

PUBLIC AUDITION by examination

for the formation of a beneficial list for potential, permanent recruitment for

“FIRST VIOLA with Viola section obligation”

- artistic level 2 of the CCNL national contract for employees of operatic-symphonic Foundations with the corresponding financial treatment.

Article 1 – ADMISSION REQUIREMENTS

1.1. Candidates (of both genders – legislative decree 196/200) must meet the following requirements for admission to the audition:

- a) not be less than eighteen years of age;
- b) have Italian or European citizenship; non-EU citizens will be admitted to the audition who are in possession of a valid residence permit which allows the immediate recruitment as a permanent employee of the Foundation, or even not yet in possession of a work permit but of a valid degree permitting residence in Italy and the participation in the audition: in this case, the candidate is aware that future employment following a successful audition may be finalized only on the completion of the authorization required by the current legislation for workers in the entertainment industry.
- c) possess a Violin / Viola diploma (old system) or second level diploma (new system) conferred by a Music Conservatory or an equivalent Musical Institute; if the diploma has been conferred abroad, it will be considered to be a valid qualification for admission where it has been declared equivalent to a conservatory diploma or nevertheless, equivalent according to Italian current legislation; in the event that the decree of equivalence has not yet been obtained, the candidate will be admitted to the examination subject to the declaration that the prerequisites exist to implement the procedure;
- d) have sufficient knowledge of the Italian language;
- e) be physically suitable for the position: the recruitment of the winning candidates will be dependent on a medical assessment which will be provided on the instructions of the Foundation Management;
- f) not have criminal convictions, including those with an untried sentence, for crimes referred to in Capo I, Titolo II, Libro II of the Penal Code; not be subject to restrictive measures regarding personal freedom;
- g) not have been dismissed or fired from employment for disciplinary reasons or exempted from employment by Public Authorities for persistent, inadequate performance. Neither to have lost public employment following an investigation revealing that the said employment was obtained using false or altered permanent disability documents. In case of dismissal, termination or exemption from employment, the causes and circumstances must be specified;
- h) entitlement to civil and political rights;

1.2. All requirements for admission to the audition must be possessed by candidates by the date of the application form deadline. The absence of any requirements will lead to the exclusion of the candidate.

1.3. The exclusion for admission to the audition due to the absence of necessary requirements may occur at any time, with justified measures, by the Special Commissioner of the Teatro del Maggio Musicale Fiorentino or his delegate and will be communicated by email to the address given in the application form.

Article 2 – APPLICATION FORM

2.1. This announcement is published on the Foundation corporate website at the www.maggiofiorentino.com address under the section: *Lavora con Noi* (Work with us), from where it is possible to download the application form and the private policy.

2.2 The application forms may be presented by email to the following address:
selezioniorchestra@maggiofiorentino.com

It may also be sent by post or delivered by hand to the following address:

Teatro del Maggio Fiorentino, Risorse Umane, Ufficio del Personale, FIRST VIOLA Audition,
Piazzale Vittorio Gui, 50144 Firenze by **SUNDAY 03 MARCH 2024**.

Every correctly submitted application will automatically receive confirmation of receipt.

2.3. The Foundation assumes no responsibility for non-receipt of the application form. The receipt of the application form is at the sole risk of the candidate in as much as, for any reason, including unforeseeable circumstances, force majeure, or delays attributable to third parties, it does not arrive by the deadline.

2.4. Application forms which arrive after the mandatory deadline specified at paragraph 2.2 will not be accepted, or those missing the required attachments stipulated in paragraph 2.6. Application forms which arrive after the specified deadline will not be considered, neither those which are received after the onset of the examination, even if sent within the deadline date. Any amendments or additions to the application form already submitted to the Foundation will only be accepted if received by the application deadline and sent by the aforementioned methods.

2.5. To participate in the audition, it is the responsibility of the interested parties to present a completed application form (Attachment A), according to articles 46 and 47 of the Presidential Decree 445/2000, duly signed. In the case of application forms sent by email, attachments must be sent in pdf format, duly signed and **not exceeding a total size of 9 Mb**. For a correct presentation of the application, the candidate must take full responsibility for all information requested in "Attachment A", which must be a valid, truthful declaration, according to articles 46, 47 and 76 of the Presidential Decree 445/2000.

2.6. The candidate **will not be admitted to the audition** if the following documents are not attached to the application form:

A. Where appropriate, a residence permit

B. Duly signed curriculum vitae

C. Violin / Viola Diploma found in Article 1 paragraph 1.1 letter c)

D. Where appropriate, relevant service record documentation, with reference to article 4, paragraph 4.3 of this announcement.

E. A photocopy of a valid identity document.

2.7. By signing the application form, the candidate declares to have read fully the Public Audition Announcement and to be aware of and accept unconditionally the rules and conditions contained herein regarding the procedure of the audition.

2.8. The declarations made in the application form, which replace the relevant certification and/or affidavits, are subject to sanctions according to article 76 of the Presidential Decree no.445/2000, where there is the assumption of falsehood and untruthful declarations.

2.9. The candidate's examination will be considered null and void if declarations prove to be false, misleading or untruthful.

2.10. Gender equality is guaranteed for access to employment, according to legislative decree no. 198 of 11 April 2006 and of article 35, paragraph 3, letter c) of the legislative decree no. 165/2001.

Article 3 – CAUSES FOR EXCLUSION

Reasons for exclusion of the candidate:

1. The lack of requirements listed in A, B, C, E in preceding article 2, paragraph 2.6 of this

document;

2. The presentation of the application form later than the deadline in article 2, paragraph 2.2 of this document.

Article 4 – EXAMINATION AND QUALIFICATIONS

4.1. The audition will take place at the Teatro del Maggio Musicale Fiorentino, Piazzale Vittorio Gui, 1, Firenze, on the following days

Preliminary examinations

Thursday 21 March 2024 at 9.00h.

Final examinations

Saturday 23 March 2024 at 9.00h.

4.2. The preliminary examinations will consist of two stages (the first, anonymously) which, depending on the number of candidates, could both take place on Thursday 21 March 2024 or over the two specified days; the candidates auditioned in both preliminary stages will receive an assessment of acceptance or non-acceptance to the following stage. The candidate may be asked to perform some orchestral passages with the Orchestra in the final examination.

4.3. Eligibility will be given to candidates who achieve a minimum of 9 points out of 10 in the final examination.

4.4. The examination program is as follows:

a) One of the following concertos chosen by the candidate: C.Stamitz or F.A.Hoffmeister - first movement with cadenza

b) One of the following concertos chosen by the candidate: B.Bartòk or P.Hindemith
“Schwanendreher”

c) Two movements from the Bach Suites, excluding the first two.

d) Orchestral passages from the operatic and symphonic repertoires:

G.Mahler – Symphony no.10

F.Mendelssohn - A Midsummer Night’s Dream, Scherzo

S.Prokofiev - Classical Symphony

D.Shostakovich - Symphony no.5

R.Strauss - Don Juan; Der Rosenkavalier, act three

e) Solo passages from the operatic and symphonic repertoires:

A.Adam – Giselle

B.Britten - Peter Grimes

A.Ginastera – Variaciones concertantes

G.Puccini – Manon Lescaut, Intermezzo

R. Strauss – Don Quixote

C.M.v.Weber – Der Freishütz

N.B. There will be a pianist for piano accompaniment; whoso wishes to benefit must bring the relative scores in a good condition.

The examining panel reserves the right to request any of the above pieces at any stage of the audition.

4.5. The candidates who can provide relevant documentation showing they have been employed as “First Viola” for at least six months in an operatic-symphonic foundation or other Musical Institution, including abroad, according to the evaluation by the Artistic Direction, may be admitted directly to the second preliminary examination. In this case, the Audition Secretary will inform the candidate of the date and time of the second stage of the preliminary examination. This will be done via email as soon as, according to the total candidate attendance, a precise breakdown of the audition schedule may be established.

4.6. Audition participants will not receive any compensation or reimbursement for travel or lodging expenses incurred.

4.7. No convocation notice will be sent, with the exception of the case described in paragraph 4.5; Candidates who are not present at the Theatre on the day and at the time stipulated in paragraph 4.1 of this announcement will be excluded from the audition in that their absence for the examination will be considered as a withdrawal from the said audition. To be eligible to participate in the audition, candidates must show a valid identity document.

4.8. When the evaluation of the examinations has been completed, the Examining Panel will determine a list of the participating candidates and their appointed merit classification. The list, signed by the Examining Panel, will be displayed on the Foundation noticeboard.

Article 5 – MERIT CLASSIFICATION OF ELIGIBLE CANDIDATES

On the completion of the examinations, the Examining Panel will establish the merit classification of the eligible candidates. The merit classification of the eligible candidates will be endorsed by the Foundation Superintendent and is valid for twelve months from the day following its approval, subject to possible extensions decided by the Foundation.

Article 6 – EXAMINING PANEL

The Examining Panel will be appointed by the Foundation Superintendent depending on current availability. In any event, the Examining Panel will be strictly comprised of experts with experience and competence in the field of auditions by examination who are not incompatible to current regulations in this field.

Article 7 – APPOINTMENT OF WINNERS – RECRUITMENT

7.1. Participating candidates must accept the conditions that the successful completion of the examinations does not guarantee recruitment, being subject to the approval of the merit classification by the Superintendent, the assessment of requirements requested for admission to the audition and the verification of requisites required by law which enable the Foundation to proceed with permanent recruitment, including economic-financial sustainability restrictions with regard to recruitment costs.

7.2. The eligible candidates included in the merit classification will eventually be invited to take up employment commencing on the date specified by the Foundation in the official communication of recruitment.

7.3. Recruitment acceptance must be communicated by a written declaration. In the absence of this, the winner will be considered to have renounced the position.

7.4. The recruitment as an employee of the Foundation presupposes the unconditional renunciation of any existing or threatened legal dispute against it, relating to permanent employment.

7.5. The winning audition candidate who does not commence work on the date stipulated by the Foundation, renounces the right to establish the employment relationship.

7.6. Before establishing the employment relationship and under penalty of forfeiture, the eligible candidate must present the following documentation attesting to the possession of the necessary declared requisites:

1. A recent certificate of pending criminal charges (police record).
2. An authentic copy of a valid residence permit for non-EU citizens permitting working activity and the establishment of a contract as a permanent employee.
- 7.7. The confirmation of permanent recruitment is subject to the favorable outcome of a trial period stipulated in the collective labor agreement relating to the specific tasks.
- 7.8. There will be no recruitment of those who, on the date scheduled for the commencement of the employment relationship with the Foundation, maintain any other employment with other public or private institutions. To this end, at the time of recruitment the winner must submit a personal liability signed declaration stating to not have other public or private employment.

Article 8 – PROCESSING OF PERSONAL DATA All personal data received by the Foundation for the execution of the audition procedure will be processed according to Legislative Decree 196/2003 and GDPR 2016/679. Information on the processing of personal data pursuant to Article 13 of GDPR 2016/679 and Legislative Decree 196/2003 is attached to this audition announcement. Providing this data is compulsory in order to participate in the audition.

Florence, 29 November 2023

Special Commissioner, Dr. Onofrio CUTAIA