



**CAPE TOWN
PHILHARMONIC ORCHESTRA**
KAAPSTADSE FILHARMONIESE ORKES
I-okhestra yomculo yaseKapa

YOUR CHANCE TO LEAD

SOUTH AFRICA'S PREMIER ORCHESTRA

Chief Executive Officer/Artistic Director





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THE CPO BACKGROUND

Founded in **1914**, the Cape Town Philharmonic Orchestra (CPO) is the foremost full-time professional orchestra in South Africa and a cultural beacon on the African continent. Renowned internationally for its artistic excellence, the orchestra presents a diverse repertoire of **classical concerts, opera, ballet, musicals, educational, choral and crossover performances**, engaging audiences of all ages.

As a champion of **classical, crossover and indigenous music**, the CPO plays a vital role in South Africa's cultural landscape. Through the **Cape Town Philharmonic Youth Orchestras and ensembles, the CPO Music Academy, and the Masidlale grassroots training programme**, the organization nurtures young musicians and fosters a deep appreciation for music across communities.



Executive Search
Chief Executive Officer/Artistic Director



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ABOUT THE ROLE

As **CEO/Artistic Director**, you will:

- **Define and implement** the CPO's strategic vision.
- **Curate and oversee** artistic programming that maintains and enhances the orchestra's reputation.
- **Lead community engagement and outreach initiatives**, expanding access to music education and performance.
- **Ensure financial sustainability**, managing fundraising, sponsorships, and operational budgets.
- **Collaborate with musicians, staff, and the Board** to uphold the CPO's commitment to artistic excellence and cultural enrichment.

WHO WE'RE LOOKING FOR

- **Proven leadership experience** in the arts or cultural sector.
- A **deep understanding of classical music and orchestral repertoire**.
- **Exceptional communication and interpersonal skills**, with the ability to engage diverse stakeholders.
- A successful track record in **financial management, fundraising, and organizational leadership**.
- A passion for **community engagement and educational outreach**.

SUMMARY OF TERMS

- **Permanent full time position**
- **Location:** Artscape Theatre Centre, DF Malan Street, Foreshore, Cape Town, South Africa.
- **Start Date: 1 November 2025** in an **understudy role** until assuming full leadership on **11 December 2025**
- **Salary:** negotiable, including benefits
- **Permanent position probation period: 6 months with one month's notice**
- **Notice period: 1 month**
- **Annual leave: 4 weeks**

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APPLICATIONS

TO APPLY by Monday June 30, 17:00 (SA time). Please submit by email to searchcommittee@cpo.org.za

- A **comprehensive resume**.
- A **cover letter** outlining your interest and relevant expertise.
- **Certified copies** of graduate or postgraduate qualifications.
- Contact details for **three professional references**.
- The first interview will be in person or virtual mid-July; the second late July will be in person. You will be requested to undergo an online psychometric test. Background checks will be carried out.

PLEASE NOTE:

Incomplete applications will not be considered. The CPO celebrates **diversity and inclusivity** and welcomes applications from candidates of all backgrounds, including both South African and non-South African citizens and residents.

While all applications will be treated with strict confidentiality, only shortlisted candidates will be contacted. The CPO reserves the right not to make an appointment.



**JOIN US IN SHAPING
THE FUTURE
OF ORCHESTRAL MUSIC
IN SOUTH AFRICA!**

