INTERNATIONAL COMPETITION FOR POSITIONS IN BALLET COMPANY

Art. 1

The Teatro alla Scala Foundation is holding an international competition for the following positions in the Ballet Company of the Theatre

**PRINCIPAL MALE DANCER**, with obligation of étoile, solo and mimo  
N. 1 POSITION

**PRINCIPAL FEMALE DANCER**, with obligation of étoile, solo and mimo  
N. 1 POSITION

**SOLOIST MALE DANCERS**, with obligation of principal, Corps de Ballet and mimo  
N. 2 POSITIONS

**SOLOIST FEMALE DANCERS**, with obligation of principal, Corps de Ballet and mimo  
N. 2 POSITIONS

**CORPS DE BALLETT MALE DANCERS** with obligation of mimo  
N. 8 POSITIONS

**CORPS DE BALLETT FEMALE DANCERS** with obligation of mimo  
N. 8 POSITIONS

Art. 2: Admission Criteria

a) be at least 18 years of age;
b) be Italian or EU citizens, or non-EU citizens nationals legally residing in Italy and holders of a residence permit for reasons of hired employment, or an equivalent valid document, or refugee’s status or subsidiary protection status;
c) in accordance with Legislative Decrete N. 81 of 9 April 2008, article 41 comma 2 bis, the hiring of the competition winners is subject to assessment of the healthy and robust physique aimed at suitability for the job by means of a medical examination which will be arranged upon indication of the Direction of Teatro alla Scala Foundation;
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” - “competitions and auditions”, according to the instructions available, no later than 13th June 2021.

The application must be accompanied by a video, uploaded in accordance with the instructions mentioned in the aforesaid procedures. The video performed by the candidate and no longer than 2 minutes, should consist of a classical variation at the candidate’s choice.

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 e-mail 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 or 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 to examination tests, which could take place in several stages and in different days, 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 auditions of candidates with false or inaccurate declarations will be void.

Competitors not admitted or admitted with reserve will be informed by e-mail. 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 Decrete 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 test**

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. The examinations may be held in several 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, examination tests in attendance may be preceded by a preselection based on the assessment of the videos accompanying the application form.

In the event of any changes in the above-mentioned regulations, due to a variation of the pandemic trend, our procedures for selections could be allowed to vary and applicants will be promptly informed.

In conseguenza di variazioni della normativa suddetta, intervenute a seguito di un diverso andamento del fenomeno pandemico, le modalità selettive potranno subire variazioni, di cui verranno tempestivamente informati i candidati.

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.

Applicants must present themselves with the following documents:

- a valid identity card or passport;
- for applicants 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 competition notice.

All the participants must wear the following garments:

**MALE DANCERS:**
- tights and t-shirt.

**FEMALE DANCERS:**
- pink tights;
- leotard/body;
- pointe shoes;
- demi-pointe shoes;
- no skirts or other elements.

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

**Art. 7: Examination Programme**

**PRINCIPAL MALE DANCER** with obligation of étoile, solo and mimo:

- Full classical dance lesson
- A variation chosen from the following three:
  - La Bayadère (choreography: Nureyev), Solor, 2nd act;
  - Schiaccianoci (choreography: Nureyev), Principe 2nd act;
  - Bella Addormentata (choreography: Nureyev), Principe 3rd act.

**PRINCIPAL FEMALE DANCER** with obligation of étoile, solo and mimo:

- Full classical dance lesson
- A variation chosen from the following three:
• Don Chisciotte (choreography: Nureyev), Kitri, 2nd act;
• La Bayadère (choreography: Nureyev), Nikya, 2nd act;
• La Bayadere (choreography: Nureyev), Gamzatti, 2nd act.

SOLOIST MALE DANCERS, with obligation of principal, Corps de Ballet and mimo:

- Full classical dance lesson
- A variation chosen from the following three:
  • Corsaire (choreography: Holmes), Ali, 2nd act;
  • Giselle (choreography: Chauvirè), Principe, 2nd act;
  • Čajkovskij (choreography: Balanchine), Pas de deux.

SOLOIST FEMALE DANCERS, with obligation of principal, Corps de Ballet and mimo:

- Full classical dance lesson
- A variation chosen from the following three
  • Paquita (choreography: Petipà), Étoile variation;
  • Giselle (choreography: Chauvirè), Giselle, 1st act;
  • Bella Addormentata (choreography: Nureyev), Variazione, 1st act;

CORPS DE BALLET MALE AND FEMALE DANCERS with obligation of mimo:

- Full classical dance lesson
- Classical variation of repertoire lasting no more than 90 seconds at the candidate's choice

Candidates, if they do not wish to take advantage of the piano accompaniment made available by the Theater, can bring with them a recording of the music on which they intend to perform the variation.

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

Art. 8: Classification and Employment

At the end of the competition, the Examining Commission will draw up a ranking (for each position of this competition announcement) that will include the overall grade obtained by each qualified candidate.
In the event of ex aequo, the Teatro alla Scala will consider the seniority matured working in the Foundation and, in the alternative, the age.

The classification will be approved by the General Manager of the Foundation upon the effectiveness of the admission requirements.

The 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 Extra-UE citizens: photocopy of the valid residence permit or residence card. In case the residence permit has a fixed term duration for work reasons, the document must be with a photocopy of a certificate stating that the candidate has an accommodation;

The Theatre reserves the right pursuant to Art. 45, first sub-section or the DPR (Decreto Presidente della 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.

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 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 follow 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.

Milan, 10/5/21

General Manager
(Maria Di Freda)

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