



Pep Band Director

Xavier is currently accepting resumes and letters of interest from candidates interested in serving as Pep Band Director. The Pep Band Director will lead the growth and development of a new band program, while also teaching and collaborating with existing music faculty to build a comprehensive instrumental music program that supports Xavier's Ignatian, Catholic identity and commitment to excellence.

Key Responsibilities:

- Develop, launch, and direct the full-school band program: design music shows, coordinate rehearsals, plan and lead band camp(s), prepare students for game-day performances, parades, festivals, competitions, and other events.
- Teach and conduct a range of school instrumental ensembles: including concert band, jazz band, pep band (as appropriate), and any auxiliary ensembles (e.g., color guard, percussion, etc.).
- Provide individual and small-group instrumental instruction, and support students across varied skill levels and instruments.
- Collaborate closely with other music teachers and the broader fine arts faculty to coordinate scheduling, repertoire, performance opportunities (e.g., concerts, liturgies, school events, community outreach), and curricular alignment.
- Manage all administrative and logistical elements of the band program: maintain an accurate inventory of instruments, uniforms, and music library; oversee care, maintenance, and storage of school-owned equipment; coordinate transportation, lodging, meals, and logistics for field trips, competitions, or out-of-school events.
- Develop annual budget requests for the band program, including needs for instruments, uniforms, materials, travel, and other expenses; work with school administration and fundraising groups as needed to secure resources.
- Plan, schedule, and conduct regular rehearsals, sectionals, full-band practices, and performances (concerts, football games, parades, pep rallies, community events) including evening and weekend commitments, as needed.
- Foster a positive, inclusive, and supportive musical environment that encourages student growth, teamwork, leadership, discipline, and a love for music – aligned with Xavier's mission and values as a Jesuit and Catholic high school.





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Qualifications and Experience:

- Bachelor's degree (or higher) in Music Education, Music Performance, or related field, preferably with teaching credentials or certification appropriate for California secondary schools. Many successful candidates hold a degree in music education or comparable training.
- Demonstrated experience and success in directing high school marching bands, concert bands, or jazz/pep bands – including designing shows, conducting rehearsals and performances, and managing all associated logistics.
- Strong instrumental proficiency – comfortable teaching, conducting, and coaching students across a variety of instruments.
- Excellent organizational, leadership, communication, interpersonal, and public-relations skills – capable of working with students, parents, fellow teachers, administration, and community supporters.
- Ability and willingness to work outside of typical school hours: evening rehearsals, weekend events, football games, marching band season, concerts, parades, competitions, etc.
- Commitment to working collaboratively with other music teachers and school staff, supporting students' musical and personal growth, and contributing to a school culture of excellence and belonging.

Preferred Attributes:

- Experience successfully launching or revitalizing a band program – including building from the ground up (recruitment, outreach, program development, community support).
- Familiarity with the values and expectations of a Catholic or faith-based school environment; appreciation for and respect of Catholic and Jesuit educational identity and mission.
- Ability to mentor student leadership (e.g., drum majors, section leaders), foster student ownership and responsibility in the band program.
- Demonstrated skill in program development, budget management, and fundraising or community-engagement efforts.

The ideal candidate for any position at Xavier College Prep will meet the following Minimum requirements:

- An Ignatian educator willing to serve as a guide with and for students on their formation journey in a Jesuit high school
- Demonstrate respect and professionalism at all times, in keeping with the school's mission and Catholic/Jesuit identity
- Excellent communication skills





A.M.D.G.

- Demonstrate the willingness and ability to listen, developing mutual trust with students and colleagues
- Willingness to work with a diverse student body

Compensation: Salary ranges from \$50,000 - \$80,000 commensurate with experience.

This description documents the general nature and level of responsibility associated with this position. It is not intended to be a comprehensive list of all activities, duties, and responsibilities required of incumbents. It is not intended to limit or modify the right of any supervisor to assign, direct, and monitor the work of employees under supervision.

