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SUBMISSION GUIDANCE AND HOW TO APPLY

All Orchestral vacancies are managed through Musical Chairs. We have outlined our recruitment process for your information below. Please note, applications should be sent directly through Musical Chairs.

**HOW TO APPLY**

Please complete the online application form on Musical Chairs by 5pm on Wednesday 15th October 2025. **No applications will be accepted after the stated closing date. All AV recordings are to submitted by the application date.**

You will also be asked to complete our Equal Opportunities Monitoring Form. This provides us with important information to support our Diversity & Inclusion strategy. Please find this within the documents required section.

**SCOTTISH OPERA AUDITION PROCESS**

**ROUND 1: Screened AV recordings**

The panel will listen to the AV recordings on Wednesday 22nd October 2025 and determine who will go through to ROUND 2.

**Digital Shortlisting Criteria for live audition in Glasgow will be based on the following:**

1. Musicianship: musical understanding of the excerpts performed, including style and phrasing

2. Technical accomplishment: encompassing intonation, articulation, rhythmic stability and accuracy

The panel will not assess tone quality or dynamic range in the Round 1 Digital Submission.

**ROUND 2: MORNING In person audition with panel**

These will take place at our Production Studio, 40 Edington Street, Glasgow, G4 9RD. An accompanist will be provided for the set pieces and a warm up room will be available to you 15 minutes prior to your audition time.

Those successful after Round 2 will be asked to stay on for the afternoon to take part in Round 3.

**ROUND 3: AFTERNOON In person ensemble audition with Members of the Orchestra and Music Director. This round will also include an informal chat with the Orchestra personnel and Music Director.**

**ROUND 4: Trial**

Successful candidates will be invited to trial during our season of Main Scale Opera and Opera in Concerts.

The trial process may include the following key aspects subject to the schedule:

• rehearsals and performance at a core season Opera or concert;

• opportunity to play chamber music and/or perform excerpts with orchestra

**DIGITAL SUBMISSION GUIDELINES**

• Your Audio Visual recording must be performed ‘as live’ in one continuous take – please note that only one file can be uploaded to Musical chairs.

• Your video recording must be unedited

• Repertoire must be performed in the specified order and without piano accompaniment.

• You must not speak during the recording

• Please do not record in a church or concert hall

• Your video recording should be set to landscape and you and your instrument should be face on and central to the camera – this will also ensure that the speaker is not obstructed.

• Where possible recordings should be made approximately 2-3m from the recording device – please check you’re not too close to the mic as this can distort the sound

• Your Audio recording will be heard by the panel

• Your Audio Visual recording is a private submission and will only be seen by the Orchestra and Concerts Director / Orchestra Manager