



Chicago Musical Pathways Initiative - Navigator

About Chicago Musical Pathways Initiative

CMPI is aimed at building a more robust Chicago-area training pathway for talented student musicians from traditionally underrepresented backgrounds, from 6th grade through 12th grade. The project focuses on instrumental students of classical music who have demonstrated both aptitude and interest in pursuing intensive study and a career specifically in orchestral music.

The long-term goal of the Chicago Musical Pathways Initiative (CMPI) is to help address the persistent lack of diversity in American orchestras – a condition which threatens the vitality and viability of classical, orchestral music.

The initiative will involve close collaboration and resource sharing among a diverse network of well-established not-for-profit Chicago youth and music-education focused organizations. Together, participating organizations will work to identify talented, motivated students early in their training. Musicians selected for CMPI will be carefully assessed and provided with comprehensive supports – musical and extra-musical (e.g., financial, instructional, academic, etc.) to remove many of the barriers to access that can discourage or derail the training of talented young musicians from underrepresented backgrounds before they are able to realize their full musical potential.

The Opportunity

- **Position: Student Navigator, Chicago Musical Pathways Initiative**
- Responsible to: Chicago Musical Pathways Initiative Project Director
- Reports to: Chicago Musical Pathways Initiative Project Director
- Supervises: Families/Students

Position Summary

Navigators are responsible for guiding students through the training pathway; connecting them to available resources and opportunities among the participating organizations, ensuring that the supports provided are meeting their needs, and monitoring their progress. Each navigator will support a portfolio of 30–35 students across grade and playing levels. To reinforce collaboration across all CMPI organizations, student navigators will not be assigned to individual organizations. Rather, they will be responsible for knowing the unique strengths of each participating organization and placing each student musician appropriately.

Essential Duties

Duties Include:

- Recruiting and coordination of initial auditions for the student cohort
- Create an action plan for each student in their portfolio
- Form close, mentoring bonds with students; provide continuity as students progress along the music training pathway
- Manage shared calendars for audition and application deadlines, summer camps, festivals, etc.; offer informed guidance regarding summer music activity choices, and advice regarding auditions, connections to resources such as financial support for instrument purchases and musical opportunities, and counseling on options for post-secondary music training
- Lead dedicated support teams (Family Engagement Mgr., Professional Musician Mentor, private teachers, other resources (e.g. school counselors)
- Manage student data in a shared system
- Monitor student progress across musical, social-emotional, academic, and family engagement benchmarks; identify protocols that lead to success
- Work directly with parents/guardians as needed for pathway planning
- Ensure that students and families understand next steps at each stage of the pathway and there is a seamless “hand off” of students between organizations

Job Qualifications/Requirements

The ideal candidate will possess the following qualifications:

- Minimum of two years' experience working in the field of music education, administration or performance sector
- Demonstrated dedication and success leading diversity, equity, and inclusion initiatives and a deep understanding of related challenges
- Highly motivated, dynamic, organized, and strategic individual, capable of working effectively with all project constituents (staff, faculty, parents, students)
- Demonstrated and infectious passion for this project and classical music
- Bachelor's degree required; Master's degree preferred
- Ability to speak **Spanish required**

Additional Information

This position is grant funded and therefore subject to grant renewal.

Salary is competitive and commensurate with experience – full benefits include health, dental, vision, flexible spending accounts, and PTO offered to the successful candidate.

The CMPI Steering Committee and affiliated organizations are committed to enhancing the diversity of Chicago's classical music community, recognizing that by providing a diverse, equitable, and inclusive learning environment for our students, we are preparing them for personal and professional success in an increasingly global society. The CMPI community recognizes that it has a responsibility for creating and sustaining a learning environment where difference is valued, and where equity and inclusion are practiced.

CMPI leadership encourages individuals from underrepresented populations to apply.

To Apply

CMPI offers a comprehensive employee benefits package, including the following items:

- Annualized salary of 40K
- Full-time, exempt position, working 37.5 hours per week.
- Your first 90 days of employment are considered a probationary period. You will be eligible to participate in Merit's employee benefits package 30 days from date of hire following the first of the month. We offer a robust healthcare package including medical (HMO and PPO options), dental (HMO and PPO), vision care, and voluntary life insurance coverage
- Paid time off (PTO), accrual rate in accordance with the Merit Employee Handbook, and 7 holidays including a winter break (approximately 1 week) (If a holiday falls on a weekend, Merit will observe the holiday on the same day as the Illinois state government)
- Following one year of employment, you will be eligible to invest in Merit's 401(k) plan

Further information on our benefits package and employee policies are available upon request.

Interested candidates should send resume to: hr@meritmusic.org. Applications will be accepted until the position is filled. Materials should be compatible with Microsoft Word or Adobe Acrobat. Applicants will receive confirmation of receipt of their materials and further guidance and updates about the hiring process by e-mail, with interviews provided for finalists.

For more information, please visit the [Chicago Musical Pathways Initiative website](#).