

INTERNATIONAL COMPETITION AND AUDITION FOR THE ORCHESTRA OF TEATRO ALLA SCALA

Art. 1

The Teatro alla Scala Foundation is holding an international public Audition and Competition for the positions of **PERCUSSION – xylophone, vibraphone, marimba, and similar instruments, as well as all pitched percussion instruments (excluding timpani and keyboard instruments), with the requirement to perform on unpitched percussion instruments.** Audition tests will be held during the eliminatory phase of the Competition. Therefore, all the candidates who will participate to the eliminatory phase of the Competition can compete for the Audition ranking if they are deemed eligible.

At the end of the elimination round, the Examination Commission will also select the candidates admitted to the subsequent Competition phases.

The candidates who will be called for the final phase of the Competition will compete for the following vacant positions in the Teatro alla Scala Orchestra:

N° 1 Position: PERCUSSION – xylophone, vibraphone, marimba, and similar instruments, as well as all pitched percussion instruments (excluding timpani and keyboard instruments), with the requirement to perform on unpitched percussion instruments.

The position corresponds to the 3rd contractual level artistic-area, according to current collective contractual regulation and to Contratto Scala, with a gross annual salary of € 69.521,73.

The non-eligibility for the Competition does not invalidate the Audition ranking.

Art. 2: Admission Criteria

- a) be at least 18 years of age;
- b) citizenship of a European Union country or non-EU citizenship with residence permit, or refugee status or subsidiary protection status; the hiring of successful candidates is subject to regularisation of their position regarding their residence permit in Italy for employment purposes;

- c) national conservatory diploma in the instrument in question or 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” - “Orchestra auditions” in accordance with the instructions available, no later than 1st September 2025.

There is a payment for participation in the Competition of € 50.00 including VAT, 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.

The application for admission to the competition implies acceptance of the unquestionable judgment of the Commission.

Examinations of candidates with false or inaccurate declarations will be void.

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 at 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 case of modifications to the examination tests calendar or to the examination programme, they will be promptly communicated by Scala website.

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 a valid identity card or passport.

The candidates may be required to perform part or all of the examination programme in condition of anonymity, hidden by a curtain or by other material in order 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/audition.

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

Art. 7: Examination programme

Applicants can visit our website at www.teatroallascala.org in order 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.

Programme for the examination of PERCUSSION:

Drum:

- J. Delecluse: Test Claire
- D. Shostakovic: Sinfonia n.10
- S. Prokofiev: Lieutenant Kije
- N. Rimskij-Korsakov: Scheherazade
- M. Ravel: Bolero
- G. Verdi: Nabucodonosor

Bass drum:

- G. Mahler: Sinfonia n.3
- S. Prokofiev: Sinfonia n.3
- I. Stravinsky: Le Sacre du Printemps: Danza della Terra e Finale

Cymbals:

- P. I. Cajkovskij: Sinfonia n.4
Romeo e Giulietta
- G. Mahler: Sinfonia n.5, I e V movimento
Sinfonia n.8
- S. Rachmaninov: Concerto per Pianoforte n.2
- I. Stravinsky: Le Sacre du Printemps
Petruska (Cassa e piatti insieme)

Tambourines:

- G. Bizet: Carmen
- A. Dvořák: Carnival Overture
- M. Ravel: Rapsodie Espagnole
- C. Debussy: Iberia

Triangles:

- A. Dvorak: Sinfonia n. 9 “Dal Nuovo Mondo”

Xylophone:

- J. Delecluse: Studio n.10
- D. Shostakovic: Polka da "The Golden Age" (arr. Val Eddy with piano accompaniment)
Lady Macbeth von Mzensk
- S. Prokofiev: Alexander Nevsky
- I. Stravinsky: L'Oiseau de Feu
- P. Hindemith: Kamermusik n.1
- G. Gershwin: Porgy & Bess
An American in Paris
- A. Berg: Wozzeck

Glockenspiel:

- P. Dukas: L'Apprendista Stregone
- O. Respighi: Pini di Roma
- S. Prokofiev: Alexander Nevsky
- P. I. Cajkovskij: Il Lago dei Cigni

Vibraphone:

- D. Friedman: Studio n.27
- L. Bernstein: West Side Story
- A. Berg: Lulu

Marimba:

- J.S. Bach: Siciliana dalla Sonata in sol minore per Violino Solo BWV 1001

Percussion:

- A. Jolivet: Concerto per Percussioni: III e IV movimento

Candidates selected for the semi-final round will be given the opportunity to rehearse the instruments provided by the Theatre, for a maximum of 15 minutes per candidate.

Art. 8: Formation of the Competition ranking list and winner employment

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

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

Within 30 days from the day following the reception of the communication the successful candidates 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 winners 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 candidates 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 acquired in others Lyric Symphonic Foundations – provided for in 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 to 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.

Art. 9: Formation of the Audition ranking list

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

This list is approved by measure of the Foundation's Management, upon the effectiveness of the admission requirements, which will be valid for 12 months from the date of approval in accordance with current contractual regulations. This ranking will be used for fixed-term contracts, paid-employment or self-employment contracts, to be defined each time to meet the production needs of the Theatre, including the relation of one only production.

The suitable candidates of the Audition will be contacted following the idoneity order of the final ranking.

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.

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

EXAMINATION SCHEDULE

ELIMINATORY PHASE

6^h November 2025

SEMI-FINAL PHASE

7th November 2025

FINAL PHASE

28th November 2025

The translation is for explanatory purposes only, and it's not intended to substitute the Italian text, which is the only official document.

Milan, 15th May 2025

The Human Resources Director
(Marco Aldo Amoruso)

