



CALL FOR APPLICATIONS ORCHESTRA MUSICIANS

- TUTTI VIOLIN -

Rai Radiotelevisione Italiana S.p.A. is promoting a call for applications to select **1 orchestra musician** to be hired under a permanent employment contract and orchestra musicians to be hired under fixed-term employment contracts for future needs in the role of **Tutti violin**. The selected candidates will join the Rai Cultura ed Educational Department – RAI 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;
- as a result of previous assignments, have initiated extrajudicial or judicial proceedings concerning employment matters against Rai or any other company of the Group, provided that a waiver is submitted to the competent offices before the deadline for submitting the application (**28 May 2026**);
- 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 "Registrali" (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 28 May 2026.

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 (in .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, as well as documents proving they have adequate accommodation (in .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 Examiners 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.raai.it; the schedule will be followed by a communication sent via email specifying the date and time of their convocation (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 consist of:

- 1st anonymous elimination round;
- 2nd round;
- 3rd round and individual interview.

The first two selection rounds will be regarded as Auditions and will constitute a pre-selection for access to the 3rd round.

1st elimination round (anonymous)

Only applicants who obtain a score of **60/100** or higher will be admitted to the 2nd round.

2nd round

The outcome of the 2nd round will result in the establishment of Ranking B, which will be used to identify applicants eligible for **fixed-term** employment contracts, among those who obtained a score of 60/100 or higher.

Only applicants who achieve a score of **70/100** or higher in the 2nd round will be admitted to the 3rd round.

3rd final round

Applicants who achieve a score of **80/100** or higher in the 3rd round will be shortlisted and included in the ranking of applicants eligible for **permanent** employment contracts.

Shortlisted applicants will also undergo an individual interview with an HR expert on the same day as the audition.

Scores obtained in each round are not carried over to subsequent rounds.

All auditions will take place in **Turin** in the **first half of July 2026**. The exact dates will be communicated in due course, according to the procedures described in point 3.

Candidates admitted to each round will receive an email with the details of the auditions. Please make sure to check your spam or junk mail folder.

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;
- obtain the musical material related to the examination programme (including in paper format), which can be downloaded from the website www.raicultura.it/orchestrarai or from www.lavoraconnoi.raai.it.

Candidates who do not wish to use the pianist provided by Rai may appear with a pianist of their choice at their own expense, by sending a notice to the email address academy.selezione@rai.it, indicating the accompanist's first name, last name, place and date of birth, and tax code.

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 3rd round according to the score achieved.

The minimum eligibility threshold is **80/100**.

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

Eligible non-winners are candidates who, despite having obtained a score equal to or higher than the minimum eligibility threshold of 80/100, exceed the number of available positions.

Rai may draw from the list of eligible non-winners, during the period of validity, in the event of withdrawal or exclusion of eligible candidates, or in the event of unexpected needs, according to the order of scores, without prejudice to the eligibility threshold.

The Ranking List A of eligible candidates, both winners and non-winners, will also constitute the pool for any **fixed-term** employment contracts in the role of **Tutti violin**, with priority over eligible candidates included in the current Ranking Lists B. In particular, fixed-term appointment offers will be made to the winning candidate and to non-winning eligible candidates according to the order of Ranking List A, with the list being followed in the event of any refusal or temporary unavailability for the fixed-term position. This is without prejudice to the right of the winning candidate to a permanent appointment.

The gross annual entry-level salary is approximately €30,200, which, upon completion of the six-month probationary period, will be adjusted to a minimum gross amount of approximately €31,731. The gross annual salary will be supplemented by the "service bonus" provided for in the current OSN Collective Labour Agreement, which establishes a minimum guaranteed monthly compensation linked to the category of classification.

For orchestra musicians coming from other musical institutions, the Company may recognise, upon hiring, an increase in remuneration corresponding to seniority increments already accrued at the same institutions, upon presentation of appropriate documentation.

Under the current collective agreements, the Company provides funds to be used for the purchase of welfare goods and services, as well as offering the possibility to join a supplementary pension scheme and additional health insurance.

Candidates who do not reach the minimum eligibility threshold are **ineligible**. Applicants not eligible for the 3rd round will remain in Ranking B.

Ranking “B”

Drafted after the 2nd round according to the score.

The minimum eligibility threshold is **60/100**.

To meet future staffing needs, Rai will hire eligible candidates listed in Ranking B, in order of their score, under a **fixed-term** employment contract, provided that they meet the requirements set out in point 1) and are deemed fit following the pre-employment 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 3rd round;
- equal to or higher than 60/100 and lower than 70/100: Eligible only for fixed-term contracts.

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

It is specified that, for the purposes of making a fixed-term employment offer, the previous Ranking B lists, published on 13 March 2024 and 6 December 2024, will be given priority in order until their respective expiry dates, set for 12 March 2027 and 5 December 2027, over the new Ranking B that will be established at the end of the current selection procedure.

Candidates with scores below 60/100 will be considered ineligible.

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 case of withdrawals, exclusions or unforeseen needs, candidates will be selected from the rankings according to score order and respecting the minimum thresholds.

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 results of admission to subsequent rounds and the scores obtained in the auditions 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

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

Any permanent employment relationship governed by the Collective Labour Agreement for Rai orchestra musicians is subject to a six-month probationary period under Article 2096 of the Italian Civil Code. During this period, either party may withdraw from the contract without notice or indemnity.

Without prejudice to the provisions of Article 32 – Leaves of Absence – of the above-mentioned Collective Labour Agreement for Rai orchestra musicians, it is prohibited for employees to perform work in any capacity – whether paid or unpaid, and even during holiday periods – for third parties

(bodies, organisations, companies, private individuals, etc.) carrying out activities of the same type as those performed by Rai.

Rai reserves the right to request non-EU candidates to present the original of their valid residence permit, which authorises them to work, as well as documentation proving they have suitable accommodation.

Rai also reserves the right, at any stage, to revoke the selection process at its sole discretion.

As envisaged by the Three-Year Corruption Prevention Plan 2026-2028 of Rai S.p.A., upon recruitment, candidates will be asked to formally declare the absence of conflict of interest and potential incompatibilities.

Rome,

AUDITIONS PROGRAMME

- TUTTI VIOLIN -

W. A. Mozart:

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

- KV 216 in G major
- KV 218 in D major
- KV 219 in A major

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

- **L. van Beethoven:** Concerto in D major, Op. 61
- **F. Mendelssohn-Bartholdy:** Concerto in E minor, Op. 64
- **J. Brahms:** Concerto in D major, Op. 77
- **P.I. Tchaikovsky:** Concerto in D major, Op. 35
- **J. Sibelius:** Concerto in D minor, Op. 47

Orchestral Excerpts (as per downloadable excerpts on-line)

- **L. van Beethoven:** Symphony No. 9 in D minor, Op. 125: Adagio molto e cantabile: from the beginning to bar 18, from bar 43 to bar 58, from bar 99 to bar 114.
- **J. Brahms:** Symphony No. 3 in F major, Op. 90, first movement: up to bar 23
- **A. Bruckner:** Symphony No. 9 in D minor: Adagio: Langsam; feierlich from bar 77 to bar 91
- **E. Elgar:** Enigma Variations, II (H.D.S.-P-) Allegro: from bar 5 to the end
- **G. Mahler:** Symphony No. 9, fourth movement: up to bar 34
- **G. Mahler:** Symphony No. 5, first movement: bars 7 to eight bars before bar 11
- **F. Mendelssohn-Bartholdy:** Midsummer Night's Dream, Scherzo: until 7 bars after D
- **W. A. Mozart:** Symphony No. 39 in E-flat major, KV 543, fourth movement: up to bar 104
- **W. A. Mozart:** Così fan tutte, KV 588, Act II, Finale
- **S. Prokofiev:** Symphony No. 1 in D major, Op. 25 "Classica", First movement: up to five bars after no. 2; from one bar before no. 6 to the fourth bar of no. 8; Second movement: up to four bars after no. 31
- **F. Schubert:** Symphony No. 4 "Tragica" fourth movement from bar 63 to bar 113
- **R. Schumann:** Symphony No. 2 in C major, Op. 61, Scherzo up to bar 97
- **D. Shostakovich:** Symphony No. 5, third movement: bars 75–79 (second violins divisi)
- **R. Strauss:** Don Juan, Op. 20, first page

Sight-reading of pieces selected by the Examination Board