

Vacancy: General Director Collegium Vocale Gent

Collegium Vocale Gent is an internationally renowned vocal ensemble, founded in 1970 by Philippe Herreweghe, and has since grown into one of the leading voices in historically informed performance practice. From early polyphony through the Baroque to the classical and romantic repertoire, the ensemble is recognized worldwide for its uncompromising artistic standard, its organic sound and its profound interpretive vision. Collegium Vocale Gent regularly performs in the most important concert halls and at the most prestigious festivals in Europe, Asia and the United States, and has built an extensive, widely acclaimed discography, in particular on the Harmonia Mundi and PHI labels.

The ensemble finds itself at a pivotal moment. Philippe Herreweghe is gradually passing on the conductor's baton to an artistic circle, formed by a collective of principal conductors, each specialized in a specific repertoire, together with Philippe Herreweghe.

In parallel with this artistic transition, Collegium Vocale Gent is also securing its institutional future. Wim Heuninck, Managing Director of Collegium Vocale Gent since February 2025, will lead this new strategic initiative.

It is precisely this development that creates the space and the need for a General Director who can focus entirely on the artistic and business leadership of Collegium Vocale Gent itself.

In this context, the Board of Directors is seeking a

General Director Collegium Vocale Gent

The mission

The General Director safeguards the uncompromising artistic standard of Collegium Vocale Gent in the spirit of founder Philippe Herreweghe. He/She/They simultaneously builds the business capacity needed to sustainably finance that standard and to realize its value internationally. The public face of the ensemble shifts to a collective of General Director, principal conductors and Philippe Herreweghe — a collective in which the General Director forms the stable institutional voice.

The General Director reports directly to the Board of Directors and is the first point of contact for the Flemish government.

Key responsibilities

Artistic governance

- Ultimately responsible for artistic strategy and direction.
- Guaranteeing the autonomy of the artistic circle, which draws up the artistic annual plan together with the Business Coordinator.
- Overseeing the overall artistic options and the coherence of programming.
- Strategic oversight of collaborations in order to preserve artistic identity.

Business and strategic leadership

- Overall final responsibility.
- Giving strategic substance to expectations around audience broadening and participation.
- Functional head of the Business Coordinator, who supports day-to-day business management.

International concert sales

- Maintaining and developing relationships with concert halls, festivals and presenters worldwide.
- Actively expanding the international agent network.
- Driving the market introduction of productions under the new principal conductors.

Revenue development and patronage

- Final responsibility for structural sponsorship, patronage and philanthropy.
- Developing the patronage structure (Collegium Circle, international Friends structures).
- Personal engagement in the relationship with major donors and institutional partners.

Networking and positioning

- Positioning the ensemble as a collective within the new artistic constellation.
- Representing Collegium Vocale Gent in Flemish, Belgian and international cultural forums.
- Final responsibility for the external communication of Collegium Vocale Gent.

Your profile

- You have experience in a leading role of a cultural institution of comparable reputation, preferably within the performing arts or classical music.
- You have a strong artistic background and the personal credibility to function as a full-fledged conversation partner.
- You have a proven track record in fundraising, sponsorship and patronage at the level of structural partnerships.
- You have an international network in the concert world and experience in directing international concert sales.
- You have diplomatic sensitivity and the ability to operate within a collective leadership structure, respecting the artistic autonomy of the circle.
- You are fluent in English. Any other language is an advantage.

What we offer

- An exceptional assignment at the head of one of the most respected vocal ensembles in the world, at a historic turning point in its development.
- A collective and collegial leadership model, in close collaboration with an artistic circle of international standing.
- A base in Ghent, with intense international activity.
- A competitive compensation package, commensurate with the weight of the position and the candidate's profile.
- A start date by mutual agreement.

Recruitment procedure

Recruitment takes place through a public procedure.

Applications consisting of an extensive letter of motivation, curriculum vitae and a brief vision paper on the future of Collegium Vocale Gent are expected before 10 August 2026 at info@collegiumvocale.com, for the attention of the chair of the Board of Directors.

An initial selection takes place on the basis of the file. Shortlisted candidates will be invited for an interview with the selection committee.

For further information or a confidential exploratory conversation, please contact info@collegiumvocale.com

Collegium Vocale Gent pursues an equal opportunities policy and welcomes applications regardless of gender, background or belief.