



CALL FOR APPLICATIONS ORCHESTRA PROFESSORS

- PRINCIPAL TROMBONE WITH TUTTI OBLIGATION UNDER A PERMANENT EMPLOYMENT CONTRACT – -TUTTI TROMBONE UNDER A FIXED-TERM EMPLOYMENT CONTRACT-

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 Trombone with tutti obligation**;
- Orchestra Professors to be hired under a fixed-term employment contract for future needs in the role of **tutti Trombone**;

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 for 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 Companies 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 (**7 March 2023**);
- 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.raai.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.raai.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.raai.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@raai.it confirming the application has been submitted correctly.

Applicants should submit their applications no later than 12:00 pm on 7 March 2023.

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.raai.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 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 centers**, 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);
- applicants who, after passing the trial period hold the position of **Principal Trombone** in other major Italian or foreign Orchestras or Musical Institutions **under a permanent employment contract**, in order to have direct access to the second round, should provide a statement from the relevant Institution confirming qualification and type of contract (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 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).

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

Applicants admitted to the selection will take an individual audition, evaluated by the Examination Board.

The examination will be divided in:

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

The first two rounds will be regarded as Auditions.

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 trial period hold the position of Principal Trombone 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

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

Only 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

At the end of the 3rd round, applicants who obtain a score equal to or higher than **80/100** 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 one.

Auditions will take place in Turin **from 19 to 21 April 2023**.

Rai reserves the right to change the timeframe 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 for the audition, available for download on the website www.osn.rai.it.

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 RANKINGS AND RECRUITMENT

The selection procedure will result in 2 rankings:

Ranking "A"

Drafted after the 3rd 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 ranking 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 3rd round will be enlisted in ranking B.

Ranking "B"

Drafted after the second round according to the score.

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

To cater to future needs, Rai will hire the eligible applicants **in the role of tutti Trombone** 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 3rd round;
- equal to or higher than 60/100 and lower than 70/100: Applicants exclusively eligible for a fixed-term employment contract in the role of tutti Trombone.

Ranking B will be exclusively used as a recruitment pool for possible fixed-term contracts in the role of tutti Trombone.

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

Orchestral professors who are to be hired, subject to the provisions of Article 32, Leave of Absence of the aforementioned Collective Labour Agreement for Orchestra Professors of RAI, shall not lend their services for any reason - whether upon payment or free of charge and also during vacation periods - in favour of third parties (entities, organizations, companies, private individuals, etc.) whose business is anyway similar to that of RAI.

As envisaged by the Three-Year Corruption Prevention Plan 2023-2025 of Rai S.p.A., upon recruitment, candidates will be asked to formally declare the absence of conflict of interest and potential incompatibilities.

AUDITIONS PROGRAMME

- PRINCIPAL TROMBONE WITH TUTTI OBLIGATION -

Pieces with piano accompaniment (A 442 Hz)

- F. David CONCERTINO Op.4, first and second movement (with cadenza), ed. Zimmermann
- F. Martin - BALLADE - for trombone and piano, ed. Universal

Orchestra excerpts to be performed with tenor trombone

M. Ravel

- Bolero
- L'enfant et les Sortilèges

G. Mahler

- Symphony N°3

R. Strauss

- Also Sprach Zarathustra
- Ein Heldenleben
- Till Eulenspiegel

C. Saint-Saëns

- Symphony N°3

G. Rossini

- Guglielmo Tell, Ouverture
- La gazza ladra, Ouverture

I. Stravinskij

- L'oiseau de feu

A. Berg

- Drei Orchesterstücke

R. Wagner

- Tannhauser, Ouverture
- Die Walküre
- Lohengrin

H. Berlioz

- La damnation de Faust (Hungarian March)
- Symphonie fantastique

G. Verdi

- Otello
- La forza del destino

O. Respighi

- Pini di Roma
- Feste Romane

P. Hindemith

Symphonische Metamorphosen

A. Bruckner

- Symphony Nr. 4
- Symphony Nr. 7

B. Bartok

- The Miraculous Mandarin

J. Brahms

- Symphony Nr. 1 (tenor or alto trombone, at candidate's choice)
- Symphony Nr. 2
- Symphony Nr. 4

Orchestra excerpts to be performed with alto trombone

- W.A. Mozart - Kyrie from Requiem K 626
- R. Schumann - Symphony No.2

- Symphony No.3 "Rheinische"