

INTERNATIONAL COMPETITION for THE ORCHESTRA OF TEATRO ALLA SCALA

Art. 1

The Teatro alla Scala Foundation is holding an international public competition for the position of:

PRINCIPAL SECOND VIOLIN with duty

N. 1 Permanent Position

The Principal Horn position corresponds to the 2nd level artistic-area, according to current collective contractual regulation and to Contratto Scala, with a gross annual salary of € 81.534,00.

Art. 2: Admission Criteria

- a) be at least 18 years of age;
- b) citizenship of a European Union country or non-EU citizenship with long-term residence permit, refugee status or subsidiary protection status; the hiring of successful candidates is subject to regularization of their position regarding their residence permit in Italy for employment purposes;
- c) hold a higher education diploma in the instrument in question, obtained at a national conservatory or an equivalent title;
- d) physical idoneity for the job. The hiring of the winning candidates is subject to the verification of the aforementioned suitability through a medical examination that will be arranged upon indication of the Teatro alla Scala Foundation Management.

The candidates must have the requirements above mentioned on the date of issue of the competition announcement.

Art. 3: Application Form

Application form (and any other documentation required) must be sent exclusively through form online on the website www.teatroallascala.org selecting the page “work with us” - “competitions and auditions” in accordance with the instructions available, no later than **March the 22nd, 2026**. There is a payment for participation in the Competition of € 50.00, to be paid online at the time of registration, the main credit/debit cards are accepted. The above fee will be refunded only in case of actual attendance at the exams.

At the end of the application process, an e-mail will be sent to confirm the correct registration to the competition.

Applications delivered by mail, fax, hand or email will not be accepted.

The Teatro alla Scala Foundation does not assume any responsibility for any technical or IT mistakes that do not allow the prompt submission of the applications.

Extra EU Citizens must attach a .pdf copy of the residency permit of any other document certifying possession of the requirement under art. 2, point b) of this announcement.

The lack of documents will result in exclusion from the competition.

The registered candidates will be considered admitted with reservation to verify the possession of the requirements referred to in Article. 2. Candidates will also be informed at least 15 days before the date of the examination on the modalities of presentation to the tests. The absence will be considered as renounce. Examinations of candidates with false or inaccurate declarations will be void. The application for admission to the competition implies acceptance of the unquestionable judgment of the Commission.

Art. 4: Handling of Personal Data

In accordance with Legislative Decree N. 196 of 30 June 2003, and with Regulation (EU) 2016/679 of the European Parliament and of the Council, the personal data given by the candidates in their applications will be handled by the HR Dept. of the Teatro alla Scala Foundation for the purposes of the present competition.

The personal information may only be shared with public administrations directly involved in the competition.

Applicants can assert their rights according to Legislative Decree N. 196 of 30 June 2003 and any subsequent amendments and supplemented, towards with the person responsible for data processing, i.e. the Superintendent. The HR Director is in charge of data handling.

Art. 5 Examining Commission

The Examining Commission will be nominated by the HR Director of the Teatro alla Scala Foundation in agreement with the current regulation.

Art. 6: Examination test

The examination tests will be divided into several phases and may be held on different days. The calendar of the examination tests is attached to this notice.

In accordance with the current “Contratto all’unico livello aziendale – Contratto Scala” Article 1, point A, second paragraph - workers who has acquired prior rights will be directly admitted to the next phase of the possible preselection phase of the public examination for the allocation of a fix-term position. The candidates admitted will be informed by HR Directorate about exam phases notification and its processes.

For all the public competitions, the candidates whose artistic merits are considered of high professional quality, will be directly admitted to the SEMIFINAL and FINAL phase of the examination at the unquestionable discretion of the Commission.

Competitors, called to perform the examination tests in presence, must present themselves with the following documents:

- valid identity card or passport.

The candidates may be required to perform part or all the examination programme in condition of anonymity, hidden by a curtain or by other material to guarantee the perfect audibility but also granted anonymity.

Candidates will be asked to avoid any contact or communication with the outside by handing over, eventually, their personal electronic devices (telephone, smartphone, tablet, pc or other). Should a candidate violate the prescribed rules he may be excluded from the competition.

Applicants are not entitled to compensation for travel and stay expenses.

Art. 7: Examination programme

Applicants can visit our website at www.teatroallascala.org to consult the “passi” and “a solo” which are included in the competition programme.

The Board of Examiners may ask applicants to perform part or all the examination programme. While respecting any need for anonymity, you may be asked to play excerpts with the section during one or more stages of the selection process.

For the examination of PRINCIPAL SECOND VIOLIN with duty:

Concerts:

- W. A. Mozart Execution of the 1st e 2nd movements of a concerto for violin and orchestra of the candidate’s choice with cadenza (reduction for piano).

- J. S. Bach: Execution of a Fuga taken from Sonate for violin solo of the candidate's choice.
- Execution of the 1st movement of one of the following concertos for violin and orchestra of the candidate's choice with cadenza where required:
 - L. van Beethoven Concerto per violino e orchestra in re maggiore. op. 61
 - F. Mendelssohn Bartholdy Concerto per violino e orchestra in mi minore, op. 64
 - J. Brahms Concerto per violino e orchestra in re maggiore, op. 77
 - P. I. Čajkovskij Concerto per violino e orchestra in re maggiore, op. 35
 - J. Sibelius Concerto per violino e orchestra in re minore, op. 47

Excerpts and orchestra solos:

B. Bartók	Concerto per orchestra
L. van Beethoven	Sinfonia n. 3
A. Berg	Wozzeck
R. Strauss	Don Juan
	Also sprach Zarathustra
F. Mendelssohn Bartholdy	Sogno di una notte di mezz'estate
W. A. Mozart	Così fan tutte
	Le nozze di Figaro
	Sinfonia n. 41
G. Verdi	Falstaff
	Macbeth
	Otello
	I vespri siciliani

Art. 8 Classification and Employment

At the end of the competition, the Examining Commission will draw up a ranking that will include the overall grade obtained by each candidate.

This list is approved by measure of the Foundation's Management, upon the effectiveness of the admission requirements. The candidate who is adequately ranked and suitable will be designated as the winner of the competition.

The results of the competition will be available on the Theatre's website at <https://teatroallascala.portaletrasparenza.net/> - “selezione del personale” – “reclutamento del personale” – “esiti delle selezioni”.

Within 30 days from the day following the reception of the communication, the successful candidate will have to send the following documents:

- a) a valid identity document in which their date and place of birth, as well as the citizenship are showed;
- b) for non-EU nationals, a certified copy of their valid residence permit or residence card. If the residence permit is for a fixed period of time for employment reasons, this document must be accompanied by a photocopy of the accommodation eligibility document;
- c) the educational qualification as original document or as a certified copy.

The Theatre reserves the right pursuant to Art. 45, first sub-section or the DPR (Decreto Presidente Repubblica) 28 December 2000 No. 445. to verify the veracity of the data included in the identity document given by the applicant and to request further certification in case the information cannot be inferred from the aforementioned document. The employment of the winner is subject to the regularization of the position concerning the residence permit in Italy for reasons of employment.

In accordance with Art. 2-point d) the Teatro alla Scala Foundation Management will subject the selected candidate to a medical examination before the start of the employment in order to verify their physical suitability.

The successful candidate's hiring will be regulated according to the current legislation, with particular reference to D.Lgs. n. 23, 4 march 2015, and Law 29 June 2010 n. 100, and as well as to the “Contratto all’unico livello aziendale – Contratto Scala”, including with economic treatment.

At the end of the trial period and in order to calculate the length of service, we will take in consideration also the length of service completed at the Institutions provided for by the Contratto Scala - for working periods at least three consecutive months.

The winner must start working on the date indicated in the contract: the non-fulfilment of this condition entails the withdrawal of the employment offer.

If a successful candidate renounces the offer or if the offer expires within 18 months from the reports of the Examining Commission, the Foundation can find a substitute on the list of candidates who immediately follows in the ranking list.

The employment described in the previous paragraph can also take place, in the same period of time, if a position identical to the one put in competition may be vacant.

For further information regarding this announcement, you can write an e-mail to assunzioni@fondazioneelascale.it.

EXAMINATION SCHEDULE

The examinations will be held on the following days:

21st APRIL 2026

22nd APRIL 2026

Milan, 8/01/2026

Human Resources Director
(Marco Aldo Amoruso)

