

Audition for a Principal Second Violins post in the Barcelona Symphony Orchestra, the National Orchestra of Catalonia

1- Purpose of the audition

The purpose of this audition is to hire one orchestral musician to occupy one of the two posts of Principal Second Violins, according to the needs of the Orchestra Simfònica de Barcelona i Nacional de Catalunya (OBC, from now on).

The conditions of this post are as follows:

Job: Principal Second Violins

Education degree: A1

Type of contract: Tenured employment

Gross salary: 64.782,95 € € gross per year. This salary will be split in fourteen instalments, plus a complement depending on productivity. In addition, there will be a yearly payment for intellectual property and image rights, up to a maximum gross amount of 3.208,16 € per year.

2- Requirements for participation

All requirements must be met by the application submission deadline and be maintained for as long as the employment relationship with the Consorci de l'Auditori i l'Orchestra may continue.

- Be at least 16 years of age and not exceed the age established for mandatory retirement.
- Hold Spanish citizenship or that of other European Union member countries or that of countries with which free movement of workers is applicable under international treaties signed by the European Union and ratified by Spain.

Admission may also be granted to spouses or to descendants of spouses of Spanish citizens or of citizens of other European Union member countries or of those countries in which free movement of workers is applicable, under international treaties signed by the European Union and ratified by Spain. This provision is independent of nationality, provided that the spouses are not legally separated or, in regard to their offspring, that they are younger than 21 years of age, or if older, that they live as dependents of their parents, in accordance with the provisions of Article 57 of the Legislative Royal Decree 5/2015, of October 30th, in which the revised text of the Basic Statute Law for Public Employment was approved.

In addition, those applicants who enter the audition process due to being the spouse, direct descendant or descendant of the spouse of a Spanish citizen, or of a citizen from other countries in which free movement of workers is applicable by virtue of international treaties signed by the European Union and ratified by Spain, must provide proof of their relationship with said citizen by virtue of whom they are applying and, in the case of descendants over 21 years of age, provide proof of the fact that they live as dependants thereof. Likewise, these applicants must submit an affidavit or sworn statement made by said citizen, in which he or she affirms that they are not legally separated from his or her spouse.

Foreigners who are not citizens of European Union member countries, but who hold legal residence in Spain, may also be admitted, in accordance with the provisions of Article 57.4 of the Basic Statute for Public Employees. (E.B.E.P. in its Spanish initials).

In all cases, applicants who do not hold Spanish nationality must document their nationality.

- Not having been banned, by means of disciplinary proceedings, from service in any of the public administrations; nor by the constitutional organs or statutes of the Spanish autonomous communities; nor have absolute or special disqualification from any workplaces or public positions by judicial resolution for access to the category of civil servant, or to carry out functions similar to those that they performed, in the case of work personnel, from which they had been suspended or disqualified. In the case of being a citizen of another country, not to have been disqualified or in an equivalent situation, nor have been subject to disciplinary or equivalent punishment which prevents access to public service on the same terms, in their own country.

- Having an advanced degree in Music, or as a Senior Professor, in the specialty of violin in accordance with the requirements of this audition.

- Proving themselves to be in possession of knowledge of the Catalan language (B certificate). The selected applicants who do not have a sufficient command of the Catalan language must acquire said level within a maximum period of two years.

- Applicants who do not have Spanish nationality must prove their knowledge of the Spanish language, in both oral and written expression, at a sufficient level to carry out all functions of the workplace. In these cases, the interested parties must indicate and prove, where applicable, that they are exempt from taking the Spanish language test. Any selected applicants who do not have a sufficient command of the Spanish language must acquire said level within a maximum period of two years.

- Applicants who have submitted documentation in a foreign language and who have passed all stages of the process must present a corresponding sworn translation in order to formalize their contracts.

3- Submission and admission of applications

Applicants wishing to take part in the auditions must register online at www.muvac.com/obc. They must submit:

- a) A Curriculum Vitae or résumé, which briefly outlines his or her academic background and professional experience. Only duly accredited merits will be evaluated. Hence, it is essential to include copies of contracts or orchestra certificates.
- b) A scanned copy of his or her identity card or passport. The original document must be presented on the day of the audition. A copy of the musician's bachelor's degree.
- c) A link to a recording of the solo works and orchestral excerpts required for the preselection stage. This recording must be made in one single take from start to finish, unedited and with optimal sound quality. Excerpt to be recorded is stipulated in Annex 2 of these rules.

It is also possible to register by means of a request presented in the manner determined by Article 16 of Law 39/2015, of 1 October, of the Common Administrative Procedure of public administrations. In addition to personal data, it shall be necessary to provide a valid email address, it being the applicant's responsibility to make a notification in the event of any changes by means of a request to the OBC's management department. In the request, the instrument(s) and chosen specialties must be clearly stated. The request form appears as an attachment to Annex 1.

Requests must be accompanied by:

- National identity document and a copy of the musician's bachelor's degree.
- Curriculum Vitae. Documentation accrediting specific requirements and merits presented. Only duly accredited merits will be evaluated. Hence, it is essential to add copies of contracts or orchestra certificates.

- Link to the video recording required for the preselection stage. This recording must be made in one single take from start to finish, unedited and with optimal sound quality. Excerpt to be recorded is stipulated in Annex 2 of these rules.
- Application form (Annex 1)

Candidates with disabilities must indicate their type of declared disability in their application, and specify, where appropriate, the adaptation of time and material resources necessary in order to undertake the audition and the procedures provided for in the convocation, and the reason, or reasons, for these measures. In accepting such adjustments or adaptations, said candidates must comply with the provisions of Article 6 of Decree 66/1999, of 9 March, of the Generalitat de Catalunya (Government of Catalonia) and submit the corresponding expert opinion of the multi-professional teams referred to in Article 4.3 of the same decree.

Likewise, those who have had the legal condition of disability recognized, but who do not initially declare it, shall be admitted to the undertaking of the exercises without having to prove their aptitude prior to its commencement; without prejudice to the fact that once they have passed the selection process, they must accredit their ability to perform the functions for the professional exercise of the corresponding category. For these purposes, applicants with disabilities must submit the corresponding expert opinion of the multi-professional teams referred to in Article 4.3 of Decree 66/1999, of 9 March, of the Generalitat de Catalunya (Government of Catalonia) on access to the public service for people with disabilities and multi-professional assessment teams.

Applicants give their consent to the processing of all personal data that is required to take part in the audition and for the rest of the handling of the selection process, in accordance with the regulations in force by law.

Applicants must state and provide proof, where appropriate, that they are exempt from undertaking the Catalan language test, by means of the General Directorate of Linguistic Policy certificate or its equivalent.

Deadline for submitting applications for the selection process

The above documentation must be submitted within the non-extendable maximum period of 20 calendar days, counting from the day following the announcement of the audition in the Butlletí Oficial de la Província de Barcelona. This application submission deadline information will also be published on www.muvac.com and L'Auditori website <https://www.auditori.cat/ca/procesos-seleccion>

List of admitted and excluded persons (provisional and final version)

Following the application submission deadline, the Department of Human Resources of the Auditori will publish a provisional list of admitted and excluded candidates on the Auditori website (<https://www.auditori.cat/ca/procesos-seleccion>).

Applicants may contest those results by providing arguments they consider appropriate within ten working days, counting from the day following the publication of the provisional list of admitted and excluded persons.

In the event that an applicant does not appear on the provisional list of admitted or excluded persons, a copy of the application submitted at the time of lodging the application must accompany the corresponding claim.

The list of admitted and excluded applicants, as well as successive announcements pertaining to the audition, will be published on the Auditori website (<https://www.auditori.cat/ca/procesos-seleccion>).

4- Characteristics of the selection process

The selection process will proceed as follows:

1st stage. - Evaluation of merits via cv and video recording.

- Professional experience and education (up to 3 points). It will be just valued the experience and education accredited in the document, by degrees, work contracts and/or company certificates or concert programs.
 - o Professional experience:
 - Professional experience of 10 weeks or more in professional symphonic orchestras (1 point)
 - Professional experience of 5 weeks or more as Principal Second Violin position in professional symphonic orchestras (1 point)
 - o Education: Master's in music (1 point)

- Video recording (up to 7 points).

This recording must be made in one single take from start to finish, unedited and with optimal sound quality. Excerpt to be recorded is stipulated in Annex 2 of these rules. Evaluation of the recording will be based upon the following criteria: beauty of sound, intonation, rhythm, musicality, and attention to articulation, phrasing and dynamics.

Candidates with scores of less than 5 points will be excluded from the audition process and will not be allowed to proceed to the second stage of the selection process.

OBC members with a tenured contract will pass directly to the second round of the live audition.

The list of candidates who have passed the first stage and are admitted to the live audition will be published on the Auditori's website (www.auditori.cat)

Second stage – Audition

Audition will take place the Auditori of Barcelona (Lepant, 150) on **May 6th, 2025**. Applicants must perform on the instrument which they would use if they were to join the orchestra. The tuning of the orchestra is A442.

The second stage will consist of three rounds. In order to ensure anonymity, candidates will perform the repertoire (chosen on the day of the audition from the material as stipulated for these rounds in Annex 2) behind a screen during the first and second rounds. Third round of the second stage will be played without screen.

Members of the selection committee will evaluate each of the candidates publicly at the end of each round.

1st and 2nd round: Each member of the selection committee will decide whether the candidate is SUITABLE or NOT SUITABLE. He or she will be considered SUITABLE if more than 50% of the selection committee members deem so. Passing each round means being able to move on to the following round. In any of these rounds, the Selection Committee may terminate the performance of each candidate when it deems it appropriate.

3rd round: Each member of the Selection committee will evaluate each candidate with a score from 1 to 5. The resultant arithmetic figure will be the candidate's final score. If a candidate gets a result of 3 points or more, he/she will be considered SUITABLE to form part of the orchestra. Voting in this third round will be done in writing and simultaneously. The Secretary will collect all votes and calculate the average score of each candidate.

The selection committee will publish a list of the SUITABLE candidates and their scores. These final scores will determine the results of the selection process.

In general, and regarding the audition covered by this convocation, the chairman of the selection committee will guide the rest of the committee in respect to criteria regarding the minimum level that the applicants must achieve, in accordance with the needs and aims of the orchestra.

The selection committee may summon applicants for an audition and/or interview to assess their personal characteristics of adaptation to the workplace. If such a request is made, it shall be compulsory and will be evaluated on a scale of up to 10 points. Candidates who do not reach a minimum score of 5 points will be eliminated. Under no circumstances may this score alter the order of priority established in the previous round of auditions.

5. Results of the selection process

Once the evaluation of the qualifications of applicants has been completed, the selection committee shall publish a list, which contains the suitable applicants' scores, in descending order, on the website <https://www.auditori.cat/ca/procesos-seleccion>.

The best-rated candidate will be appointed as Principal Second Violins of the OBC, with tenured contract in the corresponding category.

Once this position has been filled, the orchestra reserves the right to offer a temporary contract in a lower category of the same instrument to the suitable candidates with next highest score.

In the event of a tie in the final score and considering the Equality Plan of L'Auditori, the audition will be resolved in favor of the applicant whose gender is less represented in the professional group object of this opposition. In case of continuing to persist, the oldest candidate will be chosen. If it has not finally been possible to settle the tie, the President's vote will be of quality.

The applicants proposed by the selection committee must submit the requested supporting documents to the orchestra's office (C/Lepant, 150) within the term of 20 calendar days from the publication of the list of approved persons.

If, within this term, and except in cases of force majeure, a proposed candidate does not submit the necessary documentation or does not meet the requested requirements, he or she may not be hired and all actions shall be null and void, without any prejudice in terms of any responsibility he or she may have for making false statements on his or her audition application form.

Incorporation into the orchestra shall be made once, if necessary, the corresponding Spanish work and residency permit is obtained. In this case, incorporation will take place once this permit is issued. The orchestra will bear no financial responsibility for these procedures. Upon joining the orchestra, the applicant must demonstrate his or her knowledge of Catalan and Spanish. In the event that the applicant does not have sufficient command of the Catalan and/or Spanish language, he or she must undertake to acquire this level within a period of two years.

Applicants are solely responsible for the cost of their travel and lodging. In addition, the orchestra is unable to provide access to rehearsal rooms prior to the audition.

6. Selection Committee

The nominal composition of the Selection Committee will be published in due course on the Auditori website prior to the start of the preselection stage. It will be made up of a president, orchestra members and a secretary.

A representative of the Catalan Government (Generalitat de Catalunya), a representative of the Barcelona City Council, an internationally renowned musician of the instrument whose place is convened and/or an internationally renowned orchestra conductor may also be members.

A union representative from L'Auditori designated by the orchestra's labour committee will be present in the selection process, with a right to speak but no voting rights, and will not form part

of the committee. The orchestra's labour committee shall designate an appointee and a substitute for this selection process.

The selection committee may determine the incorporation of specialized consultants. These consultants, with a right to speak but no voting rights, may participate in all or some of the auditions and shall be limited to the exercise of technical specialties, on which their collaboration with the Committee shall be exclusively based.

The selection committee may exclude from the selection process any participant who shows any conduct contrary to good faith or conduct which aims to undermine the principles of equity and equality, or any other type of conduct which alters the normal evolution of any of the phases established in the convocation of the audition.

The selection committee may not be constituted nor act without the attendance of a simple majority of its members, whether appointees or substitutes. A simple majority of votes shall adopt decisions.

7. Resources

In accordance with the provisions of Law 39/2015, of 1st October, on the Legal Framework of Public Administrations and the Common Administrative Procedure, the interested parties may submit an appeal for reversal against the acts of the convening authority before the Management within a period of one month from the day following the date of its publication.

The minutes and resolutions of the Selection Committee may be challenged by the interested parties by means of an appeal made to the Manager of L'Auditori within a period of one month from the day following the date of its notification or publication.

An appeal for reconsideration against these requirements may be lodged before the Executive Committee within a period of one month from the day following their publication or an administrative appeal before the jurisdiction of the contentious administrative Selection Committee in the period of two months from the day following their publication.

Barcelona, 7th March 2025

ANNEX 1

APPLICATION FORM – OBC PRINCIPAL OF SECOND VIOLINS

Surname		Name	
ID card or passport		Nationality	
Address		Country	
Phone number		E-mail address	

I DECLARE

That I wish to take part in the selection process for Principal of Second Violins and I accept the rules of the process.

That I meet the requisites required, by sworn declaration of the data expressed in my academic and professional curriculum, indicating said titles and merits, as well as all work accomplished; that this is true and that I have the corresponding official accreditation.

Signature:.....

ANNEX 2 - ORCHESTRAL REPERTOIRE

1st stage: audio-visual recording for preselection

This recording must be made in one single take from start to finish, unedited, with optimal sound quality and without piano accompanying

First movement from **one** of the following concerts, chosen by the candidate:

MOZART: Concerto for violin and orchestra no. 3 in G Major, KV216 (cadenza Franko)

MOZART: Concerto for violin and orchestra no. 4 in D, KV 218 (cadenza Joachim)

MOZART: Concerto for violin and orchestra no. 5 in A, KV 219 (cadenza Joachim)

2nd stage: audition

1st round (behind curtain)

a) First movement from **one** of the following concerts, chosen by the candidate:

MOZART: Concerto for violin and orchestra no. 3 in G Major, KV216 (cadenza Franko)

MOZART: Concerto for violin and orchestra no. 4 in D, KV 218 (cadenza Joachim)

MOZART: Concerto for violin and orchestra no. 5 in A, KV 219 (cadenza Joachim)

b) 2 orchestral excerpts from the ones detailed in the second round, chosen by the panel the day of the audition.

2nd round (behind curtain)

Orchestral excerpts:

BARTOK: Concerto for orchestra (violin 2)

Finale. From 5 after rehearsal number 8 (upper divisi) to 2 before rehearsal number 52.

BEETHOVEN: Symphony no. 6 (violin 2)

2nd movement: from the beginning to bar 18, 3rd tempo.

3rd movement: scherzo. From the beginning to bar 85.

BRAHMS: Concerto for piano and orchestra no. 1 (violin 2)

Finale. From letter E to 37 after E

BRUCKNER: Symphony no. 9 (violin 2)

3rd movement: from letter D to 8 after D. From I to 11 after I.

DEBUSSY: La Mer (violin 2)

2nd movement: from rehearsal number 33 to 3 before rehearsal number 39

MOZART: Magic Flute (violin 2)

Overture: from allegro to 41 after allegro.

SCHUMANN: Symphony n° 2 (violin 1)

Scherzo. From bar 1 to 55

STRAUSS: Don Joan (violin 1)

1st page. From bar 1 to 13 bars after letter C

3rd round (without curtain)

a) Romantic concert. First movement, with cadenza, from **one** of the following concerts to be chosen by the candidate:

BEETHOVEN: Concerto for violin in D, op.61

MENDELSSOHN: Concerto for violin in E minor, op.64

LALO: Spanish Symphony for violin

BRAHMS: Concerto for violin in D, op.77

TXAIKOVSKI: Concerto for violin in D, op.35

SIBELIUS: Concerto for violin in D, op.47

b) Orchestra solos:

BACH: St. Matthew's Passion.

2nd Orchestra. Solo núm. 51 Arie (Gebt mir meinem jesum wieder)

LISZT: Faust Symphony.

From letter B to 5 bars after D

c) orchestral excerpts from the ones detailed in the second round, chosen by the panel the day of the audition.