



### **SELECTION PROCEDURE**

**to draft a ranking that will be used for a permanent hiring of "VIOLIN CONCERTMASTER" with obligation to play the following positions, 1° level + 5 % of the artistic area and pertinent compensation - CCNL (National Collective Agreement) of the Fondazioni Lirico Sinfoniche.**

#### **Article 1 - ADMISSION REQUIREMENTS**

1.1. To be admitted to the selection, candidates (of either sex - D.Lgs. 196/2000) must possess the following requirements:

- a) Not be less eighteen years of age;
- b) Italian citizenship or citizenship of another European Union state; citizens of a state not belonging to the European Union may also be admitted to the selection provided they already possess a valid residence permit allowing immediate employment with the Foundation or even if they do not have a work permit yet but can provide a suitable qualification that allows them to reside in Italy and participate in this procedure: in this case, the candidate acknowledges that any hiring resulting from the eligibility obtained from this selection can be completed only and exclusively after completion of the authorization procedures required by the current legislation for workers in the entertainment sector;
- c) Violin Academic Diploma of the Italian old system or of the second level of the new system, obtained from a Music Conservatory or a Certified Music Institution; if the qualification was obtained abroad, it is considered valid for admission if it has been declared equivalent to a conservatory diploma or in any case equivalent to it under current Italian legislation; in the event that the decree of equivalence has not yet been acquired, the candidate is admitted to the selection rounds under reserve if he declares that the conditions necessary for activating the procedure exist;
- d) Have sufficient knowledge of the Italian language;
- e) physical ability for the job: the hiring of the winning candidates in the selection is subject to verification of the physical ability with a medical examination which will be arranged upon recommendation of the Foundation's Management;
- f) not having been criminally convicted, even with a sentence that has not yet become final, for the crimes detailed in Chapter I, Title II, Book II of the Penal Code; not being subjected to measures of personal freedom restriction;
- g) not having been fired for disciplinary reasons or exempted from employment in a Public Administration due to persistent insufficient performances. Furthermore, not having been dismissed from public employment following the verification that the job was obtained thanks to false or illegitimate documents. In case of any kind of dismissal from a previous employment, the causes and the circumstances of the dismissal must be detailed;
- h) entitlement to civil and political rights.

1.2. **All requirements must be possessed by the candidates by the deadline of the selection application. The absence of any requirements will lead to the exclusion of the candidate.**



1.3. The exclusion from the selection, due to failure to meet the prescribed requirements, can happen at any time, for proper reason, must be issued by the Superintendent of the Teatro del Maggio Musicale Fiorentino or one of his delegates and will be communicated by email to the address provided in the application.

## **Article 2 – APPLICATION FORM**

2.1. This announcement is published on the Foundation's website, [www.maggiofiorentino.com](http://www.maggiofiorentino.com), in the Work with Us – Auditions, Selections and Competition Announcements section, where it is also possible to download the application form and the privacy policy.

2.2. Applications must be submitted via email to the following address: [selectioniorchestra@maggiofiorentino.com](mailto:selectioniorchestra@maggiofiorentino.com), or delivered in person to the following address:

Teatro del Maggio Musicale Fiorentino  
Ufficio del Personale (Office of Human Resources) Via del Fosso Macinante 13 – Firenze  
and **must be delivered** to the Foundation HR Office by the mandatory deadline of:

**MONDAY 24th MARCH 2025**

*A confirmation of receipt will be sent for each application received*

2.3. To participate in the selection, interested parties must submit a signed application according to the form in Attachment A of this announcement (application form), under their own responsibility according to art. 46 and 47 of the D.P.R. 445/2000. The required attachments must be in PDF format, each attachment must be signed and **their overall size must not exceed 9 Mb**. For a correct submission of the application, it is mandatory to indicate, under one's own responsibility, all the information requested in Attachment A, valid as a declaration of truthfulness according to and for the purposes of the articles 46, 47 and 76 of the D.P.R. 445/2000.

2.4. The Foundation is not responsible for any transmission issues. The transmission of the application is at the sole risk of the candidate if, for any reason, not excluding fortuitous circumstances, force majeure or third parties actions, it does not reach its destination on time. Since you should receive, from the Foundation's offices, a confirmation of receipt, if within 3 or 4 days from when you sent your application you did not receive it, we advise you to take action to verify the outcome of the receipt of your request.

2.5. Applications received after the deadline as in paragraph 2.2, or without the attached required documentation, as indicated in paragraph 2.6 will not be accepted. Any changes or additions to the application already sent will be accepted only and exclusively if received within the deadline set for the receipt of the applications and in compliance with the methods indicated.

2.6. The candidate must attach the following to the application, or will not be admitted to the rounds:



- A. a residence permit/card, if necessary,
- B. a signed curriculum vitae,
- C. the qualification referred to in Article 1 paragraph 1.1 letter c),
- D. any documentation certifying the service referred to in article 4, paragraph 4.5 of this announcement,
- E. photocopy of a valid identity document.

2.7. By signing the application, the candidate declares to have fully and integrally read this selection announcement and to understand and accept, without reservations, all the rules, conditions and methods applied to the selection contained therein.

2.8. The declarations made in the application for the selection, which replace the relevant certifications required, are subject to criminal sanctions according to the art. 76 of the D.P.R. n. 445/2000 for falsifying documents and false declarations.

2.9 The trials taken by candidates whose declarations are found to be false, inaccurate or mendacious, will be considered void.

2.10. Equal employment opportunities between men and women are guaranteed, according to the Legislative Decree 11 April 2006, n. 198 and art. 35, paragraph 3, letter. c), of the Legislative Decree n.165/2001.

### **Article 3 - CAUSES FOR EXCLUSION**

The following constitute causes for excluding applications:

1. the lack of what is required in the letters A, B, C, D of the article 2 paragraph 2.6;
2. the submission of the application after the deadline set by the article 2 paragraph 2.2 of this announcement.

### **Article 4 - SELECTION ROUNDS, PROGRAM and QUALIFICATIONS**

4.1 The selection will take place in the Teatro del Maggio Musicale Fiorentino, Piazza Vittorio Gui, 1 Florence, according to the following calendar:

#### **Preliminary Rounds**

**Friday 11th April 2025 – convocation at 9:00 AM  
with possible continuation the following day**

#### **Final Round**

**Saturday 12th April 2025 – convocation at 9:00 AM**

4.2 The preliminary rounds will be divided into 2 phases (the first one in anonymity), which, depending on the number of candidates present, could take place only on Friday April 11th, or over

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the two scheduled days. The candidates examined in each of the two phases of the preliminary rounds will receive a judgment of admission / non-admission to the following phase. The final round could take place by performing the orchestral excerpts both with a piano accompaniment and with the Orchestra.

4.3 Candidates who have obtained a minimum score of 9,00 points out of 10,00 in the final round will be declared eligible.

4.4 The exam program is the following:

- W.A. Mozart A concert, with cadenza, chosen by the participant between:  
KV216, KV218, KV219

- A concert, chosen by the participant, among the following:

L. v. Beethoven	op. 61
J. Brahms	op. 77
P. I. Caikovskij	op. 35
J. Sibelius	op. 47
S. Prokofiev	n. 1, op. 19
	n. 2, op. 63

- Solo excerpts :

J. S. Bach	Matthäus Passion - n. 39, aria "Erbarme Dich, mein Gott"
L. v. Beethoven	Missa Solemnis - Benedictus
J. Brahms	Symphony n. 1, second movement, violin solo
G. Puccini	Madama Butterfly, act I finale solo, n.128
N. A. Rimskij-Korsakov	Sheherazade
P.I. Caikovskij	Swan Lake – Act II pas de deux , "Pas d'action"
R. Strauss	Ein Heldenleben
	Der Bürger als Edelmann
	Also sprach Zarathustra
G. Verdi	I Lombardi alla prima crociata, solo

- Tutti excerpts:

F. Mendelssohn B.	A Midsummer Night's Dream, Scherzo (first page)
W. A. Mozart	Symphony n. 39, all of the IV movement

*N.B. – A pianist will be available for piano accompaniment: those intending to use this service must bring the pertinent sheet music in good conditions.*

The commission has the right to request any piece listed in the announcement at any round of the competition.



4.5 Candidates who can prove they have worked as "Violin Concertmaster" for at least 6 (six) months at any Fondazione Lirico-Sinfonica or at any other Musical Institutions, including non-Italian ones of similar importance (according to the judgement of the Artistic Direction), will be admitted directly to the second round of the preliminary rounds. The qualifying candidates will be informed by email of the convocation's time and date, once the turnout of applicants is known and the definitive calendar for the eliminatory rounds can be determined.

4.6 Participants are not entitled to any compensation for any kind of expenses, including travel and accommodation expenses, incurred in relation to their participation.

4.7 No notice of convocation will be sent, except for what indicated in point 4.5; candidates who do not show up at the selection place on the day and time indicated in paragraph 4.1, of this article, are considered excluded from the selection, absence from the first round will be considered as a waiver of participation for the selection itself. To be admitted to the selection rounds, candidates must show an adequate identification document.

4.8 Once the evaluation of the selection rounds has been completed, the Evaluation Team will draw up the list of the examined candidates, indicating the score obtained by each one. The list, signed by the Evaluation Team and by the Secretary, will be posted on the Foundation's bulletin board.

#### **Article 5 – PERFORMANCE RANKING OF THE QUALIFIED CANDIDATES**

Once the selection rounds have been completed, the Evaluation Team determines the performance ranking of the qualified candidates. The ranking is approved with the deliberation of the Superintendent of the Foundation and it is valid for twelve months starting from the day after its approval, except for any extensions decided by the Foundation.

#### **Article 6 – EVALUATION TEAM**

The Evaluation Team will be appointed by the Superintendent of the Foundation in compliance with current laws and will be made up exclusively of experts with proven expertise in the subject of the selection, and who don't present any incompatibility in accordance with the relevant laws on this matter.

#### **Article 7 – WINNERS ANNOUNCEMENT - HIRING**

7.1. Each participating candidate accepts that passing the selection rounds does not, in any case, constitute a guarantee of employment, the latter is subordinate to the approval of the performance ranking by the Superintendent, to the verification of the candidate's possession of all the requirements above mentioned and the determination of the conditions established by law that



allow the Foundation to proceed with the permanent employment, including the constraints of economic-financial sustainability of the cost resulting from the employment.

7.2. The qualified candidates included in the performance ranking will eventually be hired starting from the date indicated by the Foundation in the official notice of their appointment.

7.3. Acceptance of the appointment must be communicated in writing. Failure to do so will result in the winner being considered as renouncer.

7.4. The winning candidate of the selection who does not start working on the date established by the Foundation loses the right to the employment.

7.5. To prove the possession of the prescribed requirements, the winner must deliver before the start of the employment, under penalty of forfeiture, the following documentation certifying possession of the declared requirements:

1. updated certificate of pending charges;
2. for citizens of countries not belonging to the European Union, a copy of the valid residence permit or equivalent, which must allow to work and to establish a permanent employment relationship with the Foundation.

7.6. The finalization of the permanent employment will depend upon the positive outcome of the trial period, as determined by the National Collective Agreement for the specific role.

7.7. We will not proceed in hiring anyone who, on the date scheduled for the beginning of the contract with the Foundation, shall have any other kind of employment. For this reason, when signing the contract the winner must submit a signed declaration, under their own personal responsibility, in which he/she must certify that he/she has no other public or private employment contract.

#### **Article 8 – PERSONAL DATA PROCESSING**

All personal data collected by the Theater during the selection procedure will be processed in accordance to the Legislative Decree 196/2003 and GDPR 2016/679.

The information on personal data processing Article 13 of GDPR 2016/679 and Legislative Decree 196/2003 are available on the Theater's website, together with this selection announcement.

The provision of data is mandatory for participating in the selection.

*Firenze, 10th December 2024*

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The Superintendent  
Carlo Fuortes