

EUSKADIKO ORKESTRA BASQUE NATIONAL ORCHESTRA

BASQUE NATIONAL ORCHESTRA COMPETITION TERMS & CONDITIONS

1. - PREAMBLE

1.1. ORGANISATION: The Management of the Orquesta de Euskadi S.A., based on Article 18 of the Staff Statute of the Company, establishes these Competition Terms & Conditions as the body of regulations to determine, with the highest possible criteria of objectivity and non-discrimination, all rights and obligations of all participants in said competitions.

1.2. COMPETITIONS: Positions among the artistic staff of the Orquesta de Euskadi, S.A. will be covered by means of internal or external competition, restricted or open depending on the case at hand and after the issuing of a public announcement as per existing regulations. The exception to this rule lies with the positions of Concertmaster, which can be decided by the Company. (Art.18. of the Staff Statute).

1.3. CRITERIA: Selection for admission to the Basque National Orchestra will be made according to criteria of quality and professional aptitude. The decision shall not be affected by any kind of discrimination for reasons of sex, religion, race or ideology. (Art.18 of the S.S.).

Under the same conditions of suitability, preference will be given to persons of the underrepresented sex in the recruitment category. Underrepresented will be understood as that sex that has a representation of less than 40% of the total of the category

1.4. PREFERENTIAL RIGHT: Members of the Company staff have the right to apply for a vacant position superior to their own and will have preferential right to said position in the event of presenting equal conditions to candidates who do not belong to the Company (Art.12 of the S.S.).

Company staff can apply for a vacant position of a category lower than their own provided that said vacancy is definitive. In such cases, the Company Management can agree to said application after having consulted the Artistic Director or Music Advisor. Incorporation to the position will only take place once the position resigned from has been filled (Art.12. of the S.S.).

2. - RULES

2.1. REQUIREMENTS: The requirements for each Competition will be established by the Management of the Orquesta de Euskadi, S.A. according to existing regulations.

2.2. EXERCISES: The Technical Director of the Orchestra will ask the Soloists in the relevant Instrumental Section to propose Exercises for the Competition. When prepared, the Exercises will be proposed to the Music Director and Advisor and to the Concertmaster, for their approval or modification; the Music Director will have the last say in their approval. In the event that no Soloists are available for the Section, the proposal will be made by the Music Advisor or Director.

2.3. OTHER INFORMATION AND REGISTRATION FORM: The rest of the information to be published will be managed by the Technical, Administration and Communication Departments, according to the Management regulations.

3. - PUBLICATION

3.1. ANNOUNCEMENT: The Call announcement will be made according to criteria of Openness and Competition, giving due prior notice.

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3.2. COMMUNICATION CHANNELS: The communication channels will be those established by the Management of the Orquesta de Euskadi S.A., in the endeavour to be as efficient as possible. Regular analysis is made of the efficiency of these channels and their potential improvement.

4. – ACCEPTANCE OF CANDIDACIES

4.1. PRESENTATION OF CANDIDACIES: Those wishing to take part in the selection process must present all required documentation within the given deadlines and as indicated in the Rules.

4.2. ACCEPTANCE OF THE RULES: All the candidates state that they are familiar with the rules of the Public Call, that they fully accept said rules and that they accept in advance the decisions of the Tribunal appointed by the Orchestra Management.

4.3. TRUTHFULNESS OF DETAILS PROVIDED: All the candidates make the equivalent of a sworn declaration with regard to the veracity of the details provided and documents submitted, and with regard to acceptance of the commitments acquired.

4.4. CANDIDACIES ACCEPTED: The list of candidacies accepted will be published on the orchestra website www.euskadikoorkestrai.es on the date indicated in the Rules.

4.5. EXCLUSION OF ACCEPTED CANDIDACIES: If, at any moment in time, even while the examination process is underway or when the candidate is finally being considered for the position, any inexact or false details giving grounds for exclusion are discovered, the situation will be considered irreparable and their exclusion can be decided.

5. - TRIBUNAL

5.1. COMPOSITION OF THE TRIBUNAL: The Tribunal will be composed according to the regulations established by the Orchestra Management on proposal by the Music Director or Advisor.

Professors of all categories at the Basque National Orchestra must participate in the Panels or Tribunals of competitions, public examinations and auditions when requested to do so by the Company, Director or Music Advisor. (Art. 19 of the S.S.).

All of the above-mentioned artistic staff called to sit on the Tribunal will have the right to voice and vote.

In the above-mentioned Tribunal formation categories are mentioned. In accordance with current regulations as regards equality between men and women, whenever possible, preference will be given to female staff until reaching, if possible, the minimum number of female representatives stipulated in said Law.

The Director General of the Company or a delegate, the Stage Manager, and a representative of the Company Committee can attend, all with voice but no vote.

The position of Tribunal Secretary will be held by the Technical Director, with voice but no vote.

The position of Tribunal Chair will be held by the Artistic Director or Music Advisor, with casting vote and right of veto.

5.2. ISOLATION OF THE TRIBUNAL: The Tribunal will meet some minutes prior to the start of the Audition. From that time on, Tribunal members shall communicate with no-one but the other Tribunal members until the entire selection process is completed.

5.3. TRIBUNAL FUNCTION: Once the Tribunal has been formed, a decision will be taken as regards the exercises to be carried out, the phases, and all procedures to be followed during the Audition.

The Tribunal will be authorised to solve all doubts that may arise and are not covered by these rules.

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At the end of the Audition, the Secretary will announce the suitable candidacies in order; in the event of no suitable candidates, the position will be announced as vacant.

The Secretary of the Tribunal will take Minutes of the Competition, breaking down the results of each Phase. The Secretary will raise the Tribunal proposal to the General Management to get the final approval.

6. - PARTICIPANTS

6.1. PRESENTATION OF CANDIDATES: Candidates must be present at the place of Audition and register at the reception desk at least half an hour prior to the start of the Audition.

6.2. DRAW: The order of access to the different phases will be decided by draw prior to the start of the Auditions and once the reception deadline has closed.

6.3. PIANIST: The Orchestra will provide each participant with an accompanying pianist during the Audition. Should the candidate wish to rehearse beforehand with the Pianist, the Orchestra will provide them with their contact details and place of rehearsal; in this case, the candidate will be responsible for hiring the pianist. Candidates are entitled to play with their own pianist.

6.4. WARM-UP: The participants must follow the indications of the Orchestra Technical Personnel when accessing the warm-up rooms prior to coming on stage.

6.5. INTRODUCTION: When the candidates come on stage, they will be introduced by the Stage Manager, who will only give their participation number.

6.6. TUNING: All Auditions will take place in A-442 Tuning; all candidates must bring their own tuners and must tune up before coming on stage.

6.6. WORKS: The candidates must play the pieces indicated in the rules.

6.7. COMMUNICATION WITH THE TRIBUNAL: During the Phase(s) behind the curtains, candidates must refrain from directly addressing the Tribunal. In the event of a doubt or question, they must ask the Stage Manager (out of hearing of the Tribunal), and the Stage Manager will convey the question to the Tribunal.

6.8. RESPONSIBILITY: Any participants not present when the list is closed prior to the start of the Audition, or when it is their turn to go on stage, will be unable to participate in the Audition, unless the Tribunal accepts their participation at the end of each Phase.

6.9. QUESTIONS TO THE TRIBUNAL: Once the Competition is over, the participants can make personal comments to the members of the Tribunal on the subject of their participation.

7. - CONTRACTING

7.1. CONTRACTING: The selected candidates must contact the Orchestra Administration and submit, within 15 calendar days, all of the documentation necessary to proceed with the contract process for their incorporation on the dates established by the Orchestra. They undertake to submit to the pertinent medical and psycho-technical examinations.

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7.2. TRIAL PERIOD: The Tribunal will meet before the 6-month probation period is over for those contracted and will decide, after having consulted the Soloists and the Section, whether to confirm or cancel the appointment. Their decision will be communicated by the Company before the end of the probation period.

7.3. INSTRUMENT: All those taking up a position shall provide the instrument in which they specialise (with the exception of Double Bass, Harp and Percussion). Under no circumstances shall the quality be inferior to that of the instrument presented at the Audition.

7.4. LIST FOR TEMPORARY CONTRACTS. In order to make the most of the recruitment processes, the qualifying Tribunal will draw up a list of candidates in each of the specialities convened who are considered suitable for temporary work positions for the same professional category as referred to in the public announcement or for another inferior to this.

7.5. LIST OF COLLABORATORS: All candidates considered suitable in the Audition but who are not finally contracted will be added, in the same order, to the list of Basque National Orchestra collaborators for the instrument in question. The Tribunal can add to this list, in lower positions, other candidates who, while not suitable for the position, do have sufficient proficiency for addition to the list of collaborators.

7.6. VALIDITY OF THE AUDITION: The list of suitable candidates will remain valid for 18 months from the date of audition.

7.7. OTHER VACANT POSITIONS: In the event that the position is covered by a person who already holds a permanent position with the Basque National Orchestra, the Tribunal can offer the next candidate the lower category position left vacant as a result.

8. – APPLICATION AND VALIDITY

These terms & conditions will be applicable from the date on which they are signed and will remain valid in full while no later version is introduced to replace them.

Signed in San Sebastián on 26th June 2024



Oriol Roch Izard
Director General



Robert Treviño
Music Director

*For interpretation purposes, the only valid version of the rules shall be the text written in Spanish.