



CALL FOR APPLICATIONS FOR ORCHESTRA PROFESSORS

- **PRINCIPAL HORN WITH OBLIGATION OF SECOND HORN AND FOLLOWING (FULL TIME POSITION)**
- **SECOND HORN AND FOLLOWING (FIXED TERM)**

Rai Radiotelevisione Italiana S.p.A. is promoting a selection initiative aimed at identifying:

- 1 orchestra professor to be hired with a permanent employment contract in the role of **Principal Horn with obligation of second horn and following**;
- Orchestra professors to be hired with a fixed-term employment contract in the role of **Second horn and following** for future requirements;

to be included in the Rai Cultura Direction – Orchestra Sinfonica Nazionale della RAI, based in Turin.

1. ADMISSION REQUIREMENTS

The requirements for admission are as follows:

- a) Age 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.

Italian citizens, citizens of the European Union and citizens of countries not belonging to the European Union are admitted to the selection process, provided they are legally resident in Italy. The afore-mentioned requirements are considered essential and mandatory and must be possessed on the date of acceptance of this selection notice (see point 3).

2. CAUSES FOR EXCLUSION

Admission is prohibited for those persons who:

- have been dismissed by Rai Radiotelevisione Italiana S.p.A. for just cause or for justified subjective reason;
- following previous uses, have taken out-of-court or judicial actions of a labour law nature against Rai or against another company of the Group, without prejudice to the waiver which must be received by the competent offices by the deadline for submitting the participation request (2 February 2022);
- have consensually terminated the employment relationship with the Company with redundancy incentives;
- submit an application for participation that lacks the required documentation certifying that they meet the requirements set out in point 1.

3. ADMISSION REQUEST

In order to send the application for admission, it is necessary to be registered on the website www.lavoraconnoi.rai.it and to log in with the credentials already in your possession, by clicking on "Login".

Those who have not yet registered can do so by connecting to the page www.lavoraconnoi.rai.it and clicking on "Register". At the end of the registration request, the system will automatically create an account and send an e-mail message to the mailbox indicated. Completion of the registration and activation of the account will take place by clicking on the link in the e-mail message received.

Once the login procedure has been completed, to register for the initiative, click on the field on the Home Page on the website www.lavoraconnoi.rai.it indicating the one you are interested in.

Therefore:

- read the call for applications and click on "register" in the bottom right;
- fill in the required forms (after accepting the privacy policy);
- confirm participation in the initiative by clicking on the "confirm" button;
- check (also in the "spam" or "junk mail" mailbox) receipt of an e-mail message, automatically generated from the e-mail box academy.selezione@rai.it confirming successful acquisition of the candidacy.

Applications for participation in the initiative must be submitted no later than 12:00 on 2 February 2022.

Applications received in a format and/or by means other than the above (e.g. in paper format, etc.) and/or outside the indicated time frame will in no way be taken into consideration.

In the event of significant and prolonged unavailability of the IT system during the application submission deadline, Rai will notify the candidates of the decisions taken regarding the methods of submitting the candidacy by means of a notice on the portal.

You will find the instructions to correctly send your application in the section "Frequently Asked Questions".

Anyone who has already entered their CV on the website www.lavoraconnoi.rai.it, if interested, must confirm their participation by filling out the online form dedicated to the chosen initiative on the same website.

All parts of the online admission application must be completed and attached to it:

- **updated curriculum** with photograph (in .pdf format);
- **photocopy of the** Master Degree or equivalent academic title or a **certificate** issued by the Conservatory or equivalent institute, certifying the mark obtained in the final exam of the diploma course (in .pdf format);
- for those persons who have obtained the qualification abroad it is necessary to attach a "**Declaration of value**" issued by the competent Italian diplomatic authorities in the country where the degree was issued. Alternatively, the "**Diploma Supplement**" (according to the form of the European Commission) or **certificates issued by ENIC-NARIC centres**, which contain all the information reported in the declaration of value (in .pdf format);
- for citizens of a country not adhering to the European Union, a copy of the valid residence permit that enables them to carry out the work activity, as well as documentation to prove the availability of adequate accommodation (in .pdf format);
- for candidates who, having passed the probationary period, **hold the role of Principal Horn for an indefinite period** at other important Italian or foreign orchestras or musical institutions, in order to be able to directly access the second round, a declaration of the organisation to which they belong proving the qualification and type of contract (in .pdf format).

The qualifications obtained abroad will be evaluated by Rai taking into account the academic nature, the foreign institution that issued the qualification, the duration of the course of study and the subjects included in the study plan, taking up the parameters used by the universities in the assessment of equivalence, as reported on the MIUR website.

The absence of only one of the elements requested in the application form will result in the candidate not being admitted.

Auditions taken by competitors whose declarations are found to be false or inaccurate will be considered void.

The absence of even one of the requisites required for participation in this selection or of the documents certifying their possession, ascertained at any stage of the selection process or upon hiring, will result in exclusion from the selection procedure, if in progress, or from the final rankings. In the presence of the afore-mentioned conditions, Rai may order, at any time, exclusion from the rankings.

4. EXAMINING COMMISSION

Candidates will be evaluated by an Examining Commission appointed by Rai, composed of five Commissioners.

5. ADMISSION TO THE AUDITIONS AND INVITATIONS

Admission to the auditions will be communicated to candidates by publishing of the calendar of invitations on the website www.lavoraconnoi.rai.it which will be followed by the communication of the date and time of the meeting by e-mail (point 8).

This publication takes on the value of notification for all legal purposes.

Absence from the invitation dates will be considered as a renunciation of the selection.

6. TESTS

Candidates admitted to the competition will take an individual exam, evaluated by the Examining Commission.

The exam will be divided into:

- 1st preliminary round anonymously (max 100 points);
- 2nd round (max 100 points);
- 3rd round (also in orchestra) (max 100 points) and motivational cognitive interview.

The first two tests take on the value of Auditions.

1st preliminary round anonymously

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

Orchestra professors in service with permanent contracts at the Rai National Symphony Orchestra will be admitted directly to the 2nd round.

Candidates holding a full time position of Principal Horn in other important Italian or foreign Orchestras or musical institutions who have passed the probationary period, may, at the unquestionable judgment of Rai, also be admitted directly to the 2nd round, documenting qualification and type of the existing contract (point 3).

2nd round

The outcome of the 2nd round will result in establishing of the ranking B, useful for determining those persons eligible for **fixed-term employment in the role of Second Horn and following**, identified from among the candidates who have obtained a score equal to or greater than 60/100 in the test.

Furthermore, only candidates who obtain a score equal to or greater than **70/100** in the 2nd test will be able to access the 3rd test.

3rd final round

At the end of the 3rd round, the list of those persons eligible for **permanent employment** will be formed, identified from among the candidates who have obtained a score equal to or greater than **80/100** in the test.

All the candidates who participate in the 3rd round, during the same day, will also have a cognitive-motivational interview with a personnel evaluation expert.

Scores obtained in each audition will not be considered for the evaluation of next one.

All auditions will take place in Turin on the days between **28 February and 5 March 2022**.

Rai reserves the right to change the period in which the selection procedure takes place.

All applicants must:

- attend the selection with a valid identification document;
- attend with the instrument for which they are participating;
- acquire the musical material relating to the exam program, which can be downloaded from the website www.osn.rai.it .

In compliance with the containment and prevention measures of the risk of contagion from SARS-COV2, it will be mandatory to use the pianist made available by the Company, as external accompanying pianists will not be permitted access to the Rai premises.

The Commission may ask candidates to complete the entire examination program or only part of it; it will also have the right to ask to re-hear pieces already performed. The performances may be recorded and the Examining Commission can also base its judgment on listening to the recording.

Participants are not entitled to any reimbursement for travel and accommodation expenses.

7. PUBLICATION OF RANKINGS AND HIRINGS

At the end of the selection process, 2 rankings will be created:

Ranking "A"

Formed at the end of the 3rd round on the basis of the score obtained.

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

Rai, on the basis of Ranking A, will hire the first suitable candidate with a **permanent employment contract**, provided they meet the requirements referred to in point 1) and are deemed suitable upon the outcome of the pre-employment medical examination.

Those persons who are not eligible for the 3rd round will in any case retain their position within the ranking B.

Ranking "B"

Formed at the end of the 2nd round on the basis of the score obtained.

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

To meet future needs, Rai, on the basis of the Ranking B, will hire, in order of score, with a **fixed-term** subordinate employment contract in the role of **Second Horn and following**, the candidates found to be suitable provided they meet the requirements referred to in point 1) and are deemed suitable upon the outcome of the pre-hiring medical examination.

The Ranking B will therefore consist of candidates who have obtained the following score:

- equal to or greater than 70/100: Suitable for the Fixed-Term contract and admitted to the 3rd round;
- equal to or greater than 60/100 and less than 70/100: Only eligible for the Fixed-Term contract in the role of Second Horn and following.

The Ranking B will constitute the recruitment pool exclusively for any fixed-term hiring in the role of Second Horn and following.

Candidates who obtain a score lower than 60/100 will be considered "Not Suitable".

The acceptance of permanent employment by the interested party must reach the Company within the times and in the forms defined in the proposal. Express or tacit refusal of the recruitment proposal will result in exclusion from the ranking and will constitute a definitive renunciation of the selection.

In the case of waivers or exclusions, or in the event of supervening business needs, the aforementioned rankings will be drawn according to the order of points and 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 with candidates will take place by e-mail using the e-mail address indicated when sending your application. The results of admission to the subsequent phases and the results of the tests taken will also be published on the Home Page of the website www.lavoraconnoi.rai.it. The same e-mail address indicated by the candidate upon registering will also be used for communications relating to any subsequent pre-employment phase.

9. FINAL PROVISIONS

Any open-ended employment relationship, governed by the Collective Labour Agreement for Rai Orchestra Professors, is subject to a six-month probationary period during which, pursuant to art. 2096 of the Italian Civil Code, each of the parties may withdraw from the contract without notice or indemnity in lieu of the same.

Orchestra professors hired will not be able to work for any reason whatsoever - 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 type synonymous with Rai.

As envisaged by the Three-Year Corruption Prevention Plan 2021-2023 of Rai S.p.A. at the time of recruitment, candidates will be asked to formally declare the absence of situations of conflict of interest and also potential incompatibilities.

**- PRINCIPAL HORN WITH OBLIGATION OF SECOND HORN AND
FOLLOWING (FULL TIME POSITION)
- SECOND HORN AND FOLLOWING (FIXED TERM)**

- W.A. Mozart** Concert no. 4 in E flat major for horn and orchestra K495
1st movement with cadence and 2nd movement
- R. Strauss** Concert no. 2 in E flat major for horn and orchestra
1st and 3rd movement

Orchestral passages - excerpts from:

- J. S. Bach** Mass in B minor (BWV232) - "*Quoniam tu solus sanctus*"
- J. Haydn** - Symphony no. 49 - "The Passion"
- W. A. Mozart** - Symphony no. 29 in A major K 201
- Symphony no. 40 in G minor K 550
- L. Van Beethoven** - Symphony no. 2 in D major Op. 36
- Symphony no. 4 in B flat major Op. 60
- Symphony no. 6 in D and F major Op. 68
- Symphony no. 7 in A major Op. 92
- C. M. von Weber** - *Oberon ouverture*
- R. Schumann** - Symphony no. 3 in E flat major Op. 97- "*Renana*"
- F. Mendelssohn-
-Bartholdy** A Midsummer Night's Dream- "*Notturmo*"
- R. Wagner** Siegfried (*Siegfried's horn call*)
- A. Bruckner** - Symphony no. 4 in E flat major
- J. Brahms** - Symphony no. 1 in C minor Op. 68
- Symphony no. 2 in D major Op. 73
- P. Tchaikovsky** - Symphony no. 5 in E minor
- G. Mahler** - Symphony no. 3 in D minor
- Symphony no. 5 (*obbligato horn*)
- Symphony no. 6 in A minor
- Symphony no. 7 in E minor
- Symphony no. 9 in D major
- R. Strauss** - Ein Heldenleben op. 40

- Till Eulenspiegel op. 28

- Eine Alpensinfonie op. 64

M. Ravel

- Pavane pour une infante défunte

- Concerto in G for piano

- Daphnis et Chloé, Suite 1-2,

Stravinsky

- The Fairy's Kiss

Šostakovič

- Symphony no. 5 in D minor op. 47