



# CALL FOR APPLICATIONS ORCHESTRA PROFESSORS

## - PRINCIPAL CELLO WITH TUTTI DUTY -

Rai Radiotelevisione Italiana S.p.A. is promoting a call for applications to select an Orchestra Professor to be hired under a permanent employment contract in the role of **Principal Cello 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 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 (**14 December 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.rai.it](http://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](http://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](http://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](mailto:academy.selezione@rai.it) confirming the application has been submitted correctly.

**Applicants should submit their applications no later than 12:00 pm on 14 December 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](http://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 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);
- applicants who, after passing the probationary period **hold the position of Principal Cello** 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 (.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.raai.it](http://www.lavoraconnoi.raai.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

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

The examination will be divided in:

- 1st anonymous elimination round (maximum score of 100);
- 2<sup>nd</sup> round (maximum score of 100);
- 3<sup>rd</sup> round (which may also take place in orchestra) (maximum score of 100) and individual interview.

### **1st elimination round (anonymous)**

Only the applicants who obtain a score equal to or higher than **60/100** will be admitted to the 2<sup>nd</sup> round.

### **Orchestra 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 Cello 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.**

### **2<sup>nd</sup> round**

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

### **3<sup>rd</sup> final round**

At the end of the 3<sup>rd</sup> 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 as principal cello**;
- applicants who obtain a score **equal to or higher than 70/100** will be short-listed and included in the ranking of the applicants eligible to be hired **under a fixed-term employment contract as principal cello**.

The applicants short-listed for the 3<sup>rd</sup> 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 **15 to 20 January 2024**.

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 their instrument with them;
- get information about the musical material of the audition, available for download on the website [www.raicultura.it/orchestrarai](http://www.raicultura.it/orchestrarai) and attached to this call for applications.

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**

At the end of the 3<sup>rd</sup> round, a final ranking list will be drawn up of applicants who have obtained the following scores:

- **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 Cello with duty;

- **equal to or higher than 70/100 and lower than 80/100**: Eligible only for the fixed-term employment contract in the role of Principal Cello with 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 in the ranking under a **permanent employment contract** in the role of **Principal Cello with duty**, provided the applicant 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 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](http://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.

With the exception of the provisions of Art. 32 - Leave of absence and extended leave of absence of the aforementioned Collective Labour Agreement for Rai Orchestra Professors, Orchestra Professors employed by Rai shall not provide their services 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, applicants 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 abovementioned regulations.

RUO/ACA

Rome,

# AUDITIONS PROGRAMME

## - PRINCIPAL CELLO WITH DUTY -

**J.S. Bach.** Suite no. 6 in D major BWV 1012. *Prelude, Sarabande, Gigue*

**F.J. Haydn.** Cello and orchestra Concert no. 2 in D major. I and II movements with cadenza

First movement to be chosen from the following concertos:

**A. Dvořák.** Cello and orchestra Concert in B minor, op. 104

**R. Schumann.** Cello and orchestra Concert in A minor, op. 129

**D. Shostakovich.** Cello and orchestra Concert no. 1 in E-flat major, op. 107

Solo orchestra passages:

**R. Strauss.** *Don Quixote.*

Theme - Var. I - Var IV, from 6 measures after no. 44 to no. 52 of Var. V - Finale

**R. Strauss.** *Der Bürger als Edelmann.* Suite.

No. 9 *Das Diener.* From 1 measure before 84 to 89.

**L. v. Beethoven.** *Die Geschöpfe des Prometheus,* Op. 43

No. 5. From measure 33 of *Solo* until the end.

**J. Brahms.** Piano and orchestra Concerto no. 2 in B-flat major., op. 83

Mov. III. Andante. *Solo*, from the beginning until measure 25 – Tempo I measure 71 until the end

**G. Rossini.** William Tell

Ouverture. *Solo*

**D. Shostakovich.** Symphony no. 15 in A major, op. 141

Mov. II. Adagio. *Solo* from no. 53 to 13 measures after no. 58

**A. Schönberg.** *Verklärte Nacht,* op. 4

*Solo* from 161 to 168 – from 259 to 265 – from mid-320 to 344

**A. Schönberg.** Variations for orchestra, op. 31

Var. IV from measure 130 to 153

**I. Stravinskij.** *Le baiser de la Fée.* Suite.

IV *Pas de deux.* Adagio, up to 2 measures after no. 118

**A. Ginastera.** *Variaciones Concertantes,* op. 23 for chamber orchestra

No. I. Theme. Very expressive adagio