



CALL FOR APPLICATIONS ORCHESTRA PROFESSORS

- SECTION DOUBLE BASS

Rai Radiotelevisione Italiana S.p.A. is promoting a call for applications to select no. **1 Orchestra Professor** to be hired under a permanent employment contract and Orchestra Professors to be hired under a fixed-term employment contract for future needs in the role of **Section Double Bass**. The resources will work under the Direzione Cultura ed Educational (Culture and Educational Department) - National Symphonic Orchestra, based in Turin.

1. ADMISSION REQUIREMENTS

The applicants should meet the following admission requirements:

- a) being not less than 18 years old;
- b) having obtained a Master's Degree or equivalent academic title for the instrument for which participation is taking place obtained at a State Conservatory or equal Musical Institute, or equivalent certification for qualifications obtained abroad.

Eligible for the selection process are Italian citizens, citizens of the European Union, and non-EU citizens, provided they are legally residing in Italy.

The aforementioned requirements are considered essential and mandatory, and must be met by the application deadline of this selection notice, as well as throughout the entire selection process and at the time of any potential employment.

2. GROUNDS FOR EXCLUSION

Admission to the call is prevented to those who:

- have been dismissed by Rai Radiotelevisione Italiana S.p.A. for just cause or subjective justified cause;
- have brought extrajudicial or judicial actions for labour disputes against Rai or other Company belonging to the Group, without prejudice to those who have ended the said actions and submitted their waiver to the competent offices before the deadline for the submission of the application form (**12 December 2024**);
- have mutually agreed with the Company on the employment termination under a severance package;
- submit an incomplete application form or incomplete documents proving the requirements defined under section 1.

3. ADMISSION APPLICATION

To submit the application, applicants should register on www.lavoraconnoi.rai.it and log in with their credentials by clicking on "Accedi" (Login).

Applicants who have not registered yet, can proceed to the registration by clicking on "Registrati" (Register) on the website www.lavoraconnoi.rai.it. After completing the registration procedure, the system will automatically generate an account and send a message to the email address specified upon registration. To complete the procedure and activate their accounts, applicants should click on the link provided in the email sent by the system.

Once logged in, to take part in the call, applicants should select their call of interest among those listed on the Home Page of the website www.lavoraconnoi.rai.it.

Therefore, they should:

- Read the call for applications and click on the button "Aderisci" (Participate) on the bottom right of the page;
- Fill in the requested forms (subject to preliminary acceptance of the Privacy policy);
- Confirm their participation by clicking on "Conferma" (Confirm);
- Check their inbox (including the Spam folder) to verify the reception of an automatically generated message from academy.selezione@rai.it confirming the application has been submitted correctly.

Applicants should submit their applications not later than 12:00 pm on 12 December 2024.

Any applications received in a format and/or through means different than those specified above (i.e., paper application, etc.), and/or after the deadline set out above, will not be reviewed.

In the event of significant and extended unavailability of the computer system during the period allowed to submit applications, Rai will inform applicants of the decisions taken regarding the application procedure by means of a notice published on the website.

The "FAQ" section provides instructions on how to submit your application correctly.

Anyone who has entered their CV on the website www.lavoraconnoi.rai.it, if interested, must confirm their participation by filling out the dedicated on-line form available on the same website.

All parts of the on-line admission application must be completed and included as attachments:

- **updated curriculum** with picture (.pdf format);
- **copy of Master's Degree** or equivalent academic qualification or a **certificate** issued by the Conservatory or equal Institute, reporting the score obtained in the final exam of the diploma course (.pdf format);
- applicants who have obtained a qualification abroad should attach a "**certificate of equivalence of qualification**" issued by the competent Italian diplomatic authorities in the country where the degree was issued. Alternatively, they might attach a "**Diploma Supplement**" (using the form provided by the European Commission) or **the certificates issued by ENIC-NARIC centres**, containing all the information reported in the certificate of equivalence of qualification (.pdf format);
- applicants who are citizens of a country not belonging to the European Union, should attach a copy of a valid residence permit enabling them to work, and documents proving they have adequate accommodation (.pdf format);

Rai will evaluate any foreign qualification according to the academic nature of the foreign institution that issued the title, the duration of the study programme, and the subjects reported in the academic curriculum. The evaluation will follow the parameters in use by the Universities when carrying out the equivalence assessment, as noted on the website of the Italian Ministry of Education, University and Research.

The applicants who fail to provide even one of the documents required in the admission application will not be admitted.

Auditions carried out by applicants providing untrue or inaccurate information in their application form will be considered void.

Failure to meet even one of the participation requirements or to submit documents proving the requirements above, subject to verification during the selection period or upon hire, will result in the applicant being excluded from the selection procedure, if in progress, or from the final ranking.

Given the conditions mentioned above, Rai may, at any time, order the exclusion from the rankings.

4. EXAMINATION BOARD

Applicants will be evaluated by an Examination Board consisting of five Members appointed by Rai.

5. ADMISSION TO AUDITIONS AND CONVOCATION

Applicants can verify their admission to the test by checking the convocation schedule published on the website www.lavoraconnoi.rai.it; the schedule will be followed by communication sent via mail specifying the convocation date and time (section 8).

This publication shall constitute notification for all legal purposes.

Failure to be present on the convocation date will be regarded as the applicant's withdrawal from the selection procedure.

6. AUDITIONS

Candidates admitted to the selection procedure will take an individual examination, assessed by the Examination Board.

The examination will be divided into:

- 1st behind screen elimination round;
- 2nd round;
- 3rd round and individual interview.

The first two rounds will be regarded as Auditions and will constitute a pre-selection qualification for access to the 3rd round.

1st elimination round (behind screen)

Only the applicants who obtain a score equal to or higher than **60/100** will be admitted to the 2nd round.

2nd round

The outcome of the 2nd round will result in establishing the Ranking B; this ranking will be used to identify applicants eligible to be hired under a **fixed-term contract**, as selected among those who have obtained a score equal to or higher than 60/100.

Only applicants with a score equal to or higher than **70/100** in the 2nd round will be admitted to take part in the 3rd round.

3rd final round

Applicants who obtain a score equal to or higher than **80/100** in the 3rd round will be short-listed and included in the ranking of the applicants eligible to be hired under a **permanent employment contract**.

The applicants short-listed for the 3rd round will also have an individual interview with an HR expert on the same day of the audition.

The score obtained in each round cannot be used in assessing the following round.

Auditions will take place in Turin from **27 to 31 January 2025**.

Rai reserves the right to change the time frame of the selection procedure.

All applicants must:

- show a valid identity document on the day of the audition;
- obtain the music material for the examination programme, available for download on the website www.osn.rai.it.

Applicants not wishing to be accompanied by the pianist provided by Rai will be entitled to be accompanied by a pianist chosen by them and at their own expense.

The Board can request the applicants to perform all or part of the examination programme; it can also ask the applicants to repeat the performance more than once.

Performances might be recorded. The Examination Board can use these recordings to take a final decision.

Applicants are not entitled to the reimbursement of travel and accommodation costs.

7. PUBLICATION OF THE RANKINGS AND RECRUITMENT

The selection procedure will result in 2 rankings:

Ranking "A"

Drafted after the 3rd round according to the score achieved.

The threshold for eligibility is equal to or higher than **80/100**.

Based on Ranking "A", Rai will hire the first eligible candidate in the ranking (**eligible candidate**) under a **permanent employment contract**, provided the candidate meets the requirements set out under section 1) and passes the pre-recruitment medical examination.

Eligible non-winners are candidates who, despite having obtained a score equal to or higher than the minimum eligibility threshold of 80/100, exceed the number of available positions.

Rai may draw from the list of eligible non-winners, during the period of validity, in the event of withdrawal or exclusion of eligible candidates, or in the event of unexpected needs, according to the order of scores, without prejudice to the eligibility threshold.

Candidates who do not reach the minimum eligibility threshold are **ineligible**. Applicants who are not eligible for the 3rd round will be enlisted in Ranking B.

Ranking "B"

Drafted after the 2nd round according to the score.

The threshold for eligibility is equal to or higher than **60/100**.

To cater to future needs, Rai will hire the eligible applicants enlisted under Ranking B based on their score, under a **fixed-term employment contract**, provided that they meet the requirements set out under section 1) and pass the pre-recruitment medical examination.

Ranking B will include applicants divided according to the following score:

- equal to or higher than 70/100: Applicants eligible for fixed-term employment contract and admitted to the 3rd round;
- equal to or higher than 60/100 and lower than 70/100: Applicants exclusively eligible for a fixed-term employment contract.

Ranking B will be exclusively used as a recruitment pool for possible fixed-term contracts.

It is specified that, for the purposes of making a fixed-term employment offer, the previous Ranking B, published on 27 May 2024, will be given priority until its expiry date, set for 26 May 2027, over the new Ranking B that will be created at the end of the current selection procedure.

Applicants who achieve a score lower than 60/100 will be regarded as "ineligible".

According to the times and modes specified during the proposal, the interested party should submit their acceptance of the permanent employment contract to the Company. The recruitment proposal's express or implicit refusal will result in the applicant's exclusion from the ranking and constitute a definitive renunciation to the selection.

In the event of waivers or disqualifications, or in the event of supervening business needs, the order of score in the aforementioned rankings will be followed, in compliance with the minimum thresholds set.

The validity of the rankings is 36 months from the date of publication.

The expected place of work is Turin.

8. COMMUNICATIONS

Communications will be sent via mail to the address specified by the applicants upon submitting their application. The admission to the next selection step and the scores obtained in the tests will also be published on the Home Page of the website www.lavoraconnoi.rai.it. The applicants' email address will also be used for communications during the subsequent pre-recruitment phase.

9. FINAL PROVISIONS

Rai will perform some stages of the selection in partnership with the external recruiting Company Gi Group SpA.

Any permanent employment relationship governed by the Collective Labour Agreement for Rai Orchestra Professors is subject to a six-month probationary period under art. 2096 of the Italian Civil Code. During the said period, each party may withdraw from the contract without notice or indemnity in place of the same.

Without prejudice to the provisions of Art. 32 - Leaves of absence - of the above mentioned Collective Labour Agreement for RAI Orchestra Professors, it is prohibited to work in any capacity whatsoever - whether for remuneration or free of charge and even during holiday periods - in favour of third parties (bodies, organisations, companies, private individuals, etc.) that carry out activities of the type that RAI performs.

Rai reserves the right to request non-EU candidates to present the original of their valid residence permit, which authorises them to work, as well as documentation proving they have suitable accommodation.

Rai also reserves the right, at any stage, to revoke the selection process at its sole discretion.

As stipulated in the 2024-2026 Three-Year Anti-Corruption Plan of Rai S.p.A., upon hiring, candidates will be required to formally declare the absence of any actual or potential conflicts of interest or incompatibilities.

Rome,