



# COMPETITION FOR ORCHESTRA MUSICIANS

## – SECTION VIOLIN –

Rai Radiotelevisione Italiana S.p.A. announces a call for applications for:

- 6 orchestra musicians, to be hired with a permanent employment contract;
- Orchestra musicians, to be hired with a temporary employment contract, for future needs.

### 1. ELIGIBILITY CRITERIA

The eligibility criteria are as follows:

- a) Applicants must be 18 years old or above;
- b) They must hold a diploma for the instrument that they play, obtained at a State Conservatory or a Musical Institute, or a second-level academic diploma, or an equivalent certification for qualifications obtained abroad.

Italian citizens, EU citizens and citizens from countries outside the European Union are eligible for the application process, provided they are legally resident in Italy. The aforementioned requirements must be held at the time of the application submission deadline (see point 3).

### 2. EXCLUSION CAUSES

People who are not eligible include those:

- who have been fired by Rai Radiotelevisione Italiana S.p.A for just cause or for a justified reason;
- who have taken out-of-court or judicial action of a legal nature towards RAI or another Group company, unless this has been renounced and a waiver received by the relevant offices by the date of submitting the application form (September 2019);
- who have consensually terminated an employment relationship with the Company with a voluntary redundancy;
- who submit a request with incomplete documentation, certifying that they meet the requirements set out in point 1.

### 3. APPLICATION FORM

To request an application form, candidates must register on the website: [www.lavoraconnoi.rai.it](http://www.lavoraconnoi.rai.it) and log in with your existing credentials, by clicking "Login". Those who are not already registered can do so at [www.lavoraconnoi.rai.it](http://www.lavoraconnoi.rai.it), clicking "Register". Following the registration request, the system will automatically create an account and send an e-mail to the address provided. The registration will be completed and the account activated by clicking on the link in the e-mail received.

Once the login procedure has been completed, to participate in the initiative, click on the field on the [www.lavoraconnoi.rai.it](http://www.lavoraconnoi.rai.it) home page, indicating the area of interest. Then:

- read the call for applications and click on "join" at the bottom right;
- fill in the required forms (the privacy policy must be accepted);
- confirm adherence to the initiative by clicking on the "confirm" button;
- check for an e-mail message, automatically generated by academy.selezione@rai.it, confirming the submission of the application (If this is not received, check the “spam” or “junk mail” mailbox)

**Applications to participate in the initiative must be submitted no later than:**

• **12:00 on 3rd September 2019.**

Applications that are not received in the requested format (e.g. paper applications), or those received outside the specified time frame will not be taken into consideration.

Instructions are available in the “Frequently Asked Questions” section, to help you complete your application correctly.

Those who have previously submitted their CV via the [www.lavoraconnoi.rai.it](http://www.lavoraconnoi.rai.it) website, will have to confirm their participation by filling out the on-line form for the chosen initiative, on the same site.

All parts of the online application form must be completed and accompanied by:

- An up-to-date CV with photo (in .pdf format);
- a certificate issued by the Conservatory or equivalent institute, certifying the grade obtained in the final exam of the diploma course, or a photocopy of the diploma (in .pdf format);
- an equivalent certificate for qualifications achieved from an overseas degree (in .pdf format);
- For citizens from non-EU member countries, a copy of a valid residence permit authorising them to work, and proof of adequate accommodation is required in .pdf format)

**Self-certifications are not considered valid.**

If even one of the requested documents for participation in the initiative is missing from the application, the candidate will not be accepted into the process.

Attempts by candidates to declare false or inaccurate information will be considered void.

**If one of the requested documents for participation in the initiative or documents attesting to their qualifications is found to be missing, at any stage of the selection process or at the time of recruitment, this will result in exclusion from the process or from the final rankings if they are already in progress.**

RAI may decide to exclude a person from the rankings at any time.

**4. EXAMINATION COMMITTEE**

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

**5. ADMISSION TO TESTS AND INTERVIEWS**

Admission to the trial exams will be notified by publishing a schedule of interviews on the [www.lavoraconnoi.rai.it](http://www.lavoraconnoi.rai.it) website, this will be followed by an e-mail confirming the date and time. (point 8).

Absence on the interview dates will be considered as renouncing the selection.

## 6. TESTS

The exam will be divided into:

- 1st eliminatory round in anonymous form (max 100 points);
- 2nd test (max 100 points);
- 3rd test (max 100 points).

The first two tests will in Audition format.

A ranking list (Ranking B) will be created following the second test. This will be used to decide which candidates are eligible for a fixed-term contract. They will be chosen from those who have obtained a score equal or greater than 60/100.

This result will also form a pre-selection basis for access to the 3rd test, as a specific test of the Competition.

Only candidates who score a score equal to or higher than 70/100 will be able to take the 3rd test.

At the end of the 3rd test a ranking list will be created (Ranking A), for those eligible for permanent employment. They will be chosen from the candidates who have obtained a score equal to or greater than 80/100.

All the candidates who participate in the 3rd test, will also have a cognitive-motivational interview with a staff appraisal expert. This will take place on the same day as the test.

The scores obtained in each test will not be considered useful for defining the next test.

All the tests will take place in Turin **between 25<sup>th</sup> November and 10<sup>th</sup> December 2019**.

Rai reserves the right to modify the time period of the selection procedure.

Some phases of the selection process will be carried out by Rai in collaboration with an external selection company.

All candidates must bring a valid identity document with them.

Candidates must equip themselves with the musical material related to the exam programme, which can be downloaded from [www.osn.rai.it](http://www.osn.rai.it)

Any candidate not intending to use the pianist made available by Rai, has the right to bring a pianist of their choosing, at their own expense.

The Committee may ask candidates to perform the entire examination programme or only part of it; it also has the right to request that pieces that have already been performed are replayed.

Pieces may be recorded and the Examining Committee may also base its judgment on listening to the recordings.

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

## 7. PUBLICATION OF RANKINGS AND RECRUITMENT

2 rankings will be created at the end of the selection process:

### **Ranking "A"**

Created at the end of the 3rd test.

The eligibility threshold is equal to or greater than 80/100. On the basis of Ranking A, Rai will employ the first 6 suitable candidates with an open-ended employment contract, provided they meet the requirements set out in point 1) and pass a preliminary medical examination.

### **Ranking "B"**

Created at the end of the 3rd test.

The eligibility threshold is equal to or greater than 60/100. On the basis of Ranking B, Rai will take on candidates, in order of points, with temporary employment contracts to meet future needs, provided they meet the requirements set out in point 1) and pass a preliminary medical examination.

Ranking B will divide candidates into groups, according to the following scores:

- equal to or greater than 70/100: Eligible for the temporary contract and admitted to the 3rd test;
- between 60/100 and 69/100: Eligible for the temporary contract and NOT admitted to the 3rd test;
- less than 60/100: Not eligible for the temporary contract and NOT admitted to the 3rd test.

Ranking B of the suitable candidates will make up the exclusive pool for temporary hiring, for the role of Section Violin.

Acceptance of a permanent contracted by the interested party, must reach the Company within the time and form outlined in the proposal. Refusal, express or tacit, of a recruitment offer 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 corporate needs occurring, candidates will be chosen from the aforementioned rankings in order, according to the number of points scored and in compliance with the minimum thresholds set.

Rankings are valid for 36 months from the date of publication.

The planned place of work is Turin.

### **8. COMMUNICATION**

Communication with the candidates will be made by e-mail using the e-mail address provided when submitting the application. The results of admission to the subsequent phases and the test results will be published on the Home Page of the site;

### **9. FINAL PROVISIONS**

Any permanent employment relationship, regulated by the Collective Labour Agreement for Rai Orchestra Musicians, is subject to a six-month trial period during which each of the parties may withdraw from the contract without prior notice or indemnity in lieu of the same, pursuant to art. 2096 of the Civil Code.

The orchestra musicians hired, will not be able to carry out work for any reason – whether paid or free, even during their holiday periods – in favour of third parties (institutions, organisations, companies, private individuals, etc) that carry out the same type of activities as Rai, in any form.

As required by the Rai S.p.A's 2019-2021 Three-Year Corruption Prevention Plan, at the time of recruitment the candidates must formally declare the absence of any conflicts of interest or potential incompatibility.

# EXAM PROGRAMME

## - SECTION VIOLIN-

### Concerti:

**Wolfgang Amadeus Mozart:** esecuzione del primo e secondo movimento con cadenza di un concerto a scelta fra:

- Concerto in sol maggiore, KV 216;
- Concerto in re maggiore, KV 218;
- Concerto in la maggiore, KV 219.

**Concerto a scelta** (fra quelli composti nei secc. XIX-XX): esecuzione del primo movimento con cadenza di un concerto a scelta, a partire dal Concerto in re maggiore, op. 61. di Ludwig van Beethoven in poi.

### Passi d'orchestra

#### *Parti di Violino I*

**Wolfgang Amadeus Mozart:** Sinfonia n.39 in mi bemolle maggiore, KV 543: Finale (Allegro).

**Ludwig van Beethoven:** Ouverture Leonora n. 3, op. 72b: dal Presto alla fine.

**Felix Mendelssohn-Bartholdy:** Sinfonia n.4 in la maggiore, op.90 "Italiana": Saltarello (Presto).

**Robert Schumann:** Sinfonia n.2 in do maggiore, op.61: Scherzo (Allegro vivace).

**Giuseppe Verdi:** I vespri siciliani, Ouverture: da Allegro agitato fino a due battute dopo C e dalla E fino al fine.

**Giuseppe Verdi:** Macbeth Atto III, Ballabili: Ballo e Valzer.

**Richard Strauss:** Don Juan, op.20 (prima pagina).

#### *Parti di Violino II*

**Béla Bartók:** Concerto per orchestra, Finale (Pesante): da battuta 8 a battuta 47.

**Ludwig van Beethoven:** Sinfonia n.6 in fa maggiore, op.68 "Pastorale", IV movimento ("Il temporale") dall'inizio a battuta 19.

**Ludwig van Beethoven:** Sinfonia n.9 in re minore, op.125, Scherzo: dall'inizio a battuta 77.

**Anton Bruckner:** Sinfonia n.7 in mi maggiore, Adagio: da battuta 37, lettera D, Moderato fino a battuta 60.

**Wolfgang Amadeus Mozart:** Sinfonia n.41 in do maggiore, KV 551 "Jupiter": Finale (ultimo movimento).

**Franz Schubert:** Sinfonia n. 4 in do minore, D 417 "Tragica", IV movimento (allegro): da battuta 63 a battuta 113.

### Reading at first sight