

**Conditions for the Auditions for the selection and hiring, through the state examination system, of musicians for the Orquesta Sinfónica de Galicia, OSG, corresponding to the post of Principal Cello.**

**ONE. Purpose of the auditions**

The object of the present Auditions is for hiring, through the state examination system, of 1 Principal Cello Instrumentalist Professor in the staff of the Consortium for the Promotion of Music, in accordance with Article 5 of Royal Decree 1435/1985, of 1 August, which regulates the Special Employment Relationship of Artists in Public Performances, as well as articles 22, 23 and 24 of the Orchestra Contract in force of the Consortium for the Promotion of Music published in Spanish State Bulletin number 107 dated 6 June 2014, and through the procedure provided for in these conditions.

The post belongs to the Orquesta Sinfónica de Galicia (OSG).

The functions of this post are those established in the Orchestra Contract which states the following: the instrumentalist professors who have the greatest musical responsibility in their section shall be considered Principals. When there are two principals, as in the case of cellos, and both play together, the placement will be established by the Music Director, determining who occupies the secondary position.

The principals, in addition to the functions entrusted to them as Instrumentalist Professors, will take care of and be responsible for the technical functioning of their section.

The selection process shall be carried out by means of the audition system.

**TWO. Requirements for applicants**

In order to take part in the auditions, applicants must meet the following participation requirements on the closing date for the submission of applications and maintain them until they the signing of the employment contract:

1. Have Spanish nationality or that of one of the member states of the European Union, or legal residence in Spain. Nationals of other States may access the auditions in accordance with the conditions established in article 57 of Spanish Royal Legislative Decree 5/2015, of 30 October, approving the revised text of the Law on the Basic Statute of Public Employees.

2. Be over the age of 16, and not exceed, as applicable, the maximum obligatory retirement age.

3. Hold a Bachelor Music Degree in the speciality of Violoncello or to be able to obtain it on the date on which the indefinite contract is signed, once the maximum trial period of 2 years has been passed. In case of degrees obtained abroad, the holder must hold the equivalent degree or be in a position to do so on the date on which the indefinite contract is signed.

4. Not suffer from any physical or mental illness or disability that impedes the performance of the corresponding tasks. Persons with a disability must state this in their application, indicating if they need to adapt the auditions. The condition of being disabled will be accredited with the corresponding official certificate.

5. Not have been dismissed through disciplinary proceedings of any public administration or of the constitutional or statutory bodies of the autonomous regions, nor be in the situation of absolute or special disqualification for the performance of public posts or positions by court order, in the event of accessing the same professional category to which they belonged.

6. Have accreditation of knowledge of the Galician language. In the event of not being able to accredit it, it will be required once the maximum trial period of 2 years has been passed, for the purpose of signing the indefinite contract, if applicable.

### **THREE. Data Protection**

In accordance with Spanish Organic Law 3/2018, on the Protection of Personal Data and Guarantee of Digital Rights, we inform you that the personal data provided by applicants will be included in the files of the Consortium for the Promotion of Music (OSG), as a participant in the personnel selection processes, to manage the contact and selection processes for filling vacancies carried out by the Consortium, accepting the terms and conditions that govern the auditions.

The applicants also authorize that the lists of those who have been admitted or excluded and those containing the results of the selection process and its final result may be published on the noticeboard, digital media and website of the OSG in order to facilitate the control and transparency of the selection process.

Applicants may exercise their rights of access, cancellation, rectification and opposition recognised by the LOPD by means of a written and signed request to the Consortium for the Promotion of Music-OSG at the following address: Glorieta de América nº3, 15004 A Coruña, attaching in any event a copy of their National Identity Document, passport or valid work and residence permit in Spain, as appropriate. In the event of any modification of their data, they must notify it to the same address, holding the Consortium harmless from any liability in the event of failing to do so.

#### **FOUR. Presentation of applications and documentation**

The applications to take part in the corresponding auditions in which the applicants shall state that they meet the conditions required in these general terms and conditions for the vacancy, shall be addressed to the President of the Consortium and shall be presented, duly completed, within 20 working days from the day following the publication of the announcement of the auditions in the Official Bulletin of the Province of A Coruña, in one of the following ways:

- On the website of the Consortium for the Promotion of Music (<https://consorciopromocionmusica.sedelectronica.gal>), 24 hours a day.
- In the General Entrance Registry of the Consortium for the Promotion of Music, located in the Palacio de la Ópera (Glorieta de América nº3, 15004 A Coruña), from 9.00 a.m. to 2.00 p.m., Monday to Friday.
- In post offices, in the regulatory manner.
- In the diplomatic embassies or consular offices of Spain abroad.
- By any other means established by the provisions in force, provided that the authenticity of the documentation presented is validly accredited.

In the event of not being presented in the Registry of the Consortium, the applicants must send an e-mail to the following address: [info@sinfonicadegalicia.com](mailto:info@sinfonicadegalicia.com), with a copy of the application duly registered within the submission deadline.

The applications must comply with the official format shown in the Annex to these terms and conditions.

For those who prefer to present their application on paper, the official application form will also be available in the General Registry of the Consortium for the Promotion of Music.

For those who present their application via the website of the Consortium (<https://consorciopromocionmusica.sedelectronica.gal>) the official application form will be as indicated in the specific procedure created for this purpose in the section TRÁMITES DESTACADOS.

The full terms and conditions will be published in the Official Bulletin of the Province, noticeboard and website of the Consortium.

Documentation to be presented:

- Application form (Annex I) duly completed.
- Photocopy of NIF, NIE or, if applicable, passport.
- Sworn statement accrediting compliance with the requirements

established in the second clause.

- Photocopy of a Bachelor Music degree in the speciality of cello or equivalent (optional with the application and obligatory before the indefinite contract is signed).
- Curriculum Vitae.

The details contained in the applications will be considered as the only valid details for notification purposes, and the candidate will be solely responsible for any errors in the entries and for any changes.

In order to be valid in this selection process, the documents presented must be issued in one of the official languages of the Autonomous Community of Galicia (Galician or Spanish); in case of documents issued in other autonomous communities, in order to be valid, they must be written in Spanish or translated by a graduate or by the corresponding body. In case of documents issued in a foreign country, they must be duly translated by a sworn translator.

#### **FIVE. Acceptance of applicants**

Once the period for submitting applications has expired, the Management will issue a decision within a maximum period of one month, declaring the provisional list of admitted and excluded as approved. In this decision, which will be published in the Official Bulletin of the Province, on the noticeboard and website of the Consortium (<https://consorciopromocionmusica.sedelectronica.gal>) on the *Noticeboard* and *Transparency Portal* in section 1. INSTITUCIONAL\_INSTITUCIONAL, 1.5 PERSOAL\_PERSONAL, 1.5.1. PROCESOS DE SELECCIÓN, a period of ten working days will be indicated to correct any errors; if the final day for presentation coincides with a Saturday, Sunday, or bank holiday, the deadline will be extended to the following working day.

Once the period to correct any errors has expired, the Management will approve the definitive list of applicants accepted and excluded, which will be published in the Official Bulletin of the Province, on the noticeboard of the Consortium, and on the website. The subsequent communications of the Jury with the applicants shall be made through the noticeboard of the Consortium and website and, if deemed appropriate, by means of communication via e-mail.

#### **SIX. Qualifying Jury**

According to Article 24 of the Orchestra Contract, the Jury will be composed of ten members, five members proposed by the management and five by labour

committee (with this part governed the system of distribution by orchestra sections families and similar), with the quality vote of the Music Director, who will be its President. The Artistic Committee will be represented in the Jury by one of its members with the right to speak but not to vote. The Secretary of the Jury will have the right to speak but not to vote.

Votes shall be secret and decisions taken by majority vote. In case of a tie, the quality vote of the Music Director will be used.

The Jury will be published with the final decision of the applicants who have been admitted or excluded.

The abstention and disqualification of the members of the Jury will be in accordance with articles 23 and 24 of Spanish Law 40/2015, of 1 October, of the Legal System of the Public Sector.

#### **SEVEN. Elimination round via curriculum vitae**

Once the final list of successful candidates has been published, the Jury will carry out a selection phase by means of curriculum vitae, which will be eliminatory in nature, and which will consider, among other things, proof of work/professional experience in positions of a similar category and periods of time worked. The evaluation and consideration of these requirements will be carried out by the Jury prior to the evaluation of CVs.

Applicants who have played with the OSG since August 2016 in the same position of these auditions, and the Instrumentalist Professors of the Orchestra who occupy lower category positions, will be exempt from this round.

At the end of the elimination round, the Jury will publish the results on the noticeboard of the Consortium and its website.

The same methods will also be used to notify the date and starting time of the audition for all candidates who have passed the elimination round via curriculum vitae. The audition will take place in the Auditorium of the Palacio de la Ópera, located in the Glorieta de América s/n, 15004 A Coruña.

#### **EIGHT. Selection System and Procedures**

The date and time shall be established as detailed in clause seven of these Auditions.

Applicants must be present with their identity card or credible document accrediting their identity.

The order of participation of the candidates will be made by drawing lots prior

to the start of the auditions to ensure the anonymity of the candidates in the first round of the audition, which will be behind a screen.

In each round, the appearance of the applicants will be required in person, excluding those who do not appear at the act.

The Jury may require applicants to prove their identity at any time.

At least the first round will be carried out behind a screen.

During the audition behind the screen, each applicant shall adhere to the strict performance of the program determined by the Jury and may not emit sounds, noises and/or words that may allow or facilitate their identification by the members of the Jury. Failure to comply with this provision may result in the elimination of the applicant from the selection process by means of a reasoned decision of the Jury.

During the audition behind the screen, no applicant or member of the Jury may use and/or display any electronic device.

The tuning of the Galician Symphony Orchestra is 441Hz.

**First round:** Performance of the first and second movement (with cadenzas) of Concerto No. 2 in D Major, Hob. VIIb:2" by F. J. Haydn.

This is an elimination round.

**Second round:** Performance of the first movement (with cadenzas, if applicable) of one of the following concertos: Dvorak, Shostakovich, Schumann, Elgar (Mov. 1 with cadences if any) and reading of the following orchestrated passages:

L.V. Beethoven	Symphony nº 5 (Movs. 2 & 3)
A. Bruckner	Symphony nº 7 (Mov. 1: 1 to A and E to G)
W.A. Mozart	Symphony nº 39 (Mov. 1: of measure 40 to letter C)

This is an elimination round

**Third round:** Performance of several orchestral excerpts of those detailed below, chosen by the Jury.

L.V. Beethoven	Symphony nº 8 (Scherzo trio)
J. Brahms	Piano Concerto nº 2 (slow movement)
J. Brahms	Symphony nº 3 (Poco Allegretto)
M. Ravel	Alborada del gracioso (Orchestral Excerpts Vol. I)
G. Rossini	William Tell: overture
A. Schoenberg	Kammersymphonie, op. 9 (1 <sup>st</sup> page)
R. Strauss	Don Juan (1 <sup>st</sup> and 3 <sup>rd</sup> page)
R. Strauss	Heldenleben (Start to 14 and 28 to 50)

This is an elimination round

If necessary, a **fourth round** will be held, consisting of sight-reading of one or more orchestral excerpts, at the choice of the Jury.

The Jury may, at any time during the participation of the applicant, interrupt the performance and terminate the execution of the work or interpreted excerpt,

when in its opinion the aptitude or inaptitude of the applicant is sufficiently accredited.

Each applicant must take part in the audition with the same instrument with which they will perform in the orchestra in the event of being selected, which may only be replaced by one of a higher category when beginning the tenure at the orchestra.

The Consortium will provide a pianist to accompany the auditions for anyone who requests it during the period for submitting applications.

Members of the public will be able to access the hall in which the auditions take place prior to the beginning of each round.

**NINE. List of Successful Applicants, Presentation of Documentation, and Signing of Contracts.**

Once the qualification of the applicants has been completed, the Jury will publish the name and surname of the person selected on the noticeboard of the Consortium and its website, as the number of successful candidates may not exceed the number of vacancies advertised. The Qualifying Jury may propose that the selection process be declared void if there is no candidate who has passed all the rounds.

The competent authority will proceed with the signing of the contract, having previously justified the conditions of capacity and requirements demanded in the auditions. The duration of the contract, as established in article 22 of the Orchestra Contract, will be for 1 year. At the end of the first year, one of the following circumstances may occur: the contract will not be renewed; the contract will be renewed for 1 year; or the professor will become a permanent staff member. If the contract is renewed for a second year, at the end of this period one of the following circumstances may occur: the contract will not be renewed, or the professor will become a permanent staff member.

During the term of the contract, the person hired will be registered in the General Social Security System, in accordance with current legislation; the basic working relations are governed by the Basic Statute of Public Employees and the Orchestra Contract of the Consortium for the Promotion of Music.

**TEN. Job Pool**

All applicants who pass 2 or more rounds will be included in a job pool for future hiring, which is necessary to cover urgently temporary vacancies due to sick leave, maternity leave, justified absences or in general when required by the

Orchestra.

On the Management's decision, at the proposal of the Jury, the job pool will be approved with the applicants who have passed 2 or more rounds, in order of highest to lowest score. This approval will be published on the noticeboard or the website (<https://consorciopromocionmusica.sedelectronica.gal/>).

The hiring process will be made according to the order of points established in the job pool, so that when temporary coverage is to be carried out, the job will be offered to the first applicant on the list.

This request will be made by e-mail or telephone. If the first member of the list is not located, the following applicants in the list will be contacted. Failure by a candidate on the list to reply will not be considered as waiving their right, and they will keep their place on the list for any subsequent appointments.

Members of the job pool who obtain an appointment to cover a vacancy will be removed from the job pool, and once their hiring is complete, they will be reinstated in their corresponding position.

Any failure to accept the job offered will mean the candidate will be relegated to the final position in the job pool, unless one of the following circumstances applies:

- Childbirth, maternity leave or similar situations.
- Serious illness that prevents attendance at work, provided that it is duly accredited.
- Situation of temporary disability.
- Performance of representative public office that makes it impossible to attend work.
- Being contracted with another orchestra/company (up to a maximum of 3 auditions).
- Taking a postgraduate course or similar.
- Cases of force majeure considered as such.

All of these circumstances must be duly accredited with the corresponding official documents.

The exclusion of an applicant from the job pool may occur for any of the following circumstances:

- Specific request.
- Having rejected an offer to fill a job vacancy 3 times.
- Failing to take up a position after accepting the offer for an unjustified cause.
- Having been definitively sanctioned for misconduct classified as serious or very serious.
- Failing to pass the probationary period.

## **ELEVEN. Incidents**

These terms and conditions may be challenged in accordance with the provisions of Spanish Law 39/2015 of 1 October on Common Administrative Procedure for Public Administrations.

Similarly, the Social Jurisdiction shall be the competent Jurisdiction to resolve any disputes in relation to the effects and termination of the employment contract.

Interested parties may lodge an appeal for reinstatement within a period of one month before the President, prior to the contentious-administrative proceedings within a period of two months before the Contentious-Administrative Court of A Coruña, from the day following the publication of the announcement in the Official Bulletin of the Province.

All other aspects not provided for in these terms and conditions shall be subject to the application of Spanish Law 7/1985, of 2 April, on Local Regime Terms and Conditions; the Revised Text of the current legal provisions on Local Regime, approved by Spanish Royal Legislative Decree 781/1986, of 18 April; the Revised Text of the Workers' Statute Law, approved by Spanish Royal Legislative Decree 2/2015, of 23 October; and the Orchestra Contract for Consortium Personnel; as well as the rules applicable to labour personnel contained in the revised text of the Law on the Basic Statute of Public Employees, approved by Spanish Royal Legislative Decree 5/2015, of 30 October.