

Based on the proposal by the Orchestra, represented by the Artistic Board of the Orchestra, the General Manager of the Croatian National Theatre "Ivan pl. Zajc" in Rijeka, on 19 March 2015, adopted the following:

## **AUDITION PROCEDURE FOR MEMBERS OF THE OPERA ORCHESTRA**

### **Article 1**

These rules specify the audition procedure to be carried out prior to concluding an employment contract with applicants for orchestral musicians of the Opera Orchestra of the Croatian National Theatre "Ivan pl. Zajc" in Rijeka.

The audition procedure as set out in these rules is intended to ensure the employment of the best qualified musicians.

### **Article 2**

Notice of competition for orchestral musicians is published at least 45 days prior to the audition.

The competition announcement contains requirements for candidates, the date, time and location of the audition, audition programme and orchestral sections.

Audition repertoire (solo and orchestra) is pre-defined by the principal of the section for which the audition is held.

### **Article 3**

Audition panel is comprised of three bodies awarding the total of three votes:

-one vote by a conductor

-one vote by the section members

-one vote by all other orchestra members holding a fixed-term employment contract for the period of four years and orchestra members holding an employment contract for an indefinite period of time.

### **Article 4**

The votes are cast by means of pre-prepared ballots which contain the candidate's number and an option for the positive (YEA) or negative (NEY) vote for acceptance to the following round of audition.

In the first round, panel members can vote for several or none of the candidates.

The votes of each audition panel body are counted separately.

In order to enter the following round of audition the candidate must receive two positive votes from the respective panel bodies.

The candidate receives a positive vote of a panel body if the majority of the panel body members vote for him/her.

In the final voting stage (after round two), panel members can only vote for a single or no candidate.

The candidate who receives two or more positive votes from the panel bodies in the final voting stage has successfully passed the audition.

If no candidate is given two or more positive votes in the final voting procedure, the audition is rendered invalid.

### **Article 5**

The votes are counted after each audition round by a Voting Committee made up of three members. Two members are appointed by the Orchestra (among their own ranks) immediately before the audition, while the third member is appointed by the General Manager of the Opera of the Croatian National Theatre "Ivan pl. Zajc" in Rijeka.

The voting results are published as soon as the Voting Committee completes the count.

The Voting Committee in collaboration with the Head of Orchestra monitors the regularity of the audition procedure and in the event of any irregularities or rule violations may disqualify a candidate.

#### **Article 6**

The audition is held on the big stage in the Theatre building.

The candidates audition in the order established by drawing numbers prior to the start of audition. The same order then applies for all audition stages.

#### **Article 7**

The audition is made up of two rounds.

Round one takes place behind a screen and consists of playing two solo concertos (first movement) from different periods.

Round one is followed by a voting process as described in Article 4.

The candidates who successfully pass the first round take part in the second round which is not behind a screen and entails playing predefined orchestral sections and reading of one orchestral section "a vista".

Round two is followed by another vote.

The concertmaster audition may also include a third round which involves working with the orchestra (two to three rehearsals) followed by the final vote.

#### **Article 8**

A fixed-term employment contract is concluded with the candidate who successfully passes the audition, in accordance with the general rules and regulations and with a six-month trial period.

The committee in charge of monitoring the work of the newly hired musician is comprised of the section members of the candidate on trial period, the conductor and four orchestra members appointed by the General Manager of the Opera upon consultation with the Artistic Board of the Orchestra.

The decision about whether the candidate on trial period has met the requirements of the position is made following a voting procedure. The section members (as a group) cast two votes while the other committee members cast one vote each. For a positive evaluation after the trial period, a minimum of four positive votes is required.

The Committee submits its candidate evaluation report in written form to the General Manager of the Croatian National Theatre "Ivan pl. Zajc" in Rijeka at least 20 days prior to the lapse of the trial period.

#### **Article 9**

Missing from the audition on the part of orchestra members holding a fixed-term employment contract for the period of four years or an employment contract for an indefinite period of time shall constitute a breach of contractual obligations arising from the employment contract.

#### **Article 10**

These rules are effective immediately and are applicable until the adoption of the General Regulations on audition procedures for all artistic ensembles of the Theatre.