



CALL FOR APPLICATIONS ORCHESTRA PROFESSORS

- PRINCIPAL SECOND VIOLIN WITH TUTTI DUTY

Rai Radiotelevisione Italiana S.p.A. is promoting a call for applications to select no. 1 Orchestra Professor to be hired under a permanent employment contract in the role of **Principal Second Violin with tutti duty** and Orchestra Professors to be hired under a fixed-term employment contract for future needs. The resources will work under the Direzione Cultura ed Educational (Culture and Educational Department) - National Symphonic Orchestra, based in Turin.

1. ADMISSION REQUIREMENTS

The applicants should meet the following admission requirements:

- a) being not less than 18 years old;
- b) having obtained a Master's Degree or equivalent academic title for the instrument for which participation is taking place obtained at a State Conservatory or equal Musical Institute, or equivalent certification for qualifications obtained abroad.

The selection call is open to Italian, EU, and non-EU citizens provided that they legally reside in Italy. The applicants should meet the aforementioned mandatory requirements upon participating in this call for tenders (see section 3).

2. GROUNDS FOR EXCLUSION

Admission to the call is prevented to those who:

- have been dismissed by Rai Radiotelevisione Italiana S.p.A. for just cause or subjective justified cause;
- Have brought extrajudicial or judicial actions for labour disputes against Rai or other Company belonging to the Group, without prejudice to those who have ended the said actions and submitted their waiver to the competent offices before the deadline for the submission of the application form (**04 April 2024**);
- have mutually agreed with the Company on the employment termination under a severance package;
- submit an incomplete application form or incomplete documents proving the requirements defined under section 1.

3. ADMISSION APPLICATION

To submit the application, applicants should register on www.lavoraconnoi.rai.it and log in with their credentials by clicking on "Accedi" (Login).

Applicants who have not registered yet, can proceed to the registration by clicking on "Registrati" (Register) on the website www.lavoraconnoi.rai.it. After completing the registration procedure, the system will automatically generate an account and send a message to the email address specified upon registration. To complete the procedure and activate their accounts, applicants should click on the link provided in the email sent by the system.

Once logged in, to take part in the call, applicants should select their call of interest among those listed on the Home Page of the website www.lavoraconnoi.rai.it.

Therefore, they should:

- Read the call for applications and click on the button "Aderisci" (Participate) on the bottom right of the page;
- Fill in the requested forms (subject to preliminary acceptance of the [Privacy policy](#));

- Confirm their participation by clicking on "Conferma" (Confirm);
- Check their inbox (including the Spam folder) to verify the reception of an automatically generated message from academy.selezione@rai.it confirming the application has been submitted correctly.

Applicants should submit their applications no later than 12:00 pm on 04 April 2024.

Any applications received in a format and/or through means different than those specified above (i.e., paper application, etc.), and/or after the deadline set out above, will not be reviewed.

In the event of significant and extended unavailability of the computer system during the period allowed to submit applications, Rai will inform applicants of the decisions taken regarding the application procedure by means of a notice published on the website.

The "FAQ" section provides instructions on how to submit your application correctly.

Anyone who has entered their CV on the website www.lavoraconnoi.rai.it, if interested, must confirm their participation by filling out the dedicated on-line form available on the same website.

All parts of the on-line admission application must be completed and included as attachments:

- **updated curriculum** with picture (.pdf format);
- **copy of Master's Degree** or equivalent academic qualification or a **certificate** issued by the Conservatory or equal institute, reporting the score obtained in the final exam of the diploma course (.pdf format);
- applicants who have obtained a qualification abroad should attach a "**certificate of equivalence of qualification**" issued by the competent Italian diplomatic authorities in the country where the degree was issued. Alternatively, they might attach a "**Diploma Supplement**" (using the form provided by the European Commission) or **the certificates issued by ENIC-NARIC centres**, containing all the information reported in the certificate of equivalence of qualification (.pdf format);
- applicants who are citizens of a country not belonging to the European Union, should attach a copy of a valid residence permit enabling them to work, and documents proving they have adequate accommodation (.pdf format);
- for candidates who, having passed the probationary period, **have a permanent employment contract in the role of Principal Second Violin or Concertmaster or Co-principal with other important Italian or foreign Orchestras or Musical Institutions**, in order to have direct access to the 2nd round, a declaration from the Institution they belong to proving their qualification and type of contract (.pdf format).

Rai will evaluate any foreign qualification according to the academic nature of the foreign institution that issued the title, the duration of the study programme, and the subjects reported in the academic curriculum. The evaluation will follow the parameters in use by the Universities when carrying out the equivalence assessment, as noted on the website of the Italian Ministry of Education, University, and Research.

The applicants who fail to provide even one of the documents required in the admission application will not be admitted.

Auditions carried out by applicants providing untrue or inaccurate information in their application form will be considered void.

Failure to meet even one of the participation requirements or to submit documents proving the requirements above, subject to verification during the selection period or upon hire, will result in the applicant being excluded from the selection procedure, if in progress, or from the final ranking.

Given the conditions mentioned above, Rai may, at any time, order the exclusion from the rankings.

4. EXAMINATION BOARD

Applicants will be evaluated by an Examination Board consisting of five Members appointed by Rai.

5. ADMISSION TO AUDITIONS AND CONVOCATION

Applicants can verify their admission to the round by checking the convocation schedule published on the website www.lavoraconnoi.rai.it; the schedule will be followed by communication sent via mail specifying the convocation date and time (section 8).

This publication shall constitute notification for all legal purposes.

Failure to be present on the convocation date will be regarded as the applicant's withdrawal from the selection procedure.

6. AUDITIONS

Candidates admitted to the selection procedure will take an individual examination, assessed by the Examination Board.

The examination will be divided into:

- 1st anonymous elimination round (max. 100 scores);
- 2nd round (max 100 scores);
- 3rd round (where necessary also in orchestra) (maximum score of 100) and motivational interview.

1st elimination round (anonymous)

Only the applicants who obtain a score equal to or higher than **60/100** will be admitted to the second round.

Orchestral professors under permanent contract of employment with the Rai National Symphony Orchestra will be admitted directly to the 2nd round.

Applicants who, after passing the probationary period, hold the position of Principal Second Violin or Concertmaster or Co-Principal in other major Italian or foreign Orchestras or Musical Institutions under a permanent employment contract, providing documentation of qualification and type of existing contract (point 3), may also be admitted directly to the 2nd semi-final elimination round at the sole discretion of Rai.

2nd round

Only the applicants who obtain a score equal to or higher than **70/100** will be admitted to the 3rd round.

3rd final round

At the end of the 3rd round, a ranking will be drafted of those eligible for:

- **permanent employment contract**, identified from among the candidates who have obtained a score of **80/100** or higher in the examination.
- **fixed-term employment contract**, identified from among the candidates who have obtained a score of **70/100** or higher in the examination.

The applicants short-listed for the third round will also have an individual interview with an HR expert on the same day of the audition.

The score obtained in each round cannot be used in assessing the following round.

Auditions will take place in Turin from **3 to 6 May 2024**.

Rai reserves the right to change the time frame of the selection procedure.

All applicants must:

- show a valid identity document on the day of the audition;
- bring the instrument playing for the audition;
- get information about the musical material of the round, available for download on the website www.raicultura.it/orchestrarai and attached to this call for application.

Applicants not wishing to be accompanied by the pianist provided by RAI will be entitled to be accompanied by a pianist chosen by them and at their own expense.

The Board can request the applicants to perform all or part of the examination programme; it can also ask the applicants to repeat the performance more than once.

Performances might be recorded. The Examination Board can use these recordings to take a final decision.

Applicants are not entitled to the reimbursement of travel and accommodation costs.

7. PUBLICATION OF THE RANKING AND RECRUITMENT

At the end of the 3rd round, a final ranking will be created from the candidates with the following marks:

- **Equal to or higher than 80/100:** Eligible for both the Permanent Employment Contract and the Fixed-Term Employment Contract in the role of Principal Second Violin with tutti duty;

- **Equal to or higher than 70/100 and lower than 80/100:** Eligible only for a Fixed-Term Employment Contract in the role of Principal Second Violin with tutti duty;

Applicants who achieve a score lower than 70/100 will be regarded as "ineligible".

Based on the Final Ranking, RAI will hire the first eligible candidate under a **permanent employment contract** in the role of **Principal Second Violin with tutti duty**, provided the candidate meets the requirements set out under section 1) and passes the pre-recruitment medical examination.

According to the times and modes specified during the proposal, the interested party should submit their acceptance of the permanent employment contract to the Company. The recruitment proposal's express or implicit refusal will result in the applicant's exclusion from the ranking and constitute a definitive renunciation to the selection.

In the event of waivers or disqualifications, or in the event of supervening business needs, the order of score in the aforementioned rankings will be followed, in compliance with the minimum thresholds set.

The validity of the rankings is 36 months from the date of publication.

The expected place of work is Turin.

8. COMMUNICATIONS

Communications will be sent via mail to the address specified by the applicants upon submitting their application. The admission to the next selection step and the scores obtained in the rounds will also be published on the Home Page of the website www.lavoraconnoi.rai.it. The applicants' email address will also be used for communications during the subsequent pre-recruitment phase.

9. FINAL PROVISIONS

Any permanent employment relationship governed by the Collective Labour Agreement for Rai Orchestra Professors is subject to a six-month probationary period under art. 2096 of the Italian Civil Code. During the said period, each party may withdraw from the contract without notice or indemnity in place of the same.

Without prejudice to the provisions of Art. 32 - Leaves of absence - of the above-mentioned Collective Labour Agreement for RAI Orchestra Professors, it is prohibited to work in any capacity whatsoever - whether for remuneration or free of charge and even during holiday periods - in favour of third parties (bodies, organisations, companies, private individuals, etc.) that carry out activities of the type that RAI performs.

As provided by the current Three-Year Corruption Prevention Plan of RAI Spa, which was drawn up in implementation of Italian Law no. 190/2012, as well as by the current Management and Control Organisational Model, as drawn up pursuant to Italian Law no. 231/2001, at the time of recruitment, candidates will be required to formally declare the absence of conflict of interest and incompatibility situations, including potential ones, as well as the absence of criminal convictions in the offences subject to the above mentioned regulations.

AUDITIONS PROGRAMME

- PRINCIPAL SECOND VIOLIN WITH TUTTI DUTY -

Wolfgang Amadeus Mozart

Performance of the first and second movement with a cadence of the candidate's choice from the following concertos for violin and orchestra:

- G Major K. 216
- D Major K. 218
- A Major K. 219

Johann Sebastian Bach

From Sonatas and Partitas for Violin solos BWV 1001-1006 a piece of the candidate's choice from the following:

- Partita no. 2 in D minor, BWV 1004: Ciaccona, to bar 133
- Sonata no. 1 in G minor, BWV 1001: Fuga, to bar 52
- Sonata no. 2 in A minor, BWV 1003: Fuga, to bar 125
- Sonata no. 3 in C major, BWV 1005: Fuga, to bar 92

Performance of the first movement of **a concerto for violin and orchestra** with a cadence of the candidate's choice from the following:

- **Ludwig van Beethoven**: Concerto in D major Op. 61
- **Felix Mendelssohn-Bartholdy**: Concerto in E minor Op. 64
- **Johannes Brahms**: Concerto in D major Op. 77
- **Pëtr Il'ič Čajkovskij**: Concerto in D major Op. 35
- **Jean Sibelius**: Concerto in D minor, Op. 47

Orchestra solos (violin II solos)

- **Johann Sebastian Bach**: Passione Secondo Matteo, BWV 244: no. 42 "Gebt mir meinem Jesum wieder", violin solo (choir II), complete
- **Wolfgang Amadeus Mozart**: Serenata notturna in D major K. 239: third movement, Rondò (Allegretto), Principal Violin II to bar 101
- **Igor Stravinskij**: Pulcinella, Suite: fourth movement, Tarantella, Violin II Solo from bar 54 to bar 62 / finale from two bars before no. 115 to the end

Excerpts for violin I:

- **Wolfgang Amadeus Mozart:** Symphony no. 39 K. 543: fourth movement to bar 62
- **Robert Schumann:** Symphony no.2 Op. 61: Scherzo, to bar n.97
- **Richard Strauss:** Don Juan Op.20: first page
- **Arnold Schönberg:** Verklärte Nacht: from bar 278 to bar 294 (Im Zeitmass)

Excerpts for violin II:

- **Béla Bartók:** Orchestra concerto: Finale, first line from bar 12 to bar 47 and first line from no. 265 to no.292.
- **Ludwig van Beethoven:** Symphony no.6 Op 68: fourth movement from the beginning to bar 19
- **Ludwig van Beethoven:** Symphony no.9 Op 125. Scherzo, from the beginning to bar 77
- **Johannes Brahms:** Piano concert no.1 Op. 15: third movement, from bar 238 to bar 263
- **Anton Bruckner:** Symphony no. 7 second movement from bar 37 (letter D) to bar 52
- **Anton Bruckner:** Symphony no. 9: Third Movement from bar 129 to bar 139
- **Gustav Mahler:** Symphony no. 9: first movement, from bar 285 to bar 315 (Bewegter) / fourth movement, from the beginning to bar 27
- **Dmitrij Šostakovič:** Symphony no. 5: third movement, Violin III parts, from the beginning (no. 75) to no.77