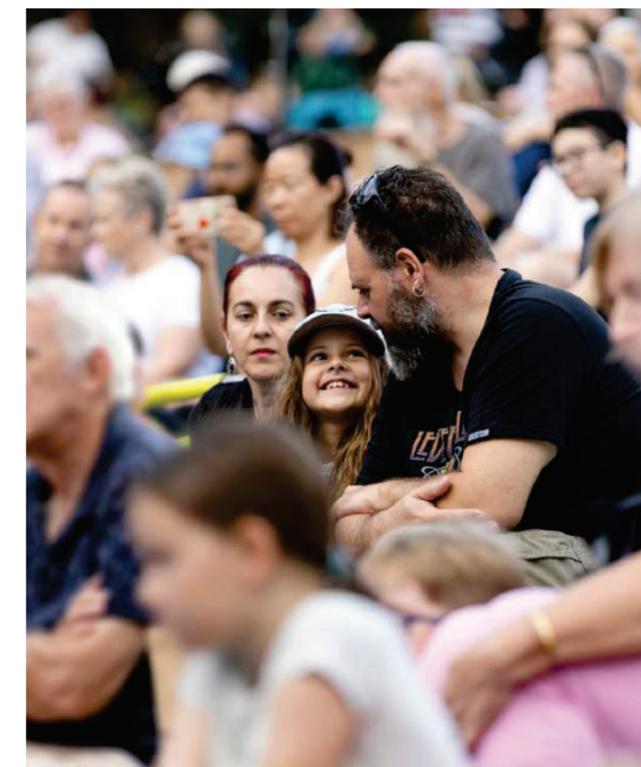
Act as the principal communication channel between the Orchestra, management team, and Board of Directors.

Ensure open, honest and transparent communication with the Board and proactively share with the board emerging risks and opportunities.

Attend Board meetings, providing appropriate reports, advising on policy, and ensuring Board Members are kept fully informed of all business relating to the QSO.

Workplace health, safety and wellbeing

Take responsibility for and provide leadership to ensure best practice for workplace health, safety and wellbeing, and to ensure that all workplace health and safety risks are eliminated or minimised through awareness and application of safe working practices.



Key Selection Criteria

1. Proven experience as a CEO or within an executive leadership role.
2. A vision and passion for the future of classical music, the QSO, its musicians and Queensland audiences.
3. A proven ability to drive a high performance, contemporary organisational culture.
4. A proven ability in creating, delivering and selling successful artistic, education and commercial programs.
5. Demonstrable competency in implementation of strategic plans, leading organisation-wide transformation projects and business growth.
6. A track record in developing effective partnerships and relationships across the cultural, commercial, private and government sectors.
7. Outstanding leadership, communication and influencing skills in a public-facing role.



About Brisbane

Brisbane is the capital city of Queensland—Australia’s second largest state by area. In addition to being the third most populous city in Australia, Greater Brisbane is the largest of Australia’s six capital cities by geographic area, occupying 15,842 sq km across South East Queensland.

A river curving and curling its way around the landscape makes Brisbane one of the most unique capital cities in Australia. Brisbane came into being long before the state of Queensland was established, when intrepid Surveyor General John Oxley named the river he discovered after the Governor of New South Wales—Thomas Brisbane—in 1823.

Brisbane is one of the fastest-growing capital cities in Australia in terms of population and employment. Our residents are young and skilled, highly educated and culturally diverse. Brisbane is recognised as one of the fastest-growing regions in Australia, driving Queensland’s economic growth.

As Australia’s new world city, Brisbane is built on a strong foundation of infrastructure. Assets include: a world-class international airport; a busy international port; a comprehensive road and rail network; a fully-integrated public transport and ticketing system; vibrant entertainment and sporting venues; and an exceptional range of accommodation options.

Brisbane major events across the year

- Brisbane Comedy Festival
- Caxton Street Seafood & Wine Festival
- Brisbane Ekka
- Bridge to Brisbane
- Brisbane Festival
- Oktoberfest Brisbane
- Valley Fiesta
- Good Food & Wine Show
- Brisbane International Film Festival
- Brisbane Marathon Festival
- Paniyiri Greek Festival

Brisbane 2032

Brisbane and Queensland are ready to welcome the world in 2032.

Australia has a love affair with the Olympic Games, reflected in the fact that we are one of only two countries that have sent athletes to every modern Olympic Games. Now we have Australia’s third opportunity to host the world’s greatest sporting event and we intend to build on the innovation and successes of Sydney 2000 and Melbourne 1956.

And Australia has a decade of major international sporting events coming here in the lead-up to the Brisbane 2032 Olympic and Paralympic Games. Whether it’s the FIBA Women’s World Cup in basketball (2022), UCI Road World Championships in cycling (2022) or the FIFA Women’s World Cup in football in 2023, Australia knows how to put on a great show in a way that puts athletes first and gives fans the experience of a lifetime.

Queensland

With an area of 1,727,000 square kilometres, Queensland is the second largest state in Australia.

Queensland is a place of pristine beaches, tropical islands, lush rainforests, vibrant cities and the authentic Australian outback, Queensland is the ultimate holiday destination. Known as Australia’s Sunshine State, it offers an abundance of diverse experiences to create lasting memories.

More than half of Queensland’s population lives outside the greater metropolitan area of Brisbane—a large proportion compared with the rest of highly urbanised Australia.

How to Apply

Your application must include the following

- A covering letter of no more than two pages.
- A statement of no more than four pages outlining your suitability for the role, demonstrating your experience and approach in relation to the selection criteria and how your personal attributes accord with those outlined for the position.
- A curriculum vitae providing personal details, qualifications, and work history.
- The names and contact details, including email addresses, of three referees who may be contacted for a confidential report (your permission will be sought before referees are contacted).
- The earliest date on which you would be available to commence.

Lodging your application

Before lodging an application, you are expected to contact:

Richard Evans
Partner, REA Consulting
+61 417 336 507
richard@rea-consulting.com

Vanessa Duscio
Partner, REA Consulting
+61 409 977 312
vanessa@rea-consulting.com

All enquires are treated confidentially.

To apply please email your application, *consolidated and saved within a single PDF document* to vanessa@rea-consulting.com and richard@rea-consulting.com

REA CONSULTING

Applications due before close of business on Friday 28 June 2024.

Timeline

Queensland Symphony Orchestra expects to conduct interviews in August 2024.





**QUEENSLAND SYMPHONY
ORCHESTRA**

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**Queensland
Government**



**AUSTRALIA
PACIFIC
LNG**

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