

**PUBLIC NOTICE FOR THE COLLECTION OF EXPRESSIONS OF INTEREST FOR THE APPOINTMENT  
OF THE ARTISTIC DIRECTOR OF THE RAI NATIONAL SYMPHONY ORCHESTRA – DIREZIONE RAI  
CULTURA ED EDUCATIONAL (CULTURE AND EDUCATIONAL DEPARTMENT)**

Rai – Radiotelevisione Italiana Spa

hereby announces

a call for expressions of interest aimed at identifying the Artistic Director of the RAI National Symphony Orchestra, based in the city of Turin, for the years 2026–2028. The appointment will be effective from the date of assignment until 30 June 2028, under the terms set out in this notice and in accordance with current laws and regulations.

This notice is exploratory in nature and aims solely to gather expressions of interest from individuals meeting the requirements listed under Section 2.

It is hereby clarified that this process will not result in the preparation of a ranking list, nor does it constitute a competitive procedure. For further details, please refer to Article 8 – Final Provisions.

**1. Role and responsibilities of the Artistic Director**

The Artistic Director will be responsible for the following duties:

- a) Designing and defining, in collaboration with the RAI Culture and Educational Department, the artistic activities of the RAI National Symphony Orchestra, in relation to programming and performers, and within the allocated budget;
  - Serving as a member of examination panels for national competitions and auditions for orchestral musicians, and during assessments of professional suitability;
  - Attending rehearsals or performances to provide technical opinions and evaluations on artistic matters;
  - Participating in decisions concerning orchestral personnel for each concert;
  - Supporting promotional activities connected to concerts (e.g. season presentations to the press, coordination with local authorities or potential co-producers for shared initiatives) and, if requested, taking part in radio or television programmes dedicated to classical music, in accordance with agreed schedules;
  - Providing, if required, artistic evaluations for the planning of national and international tours;
  - Participating in public lectures related to specific musical events;
- b) Providing advice during the renewal of the national collective labour agreement for orchestral musicians.

Unless otherwise specified by RAI, the role will be carried out in Turin.

**2. Eligibility requirements**

To participate in this call, candidates must, on the date of publication of this notice, meet the following criteria (failure to comply will result in exclusion):

- a) Full enjoyment of civil and political rights;
- b) No criminal convictions involving disqualification from public office or inability to contract with public bodies;

c) Not having been dismissed, terminated, or removed from similar roles at other foundations or institutions (public or private);

d) Acknowledgement of the need, if appointed, to renounce any of the following: i) artistic direction roles at other institutions (public or private) that are in competition with RAI; ii) positions creating even a potential conflict of interest; iii) professional activities incompatible with the role;

e) For EU or non-EU citizens: possession of valid documentation and permits guaranteeing lawful residence and employment in Italy, in accordance with current legislation, for the full duration of the appointment;

Professional requirements:

f) Proven artistic and/or managerial experience of at least 10 years, gained within institutions that produce musical works (e.g. symphonic-opera foundations, concert institutions, other festivals or events of national or international standing);

g) Conservatory diploma (prior system) or second-level academic degree from a conservatory, or equivalent qualification obtained abroad, or a Master's degree;

h) For non-Italian nationals: excellent written and spoken knowledge of the Italian language;

i) Excellent written and spoken knowledge of English.

RAI reserves the right to verify all requirements. Failure to meet even one of the above conditions will result in exclusion.

### **3. Application procedure**

Applications, completed using the attached form and bearing a handwritten signature, must include a self-certification/substitute declaration pursuant to Articles 45 and 46 of Presidential Decree 445/2000, attesting to the following:

- Date and place of birth, and Italian tax code (*codice fiscale*);
- Registered residence;
- Domicile, telephone number and email address for all communications regarding this call for expressions of interest;
- Possession of a Conservatory diploma (prior system) or a second-level academic diploma issued by a music conservatory, or equivalent foreign qualifications, indicating the name of the institution and the date of award, or a Master's degree, including the name of the university and the date of award;
- Excellent spoken and written knowledge of the Italian language (for candidates who are not Italian nationals);
- Excellent spoken and written knowledge of the English language;
- A declaration of any existing employment relationships at the time of application, including type, duration, employer, and any legal obligation to obtain authorisation if applicable;
- Full enjoyment of civil and political rights;
- No criminal convictions involving disqualification from public office or inability to contract with public authorities;

- No previous dismissal, termination or removal from similar roles at other public or private foundations or institutions;
- d) Acknowledgement of the need, if appointed, to renounce any of the following: i) artistic direction roles at other institutions (public or private) that are in competition with RAI; ii) positions creating even a potential conflict of interest; iii) professional activities incompatible with the role;
- Possession of at least 10 years of proven and relevant professional artistic and/or managerial experience, gained within institutions producing musical performances as detailed in Article 2, letter g);
- Consent to access to documentation by other interested candidates, with the exclusion of non-disclosable information indicated in the application form;
- For EU or non-EU citizens: possession of valid documentation and permits guaranteeing lawful residence and employment in Italy, in accordance with current legislation, for the full duration of the appointment;
- Acceptance of the RAI Code of Ethics, available on the Rai.it website – Governance section;
- Unreserved acceptance of all conditions set out in this notice.

#### Documentation to be attached to the application

Failure to provide the following documentation will result in exclusion from the selection process:

- a) A copy of a valid identity document;
- b) A curriculum vitae, including both educational and professional background, duly dated and signed, with explicit authorisation for the processing of personal data pursuant to the relevant data protection legislation (EU Regulation 2016/679 – GDPR and Legislative Decree No. 101 of 10 August 2018). The CV must include all information necessary to assess the candidate's academic qualifications, experience, and professional activities;
- c) A brief project proposal (maximum 1,000 words) titled "Artistic and cultural strategy proposal for the RAI National Symphony Orchestra", structured over a two-year period and with particular focus on production, artistic, educational, and regional outreach strategies.

Any declaration found to be false and/or misleading will result in exclusion from this exploratory procedure, or if an appointment has already been made, revocation of the assignment. Such declarations will also be subject to the criminal penalties set out in Articles 75 and 76 of Presidential Decree 445/2000.

RAI reserves the right to verify the content of all self-certified statements and to request copies of the original documents submitted by email.

The absence or subsequent loss of any required eligibility criteria will result, at any time, in the exclusion from this selection process or the termination of any appointment made, without prejudice to RAI's right to pursue compensation for any resulting damages.

RAI shall not be held responsible for the loss or misdirection of communications due to inaccurate contact details provided by the candidate, the failure or delay in notifying changes to the email address stated in the application, nor for any issues arising from third-party faults, accidental events, or force majeure.

#### **4. Submission procedure and deadline**

Applications, completed using the attached form and bearing a handwritten signature, must be submitted exclusively via certified email (PEC) to the following address:

[selezione@postacertificata.rai.it](mailto:selezione@postacertificata.rai.it)

by 12:00 noon on 19 September 2025.

The subject line of the email must clearly state: EXPRESSION OF INTEREST FOR THE ROLE OF ARTISTIC DIRECTOR OF THE RAI NATIONAL SYMPHONY ORCHESTRA.

## **5. Selection procedure**

Once the applications have been received, RAI will proceed with their evaluation, which may be delegated to a specially appointed selection committee.

Candidates will not be admitted to the selection process if: the application is submitted after the deadline; any of the eligibility requirements are not met; any of the required documents (as specified above) are missing.

RAI will appoint the Artistic Director based on the evaluations carried out according to the criteria listed below, and at its sole and unquestionable discretion:

Artistic competence, demonstrated through relevant experience in the artistic and musical field;

Established reputation in the musical and artistic domain and/or the ability to maintain international professional relations;

Previous experience in similar or equivalent roles;

Quality and relevance of the proposed project;

Knowledge of regulations governing the performing arts sector and related management principles;

Receipt of national and/or international awards relevant to the responsibilities of the role.

The committee will carry out a document-based assessment, which may be followed by an interview, if deemed necessary.

## **6. Appointment and remuneration**

The appointment as Artistic Director, as set out in this notice, shall be configured as a freelance professional engagement, with no employment relationship or subordination, in accordance with Article 2222 of the Italian Civil Code. The role must be carried out personally and in a manner consistent with the contract that will be proposed and signed by both parties.

The Artistic Director shall not undertake: i) artistic direction roles at other public and/or private institutions that carry out activities in competition with RAI; ii) roles involving even a potential conflict of interest; iii) professional activities incompatible with the responsibilities of the role. Any violation of these obligations shall result in termination of the contract pursuant to Article 1456 of the Italian Civil Code, without prejudice to RAI's right to seek additional damages.

A contract will be issued for the period 2026–2028, i.e. from the date of appointment until 30 June 2028.

The primary workplace will be Turin, the headquarters of the RAI National Symphony Orchestra (OSN), with the possibility of travel as required for the fulfilment of the role and subject to organisational needs.

## **7. Personal data processing**

The personal data provided within the expression of interest will be processed exclusively for purposes related to the execution of this selection procedure. Data processing will be carried out in accordance with the provisions of the General Data Protection Regulation (EU Regulation 2016/679 – GDPR) and Legislative Decree No. 101 of 10 August 2018.

It is hereby specified that all expressions of interest, submitted CVs, and personal data of unsuccessful candidates will be deleted and no longer processed upon the appointment of the new Artistic Director. This ensures the utmost confidentiality of the applications received and aligns with the objectives of this notice.

The right of access to records remains guaranteed. To this end, candidates shall declare, within their expression of interest, their consent to the disclosure of their documents in accordance with the applicable legislation on access to administrative records.

## **8. Final provisions**

Participation in this call for expressions of interest does not confer any right to the assignment of the role.

In the event that no applications are received, or if the applications submitted are deemed unsuitable for the assignment, RAI reserves the right to appoint the Artistic Director outside the scope of this procedure.

This call in no way binds RAI, which remains free to proceed or not proceed with the appointment, or to extend, suspend, revoke, or reopen the terms of this call for duly justified reasons at any time.

No compensation or reimbursement will be provided for participating in this procedure.