



CALL FOR APPLICATIONS ORCHESTRA PROFESSORS

- TUTTI CELLO -

Rai Radiotelevisione Italiana SpA is promoting a call for applications to select:

- No. 1 Orchestra Professor to be hired under a permanent employment contract;
- Orchestra Professors to be included in a recruitment pool (fixed-term employment contract) for future needs;

The resources will work under the Direzione Rai Cultura (Rai Culture Department) – Orchestra Sinfonica Nazionale della Rai, based in Turin, in the role of **Tutti Cello**.

1. ADMISSION REQUIREMENTS

The applicants should meet the following admission requirements:

- A) being not less than 18 years old;
- b) Master 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 competition announcement (see section 3).

2. GROUNDS FOR EXCLUSION

Admission to the call is prevented to those who:

- Have been dismissed by Rai Radiotelevisione Italiana SpA 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 (20 April 2022);
- 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 admission 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 20 April 2022.

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.

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 online form available on the same website.

All parts of the online admission application must be completed and included as attachments:

- **updated curriculum** with picture (.pdf format);
- **copy of the Master 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);

Rai will evaluate any foreign qualification according to the academic nature of the foreign institution Issuing 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 auditions by checking the convocation schedule published on the website www.lavoraconnoi.rai.it; the schedule will be followed by communication sent via e-mail specifying the convocation date and time (section 8).

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

6. AUDITIONS

Applicants admitted to the call will take an individual exam subject to evaluation of the Examination Board.

The examination is structured as follows:

- 1st anonymous preliminary round (total score: 100 pt.);
- 2nd round (total score: 100 pt.);
- 3rd round (total score: 100 pt.) and individual interview.

1st preliminary round (anonymous)

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

2nd round

The outcome of the 2nd round will result in establishing the ranking B; this ranking will be used to identify applicants eligible to be hired as **Tutti Cello** under a fixed-term contract, as selected among those who have obtained a score equal to or higher than **60/100** in the round.

Only the applicants with a score equal to or higher than **70/100** in the second round will be admitted to take part in the third round.

3rd final round

Applicants who obtain a score equal to or higher than **80/100** in the third round will be short-listed and included in the ranking of the applicants eligible to be hired under a **permanent employment contract**.

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 **17 May 2022, with possibility to extend to June 2022**, depending on the number of applicants taking part in the call.

Rai reserves the right to change the timeframe of the selection procedure.

Rai will perform some stages of the selection in partnership with the external recruiting Company Gi Group SpA.

All applicants must:

- show an ID, valid on the day of the audition;
- bring their own instrument;
- get information about the musical material for the audition, available for download on the website www.osn.rai.it.

In compliance with the prevention and containment measures adopted to reduce the SARS-COV2 outbreak, applicants should play accompanied by the pianist recruited by the Company. Access to Rai premises is forbidden to external pianists.

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 RANKINGS AND RECRUITMENT

The selection procedure will result in 2 rankings:

Ranking "A"

Drafted after the third round according to the score achieved.

The threshold for eligibility is equal to or higher than **80/100**.

Based on Ranking "A," Rai will hire the first eligible applicant in the list under a **permanent employment contract**, provided the candidate meets the requirements set out under section 1) and passes the pre-recruitment medical examination.

Applicants who are not eligible for the third round will be enlisted in ranking B.

Ranking "B"

Drafted after the second round according to the score achieved.

The threshold for eligibility is equal to or higher than **60/100**.

To cater to future needs, Rai will hire the eligible candidates enlisted under ranking B based on their score, under a **fixed-term employment contract**, provided that they meet the requirements set out under section 1) and pass the pre-recruitment medical examination.

Ranking B will include applicants divided according to the following score:

- equal to or higher than 70/100: Applicants eligible for fixed-term employment contract and admitted to the third round;
- Equal to or higher than 60/100 and lower than 70/100: Applicants exclusively eligible for fixed-term employment contract.

Ranking B will be exclusively used as a recruitment pool for possible fixed-term contracts for Tutti Cello.

Applicants who achieve a score lower than 60/100 will be regarded as "inelegible".

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 case of waivers or exclusions, or in the event of supervening business needs, the above mentioned rankings will be drawn according to the applicants' score and in compliance with the minimum thresholds set.

Rankings will be valid for 36 months from the date of publication.

The expected place of work is Turin.

8. COMMUNICATIONS

Communications will be sent via e-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 auditions will also be published on the Home Page of the website www.lavoraconnoi.rai.it. The applicants' e-mail 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.

The orchestra professors hired will not be able to work - whether for a fee or free of charge and even during holidays - with third parties (bodies, organisations, companies, individuals, etc.) who perform, in any form, activities of the same nature of Rai's activities.

As envisaged by the Three-Year Corruption Prevention Plan 2022-2024 of Rai SpA upon recruitment, candidates will be asked to formally declare the absence of conflict of interest and potential incompatibilities.

AUDITION PROGRAM

– TUTTI CELLO –

ALFREDO PIATTI, from “Twelve Capricci” op. 25 one capriccio chosen from:

- Nr. 6
- Nr.10
- Nr.12

First movement from a concerto for cello and orchestra chosen from:

- JOSEPH HAYDN: Concerto in C maj. Hob. VIIb n. 1
Concerto in D maj. Hob. VIIb n. 2

First movement from a concerto for cello and orchestra chosen from

- ANTONÍN DVOŘÁK: Concerto in B minor op. 104
- EDWARD ELGAR: Concerto in E minor op. 85
- CAMILLE SAINT-SAËNS: Concerto in A minor op. 33
- ROBERT SCHUMANN: Concerto in A minor op. 129
- DMITRIJ ŠOSTAKOVIČ: Concerto nr. 1 op. 107

Orchestral excerpts

- LUDWIG VAN BEETHOVEN: Symphony nr. 5 in C minor op. 67 (Andante con moto, bars 1-10, 49-59, 98-106, 114-123,180-195)
Symphony nr. 8 in F maj. op. 93 (Trio, all of it)
Symphony nr. 9 in D minor op. 125 (Presto, Recitativo, bars 8-164)
- JOHANNES BRAHMS: Symphony nr. 2 in D maj. op.73 (Adagio non troppo, bars 1-17, 49-55)
- PYOTR ILYCH TCHAYKOVSKY: Symphony nr. 6 in B minor op.74 “Pathetique” (Allegro con grazia, bars 1-24)
- CLAUDE DEBUSSY: La Mer (*Un peu plus mouvementé*) The upper part of cellos solo.
- GUSTAV MAHLER: Symphony nr. 5 in C sharp minor (Finale, bars 167-190, 253-302)
- WOLFGANG AMADEUS MOZART: Symphony nr. 40 in G minor KV 550 (Allegro molto, bars 114-134; Allegro assai, bars 49-62, 229-236)
Symphony nr. 41 in C maj. KV 551(Molto allegro, bars 95-113, 253-271)
- BEDŘICH SMETANA: The Bartered Bride (Ouverture, bars 56-94)
- RICHARD STRAUSS: Don Juan (From beginning to D, from R to T)
- GIUSEPPE VERDI: Messa da Requiem (Offertorio, bars 1-28)