INTERNATIONAL COMPETITION AND AUDITION for THE TEATRO ALLA SCALA CHOIR

Art. 1

The Teatro alla Scala Foundation is holding an international public competition for permanent positions and an audition for supplementary members each for the following Teatro alla Scala Choir sections:

Soprano
Mezzo-soprano
Alto
Tenor
Bass

At the end of the examination tests the Examination Board will establish an audition ranking list which will be approved with a measure by the General Manager of the Teatro alla Scala Foundation and it will be valid for 12 months beginning from the date of the approval of the currently 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 non-eligibility for the International Competition does not invalidate the Audition Ranking.
Suitable candidates for the following vacant positions in the Choir:

<table>
<thead>
<tr>
<th>Role</th>
<th>Positions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Soprano</td>
<td>n. 3 positions</td>
</tr>
<tr>
<td>Mezzo-soprano</td>
<td>n. 1 position</td>
</tr>
<tr>
<td>Alto</td>
<td>n. 3 positions</td>
</tr>
<tr>
<td>Tenor</td>
<td>n. 3 positions</td>
</tr>
<tr>
<td>Bass</td>
<td>n. 3 positions</td>
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</tbody>
</table>

will be placed in a specific ranking list, valid for 18 months beginning from the date of the Teatro alla Scala General Manager approval, pursuant to current contractual regulation in accordance with article 7.
Art. 2: Admission Criteria

a) be at least 18 years of age;
b) are Italian or EU citizens, or non-EU nationals legally residing in Italy and holders of a residence permit for reasons of hired employment, or an equivalent valid document;
c) physical suitability to the job. The hiring of the competition winners is subject to assessment of the aforementioned suitability by means of a medical examination which will be arranged upon indication of the Direction of Teatro alla Scala Foundation. The prescribed requirements must be possessed on the date of issue of the present competition announcement.

The above requirements must be held on the publication date of this competition notice.

Art. 3: Application Form

Application form 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 1st July 2021.
The application must be accompanied by a video, uploaded in accordance with the instructions mentioned in the aforesaid procedures, containing an Italian Opera Aria performed by the candidate with piano accompaniment.

At the end of the procedure for completing the application, 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.
Candidates admitted possessing the requirements under art. 2, will be called by e-mail to the e-mail address given by the candidate during the registration phase to attend the examination. The absence will be considered as renounce.
The tests of candidates found to have made false or inaccurate declarations will be void.
Competitors not admitted or admitted with reserve will be informed by email.
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 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 General Manager of the Teatro alla Scala Foundation in agreement with the current regulation.

Art. 6: Examination tests

The calendar of the examination test will be available on the website www.teatroallascala.org. Any changes to the calendar will be promptly communicated through the website. Examination tests may be held in multiple stages and on different days.

In accordance with current regulation in force at the time of the date of issue of the competition announcement, related to Covid-19 epidemiological emergency restrictions measures and as a result of changes in these regulations, which may occur as a result of a different trend of the pandemic phenomenon, the tests may be subject to change, providing for the execution of selective phases not necessarily in presence. The Foundation will promptly inform candidates.

As a consequence of changes in the above-mentioned regulations, due to a different course of the pandemic phenomenon, the selection procedures may undergo variations, of which candidates will be promptly informed.

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 permanent position. The candidates admitted will be informed by HR Directorate about exam phases notification and its processes.
Competitors, called to perform the examination tests in presence, must present themselves with the following documents:

- valid identity card or passport.
- for competitor of non-EU countries legally residing in Italy, residence permit or any other document certifying the possession of the requirement under art. 2 point b) of this announcement.

The Examining Commission may ask applicants to perform part or all of the examination programs.

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

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

In the event of ex aequo, the Teatro alla Scala will consider the seniority matured working the Foundation and, in the alternative, the age.

Art. 7: Examination Programs

Applicants can visit our website at www.teatroallascala.org in order to consult and download coral pieces without a prior request.

The Board of Examiners may ask applicants to perform part or all of the following examination programme.

- execution of three arias of different authors (at least one in Italian) chosen by the applicant,
- execution of two chamber or oratorio areas chosen by the applicant,
- execution of vocalization,
- first sight-reading,
- execution of the following coral pieces:

Examination programs involve:
- W.A. Mozart: Requiem: “Kyrie”
- G. Verdi: Dai Quattro pezzi sacri: “Ave Maria”
- G. Verdi: Messa da Requiem (ed. critica Ricordi) n. 7 Libera me, domine da pag. 207 (Requiem aeternam) sino alla fine (pag. 236)
- G. Verdi: Coro Uomini Aida: Gran Finale secondo fino a pag.144 (ed. Ricordi 42602)
- G. Verdi: Coro Donne Macbeth: Atto I Coro di Streghe da pag. 8 a 30 e da pag. 43 a 54 (ed. Ricordi 138713)
- J. Brahms: Ein deutsches Requiem: n. 4 “Wie lieblich sind deine Wohnungen”
- execution of a song chosen by the Commission, individually studied in a closed room in 15 minutes with piano accompaniment.

Art. 8 Formation of the competition list

At the end of the competition, the Examining Commission will draw up a ranking that will include the overall grade obtained by each candidate. At the end of the competition, the Examining Commission will draw up a ranking that will include the overall grade obtained by each candidate. The classification will be approved by the General Manager of the Foundation upon verification that the candidates effectively fulfill the admission criteria. Suitable candidates who are adequately ranked 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 present or send the following documents:

1) a valid identity document in which their date and place of birth are indicated, as well as the citizenship;

2) for citizens of countries outside the European Union: photocopy of the valid residence permit or residence card. In case the residence permit has a fixed duration for work reasons, the document must be accompanied by a photocopy of a certificate stating that the candidate has an accommodation;

3) the educational qualification pertaining to the function, in the original or 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 produced by the applicant and to request further certification in case the information cannot be inferred from the aforementioned document.

In accordance with Art. 2 point c) the Management of the Teatro alla Scala Foundation 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 art. 3, paragraph 5 bis, of the Decree Law of 30 April 2010 n. 64 converted with Law 29 June 2010 n. 100, and as well as to the Contratto Scala, for the members of the Choir working in Lyric and Symphonic Foundations, including with economic treatment.

From the end of the trial period and in order to work out the periodical salary increase for length of service, the length of service in Foundations will be recognized by the current Contratto Scala for working periods of at least three consecutive months.

Winners with a length of effective service of 2 years as a choir member in a Fondazione Lirica Sinfonica will be corresponded at the hiring moment a 5th level of Contratto Scala.
The winner must start working on the date indicated in the employment letter: 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 take on the suitable candidate who immediately follows in the ranking. The employment described in the previous paragraph can also take place, in the same period of time and subject to art. 3, paragraph 5 bis above-mentioned, if an identical position to the one put in competition were vacant.

Milan, 1st June 2021

General Manager
(Maria Di Fereda)

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