



COMPETITION FOR ORCHESTRA MEMBERS

- PRINCIPAL OBOE WITH TUTTI OBLIGATION -

Rai Radiotelevisione Italiana S.p.A. is holding a competition to select one orchestra member to be hired on a permanent job contract with Direzione Rai Cultura - National Symphony Orchestra, in Turin, in the role of:

- **Principal Oboe with Tutti Obligation.**

1. ADMISSION REQUIREMENTS

The admission requirements are as follows:

- a) At least 18 years of age;
- b) A higher qualification in the instrument for which you are participating, obtained at a State Conservatory or certified Musical Institute, or a second level academic diploma, or equivalent certification for qualifications obtained abroad.

The competition is open to Italian citizens, European Union citizens and citizens of non-EU countries, provided they are legally resident in Italy.

These requirements must already be fulfilled at the application deadline (see point 3).

2. CAUSES OF EXCLUSION

The competition is not open to those who:

- have been dismissed by Rai Radiotelevisione Italiana S.p.A. for just cause, or for a justified subjective reason;
- following previous employment, have initiated judicial or extra-judicial proceedings relating to labour law against RAI or another Group company, without prejudice to statements waiving the aforementioned, which must arrive at the competent offices by the deadline for submission of the application (27 May 2019);
- have terminated their employment relationship with the Company by way of voluntary redundancy.

3. APPLICATION FORM

In order to apply, candidates need to be registered on the website www.lavoraconnoi.rai.it and log in with the credentials already in their possession, by clicking on "Login".

If you are not yet registered, you can do so by going to 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 email to the mailbox indicated. Registration will be completed and the account activated by clicking on the link in the email received.

Once the login procedure has been completed, to join the initiative you must click on the field in the Home Page of the website www.lavoraconnoi.rai.it indicating the competition of interest.

Then:

- Read the competition notice and click on "apply" at the bottom right;
- fill the required forms (subject to acceptance of the privacy policy);
- confirm your participation in the initiative by clicking on the "confirm" button;
- check (also in "spam" or "junk mail") the receipt of an email, automatically generated by the email address ru.selezione@rai.it confirming receipt of the application.

Competition application forms must be submitted no later than:

- **12 pm on 27 May 2019.**

Applications received in formats and/or by means other than the above (e.g. in paper format, etc.) and/or outside the specified time frame, cannot be taken into consideration.

Instructions about how to send your application correctly are available in the "Frequently Asked Questions" section.

Anyone who has already entered their CV on the website www.lavoraconnoi.rai.it, if interested, will need to confirm their participation by compiling the online form for the competition chosen on the same site.

The online application form must be completed in all its parts and sent along with:

- an updated CV/resume with photograph (in PDF format);
- a certificate issued by the Conservatoire or equivalent institute attesting to the mark gained in the final examination of the diploma course, or a photocopy of the diploma, or equivalent certificate for diplomas obtained abroad (in PDF format);
- for citizens of a non-EU country, a copy of the valid residence permit that enables them to work, as well as documentation proving that they have adequate accommodation available (in PDF format);
- candidates who, having passed the probationary period, fulfil the role of Principal Oboe on a permanent basis at other important orchestras or musical institutions, in Italy or abroad, in order to go directly to the second trial, should send a declaration from the Body they belong to that certifies the qualification and type of contract (in PDF format).

Self-certifications are not deemed valid.

If just one of the elements required in the application form is missing, the candidate will not be admitted to the competition.

Trials taken by applicants whose statements do not correspond to the truth or are inaccurate will be considered null and void.

The absence of even one of the participation requirements, ascertained at any step of the selection process or at the time of recruitment, will lead to exclusion from the selection procedure, if ongoing, or from the final list.

4. EXAMINING COMMITTEE

Candidates will be assessed by an Examining Committee appointed by Rai, composed of five Examiners.

5. ADMISSION TO THE TRIALS AND INVITATIONS

Candidates will be notified of their admission to the examination trials by the publication of a timetable on the website www.lavoraconnoi.rai.it, which will be followed by an email notification of the date and time of the invitation (point 8).

Failure to appear on the invitation dates shall be deemed to constitute withdrawal from the competition.

6. TRIALS

Candidates admitted to the competition will take an individual examination, which will be assessed by the Examining Committee.

The examination will be broken down into:

- 1st anonymous preliminary trial (max. 100 points);

- 2nd semifinal preliminary trial (max. 100 points);
- 3rd final trial (max 100 points).

The pass mark for the second semifinal and third final stages shall be **60/100**.
The scores obtained in the first two trials will not be included in the calculation of the final list.

All finalists will also undergo a cognitive-motivational interview during the final trial with a staff assessment expert.

All of the competition trials will be held between **3 and 7 June 2019**.

Rai reserves the right to alter the duration of the competition.

Some of the stages of the competition will be carried out by Rai in collaboration with a consultancy company.

Orchestra members with a permanent contract at the Rai National Symphony Orchestra will be admitted directly to the second stage.

Under the unquestionable judgement of Rai, candidates may also be directly admitted to the second stage; such candidates must, having passed the probationary period, hold the position of Principal Oboe on a permanent basis for other major Italian or foreign orchestras, documenting the qualification and type of existing contract (point 3).

Direct admission will be communicated to the applicant by email at the time of the invitation (point 5).

All competitors must arrive at the competition with a valid piece of identification.

Competitors must equip themselves with musical material for the exam programme, which can also be downloaded from the website www.osn.rai.it.

A candidate who does not intend to use the pianist provided by RAI, can bring a pianist of their choice and at their own expense.

The Committee may ask applicants to perform all or part of the examination programme and may also ask to listen again to passages already played.
Performances can be recorded and the Examining Committee can also base its judgement on listening to the recording.

All the competition trials will take place in Turin.

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

7. PUBLICATION OF LISTS AND RECRUITMENT

At the end of the selection process, a final list will be compiled of the eligible candidates (all of whom must have achieved a total score of at least 60/100 in the 3rd and final trial).

Based on the list, RAI will employ the winning candidate on a permanent job contract, provided that they meet the requirements set out in point 1) and on the condition that they pass the pre-hire medical examination.

Confirmation of acceptance of the job offer by the candidate must arrive at the Company in the time frame and format stipulated during the offer stage. The express or tacit rejection of the job offer will result in exclusion from the list and will constitute the definitive renouncement of the selection.

In the event of renunciations or exclusions, or in the event of arising orchestra staff needs, the above list shall be drawn from the said ranking in order of trial scores and in compliance with the minimum threshold set (60/100).

The list of suitable candidates may also constitute a pool for any future permanent and fixed-term hires for the role of Principal Oboe with Tutti Obligation.

The list is valid for 36 months from the date of publication.

8. NOTIFICATIONS

Notifications to candidates will be sent by email using the email address given during submission of their application. The results of admission to subsequent stages and the results of the trials taken will be published on the Home Page of the website www.lavoraconnoi.rai.it.

9. FINAL PROVISIONS

Any permanent employment relationship, regulated by the Collective Bargaining Agreement for RAI Orchestra Members, is subject to a six-month probationary period during which, pursuant to Article 2096 of the Italian Civil Code either party may terminate the contract without prior notice or compensation for the same.

Orchestra members in service will not be able to perform their work for any reason - whether paid or free of charge and also during the holiday period - for third parties (entities, organisations, companies, or private individuals, etc.) that in any form carry out the same type of activities as Rai.

As required by the Three-year Corruption Prevention Plan of Rai SpA 2019-2021, at the time of recruitment, candidates will be required to formally declare that there are no situations of conflict of interest, incompatibility or potential incompatibility.

EXAM PROGRAMME

- Principal Oboe with Tutti Obligation -

WITH PIANO

W. A. Mozart – Concerto per oboe KV 314 – Primo e secondo movimento (senza cadenze)

R. Schumann – Seconda romanza dalle Tre Romanze op. 94

R. Strauss – Concerto per oboe – Primo e secondo movimento (senza cadenza)

PASSI A SOLO

L. van Beethoven – Sinfonie n.3 e n.6

F. Mendelssohn-Bartholdy – Sinfonia n.3

J. Brahms – Sinfonie n.1 e n.2, Concerto per violino

G. Rossini – Sinfonie da L'italiana in Algeri e La scala di seta

P. I. Cajkovskij – Sinfonia n.4

G. Mahler – Sinfonia n.3, Das Lied von der Erde

R. Strauss – Don Juan

M. Ravel – Le tombeau de Couperin

D. Shostakovich – Sinfonie n.5 e n.10

I. Stravinsky – Pulcinella