

Requirements for the call to establish the percussion substitution pool for the Barcelona Symphony Orchestra

1- Purpose of the call

The purpose of this call is the creation of a substitution pool, with the category of Senior Professor of Music (Tutti) in the specialty of **percussion**, to be hired in the mode of temporary employment, based on the needs of the Consorci de L'Auditori i l'Orquestra in the department of the Barcelona Symphony Orchestra (hereinafter OBC).

The incorporation of temporary work personnel shall be limited to the circumstances established in the regulations, in line with the general principle of hiring staff at L'Auditori by means of passing through selective processes and whenever there are reasons for the maintenance of essential services, specifically:

- Temporary replacement of the appointees;
- Increase in staff for artistic needs for the temporary execution of programs;

The incorporations in any case must be made in accordance with the conditions stemming from the budgetary regulations.

The incorporation of temporary work personnel shall be governed by the labor relations of a special nature for artists in public performances provided for in the Workers' Statute and regulated by Royal Decree 1435/1985. The remuneration and the working hours shall be that agreed upon in the collective bargaining agreement.

2- Requirements for participation

All requirements must be met by the deadline for submission of applications and must be maintained for as long as the employment relationship with the Consorci de l'Auditori i l'Orquestra should last.

- Be at least 16 years of age and not exceed the age established for forced retirement.
- Have Spanish citizenship or those of other Member States of the European Union or those of states with which, under international treaties signed by the European Union and ratified by Spain, the free movement of workers is applicable.

Admission may also be allowed to the spouse, the descendants of the spouse, when either Spanish citizens or nationals of the other Member States of the European Union, or of those States with which, under international treaties, signed by the European Union and ratified by Spain, free movement of workers is applicable, independent of their nationality, provided that the spouses are not separated by law and, as regards their offspring, that they are younger than 21 years of age, or if older, that they live as dependents of their own progenitors. In accordance with the provisions of Articles 2 and 4 of Royal Decree 766/1992, of 26 June, on the entry and stay in Spain of nationals of member states of the European Union and other states that have been part

of the Agreement on the European Economic Area, signed in Porto on 2 May 1992, and ratified by Spain on 26 November 1993, subsequently modified by Royal Decree 737/1995, of 5 May.

In addition, those applicants who enter the call due to being a spouse, descendants or descendants of the spouse, whether Spanish citizens or from nationals of the other Member States of the European Union, or of states in which the free movement of workers is applicable by virtue of international treaties signed by the European Union and ratified by Spain, will have to prove their relationship with the national by virtue of which they are applying and, in the case of descendants over 21 years of age, the fact that they live as dependents thereof. Likewise, these applicants must submit an affidavit or promise made by the national, in which they state reliably that they are not separated by law from their spouse.

Foreigners who are not nationals of the Member States of the European Union, with legal residence in Spain, can also be admitted in accordance with the provisions of Article 57.4 of the Basic Statute for Public Employees. (E.B.E.P. in its Spanish initials).

In all cases, applicants who do not have Spanish nationality must document their nationality.

- Not having been separated by means of disciplinary proceedings from service in any of the public administrations or of the constitutional organs or statutes of the Autonomous Communities, nor to have absolute or special disqualification from any places of work or public positions by judicial resolution, for access to the category of civil servant or to carry out functions similar to those that they performed in the case of work personnel, from which they had been suspended or disqualified. In the case of being a national of another State, not to be disqualified or in an equivalent situation or have been subject to disciplinary or equivalent punishment that prevents, in their own State, access to public service in the same terms
- Having an advanced degree in Music, or as a Senior Professor, in the specialty relating to the instrument that is being chosen in accordance with the requirements of this call.
- Proving themselves to be in possession of the certificate of knowledge of the Catalan language (B certificate). The selected applicants who do not have a sufficient command of the Catalan language must undertake to acquire it within a maximum period of two years.
- Applicants who do not have Spanish nationality must prove their knowledge of the Spanish language, both in oral and written expression, at an appropriate level to carry out the functions of the place of work. In these cases, the interested parties must indicate and prove, where appropriate, that they are exempt from taking the Spanish language test. Any selected applicants who do not have a sufficient command of the Spanish language must undertake to acquire it within a maximum period of two years.
- Applicants who have passed all stages of the process, if they have submitted documentation in a foreign language, will have to present the corresponding sworn translation in order to formalize the contract.

3- Submission and admission of applications

Submission of applications

Anyone wishing to participate in this call can register online at www.muv.com/obc.

The profile on www.muv.ac needs to contain the following information and documentation:

- a) in the Curriculum Vitae section: academic and professional CV

- b) In the documentation section: photocopy of a valid ID document or passport, which will have to be presented physically on the day of the audition. Copy of the advanced degree in Music.
- c) In the videos section: link to the audiovisual recording required for preselection. This recording must be made in one take from beginning to end (as if it were a live audition), unedited and with optimal sound quality.

It is also possible to register by means of a request presented in the manner determined by Article 16 of Law 39/2015, of 1 October, of the Common Administrative Procedure of public administrations. In addition to the personal data, it shall be necessary to provide a valid email address, being the applicant's responsibility to notify should it change by means of a request to the Management Department of the OBC. In the request, the instrument(s) and the specialties chosen must be clearly stated. The request form appears as an attachment to Annex 1.

Requests must be accompanied by:

- National identity document, or residence or work permit in the case of foreigners.
- Curriculum Vitae.
- Documentation accredited according to the specific requirements and merits claimed.
- Link to the audiovisual recording required for preselection.

People with disabilities may indicate their type of declared disability in their application, indicating, where appropriate, the adaptation of time and material resources in order to undertake the auditions and exercises provided for in the call, and the reason or reasons for these. In accepting such adjustments or adaptations, it is necessary to comply with the provisions of Article 6 of Decree 66/1999, of 9 March, of the Generalitat de Catalunya (Government of Catalonia) and submit the corresponding expert opinion of the multi-professional teams referred to in Article 4.3 of the same Decree.

Likewise, people who have had the legal condition of disability recognized but who do not initially declare it, shall be admitted to the undertaking of the exercises without having to prove their aptitude prior to their commencement, without prejudice to the fact that once they have passed the selection process, they must accredit their ability to perform the functions for the professional exercise of the corresponding category. For these purposes, applicants with disabilities must submit the corresponding expert opinion of the multi-professional teams referred to in Article 4.3 of Decree 66/1999, of 9 March, of the Generalitat de Catalunya (Government of Catalonia) on access to the public service for people with disabilities and multi-professional assessment teams.

Applicants give their consent to the processing of the personal data that are necessary to take part in the call and for the rest of the handling of the selection process, in accordance with the regulations in force.

They need to state and prove, where appropriate, that they are exempt from undertaking the Catalan language test, by means of the certificate from the General Directorate of Linguistic Policy or equivalent.

Deadline for submitting applications for the selection process

The documentation must be submitted within the non-extendable maximum period of **21 calendar days** to be counted from the day following the announcement of the call to the website of L'Auditori (www.auditori.cat) and at www.muvac.com Applications deadline will be published in both webs.

List of admitted and excluded persons (provisional and final version)

After the deadline for submitting applications, the Department of Human Resources of L'Auditori will publish the provisional list of admitted and excluded persons on www.auditori.cat.

Applicants may formulate the arguments that they consider appropriate within **5 working days** counted from the day following the publication of the provisional list of admitted and excluded persons.

In the event that an applicant does not appear on the provisional list of admitted or excluded persons, the corresponding claim must be accompanied by a copy of the application submitted at the time of lodging the application.

After the expiry of the term of claims and after the resolution of any possible incidents, the final list of admitted and excluded persons will be published.

The list of admitted and excluded applicants, as well as the successive announcements of the call, will be published on L'Auditori website (www.auditori.cat).

4- Characteristics of the selection process

The process will have the following phases:

First phase: Merits valuation, by cv and audiovisual recording. The merits will be evaluated using the following scale:

- Professional experience and education (5 points). It will be just valued the experience and education accredited in the document, by degrees, work contracts and/or company certificates or concert programs.
- Audiovisual recording (5 points).

The committee will decide prior to the beginning of the proceeding how to punctuate each of the merits above.

Candidates with a score less than 5 points will be excluded and will not pass to the second phase of the selection process.

The list of the candidates that pass the first phase will be published on L'Auditori web page.

Second phase: Audition: The audition will take place in L'Auditori de Barcelona (c/ Lepant 150) on **31st March 2020**. In case the date of the audition should change, accepted applicants will be informed by e-mail a minimum of 7 days in advance and the new date will be published both in www.auditori.cat and www.muvac.com.

The tuning of the orchestra is A=442.

The piece(s) to be played will be indicated in the Annex 2 of this call.

This second phase will have two rounds. Both rounds consist of playing, behind a curtain in order to preserve anonymity, the orchestral pieces stipulated in Annex 2 of this call, selected on the day of the audition.

All the members of the Selection Committee will evaluate every candidate publicly.

First round: voting will be by raised hand and each member of the committee will decide whether the candidate is SUITABLE or NOT SUITABLE. The candidate will be SUITABLE if more than 50% of the members of the committee consider it so. Passing the first round means becoming part of the substitution pool.

Second round: each member of the committee will score the candidates from 1 to 10, publicly. The resulting average will be the candidate's score and it will determinate his/her position in the Substitution Pool.

In general, and in relation to the auditions covered by this call, the Chairman of the Selection Committee will guide the rest of the members of the Committee in relation to the criteria regarding the minimum level that the applicants must achieve, in accordance with the needs and aims of the Orchestra.

The Selection Committee may summon applicants for an audition and/or interview to assess their personal characteristics of adaptation to the place of work. If this call is carried out, it shall be compulsory and will be evaluated up to a maximum of 10 points, with elimination of those applicants who do not reach a minimum score of 5 points. Under no circumstances may this score vary the order of priority established in the previous round of auditions.

5. Results of the selection process

Once the classification of the applicants has been completed, the Selection Committee shall publish a list on the website www.auditori.cat containing the applicants in descending order of their score.

In the case of a tie in the final score, the applicant with nationality of a State of the European Union, or those who are spouses of nationals of one of the Member States of the European Union, shall be chosen, provided they are not separated by law, or those applicants from another State in which, by virtue of the international treaty signed by the EU and ratified by Spain, the free movement of workers is applicable in the terms in which these are defined in the Treaty establishing the European Community. In the event of a continued tie, the elder applicant shall be chosen. If in the end the tie still cannot be broken, the Chairman shall have the casting vote.

The selected candidates must submit the requested supporting documents to the Orchestra's offices (C/Lepant, 150) within the term of 20 calendar days from the publication of the list of admitted candidates, if required.

If within the term, and except in cases of force majeure, the admitted candidate has not submitted their documentation or does not meet the requirements demanded, he/she cannot be hired and all actions shall be null and void, without prejudice of any responsibility which he/she may have for making false statements on the application form on which he/she applied to take part in the auditions.

The incorporation shall be made whenever the corresponding work and residence permit in Spain is obtained, if necessary. In this case, the incorporation would be carried out at the moment of obtaining these permits without the orchestra having any financial responsibility for these circumstances. At the time of joining the orchestra, the applicant must demonstrate his/her knowledge of Catalan and Spanish. In the event that the applicant does not have sufficient command of the Catalan and/or Spanish language, he or she must undertake to acquire it/them within a period of two years.

Travel and accommodation costs shall be covered by applicants. In addition, the orchestra does not provide the applicants with any rehearsal rooms prior to the auditions.

6. Selection Committee

The Selection Committee shall be made up of the following members:

Chairman: percussion principal (substitute: concertmaster)
Concertmaster (substitute: associate concertmaster or assistant concertmaster)
1 string principal (substitute: another string principal)
1 woodwind principal (substitute: another woodwind principal)
1 brass principal (substitute: another brass principal)
Orchestra percussionists (substitutes: guest percussionists)
2 guest percussionists (substitutes: another guest percussionists)
Principal Conductor (substitute: Technical director OBC or Auditori Director)
Secretary

The Director of L'Auditori, a representative of the Catalan Government (Generalitat de Catalunya), a representative of the Barcelona City Council and/or an internationally renowned musician of the instrument whose place is convened may also be members.

A union representative from L'Auditori designated by the Workers' Committee will be present in the selection process with a right to speak but no voting rights and will not be a member of the Committee.

The Selection Committee may determine the incorporation of specialist consultants. These consultants, with a right to speak but no voting rights, may participate in all or some of the auditions and shall be limited to the exercise of technical specialties, on which their collaboration with the Committee shall be exclusively based.

The Selection Committee may exclude from the selection process any participant who shows any conduct contrary to good faith or is aimed at undermining the principles of equity and equality or other types of conduct that alter the normal development of any of the phases established in the call.

The Selection Committee may not be constituted nor act without the attendance of a simple majority of its members, whether appointees or substitutes. A simple majority of votes shall adopt decisions.

7. Resources

In accordance with the provisions of Law 39/2015, of 1st October, on the Legal Framework of Public Administrations and the Common Administrative Procedure, the interested parties may submit an appeal for reversal against the acts of the convening authority before the Management within a period of one month from the day following the date of its publication.

The minutes and resolutions of the Selection Committee may be challenged by the interested parties by means of an appeal made to the Manager of L'Auditori within a period of one month from the day following the date of its notification or publication.

An appeal for reconsideration against these requirements may be lodged before the Executive Committee within a period of one month from the day following their publication or an administrative appeal before the jurisdiction of the contentious administrative courts in the period of two months from the day following their publication.

Barcelona, 3rd February 2020

ANNEX 1

APPLICATION FORM - SUBSTITUTION POOL FOR THE BARCELONA SYMPHONY ORCHESTRA

Surname		Name	
ID card or passport		Nationality	
Address		Country	
Phone number		E-mail address	

Instrument you are applying for:

<input type="checkbox"/>	Tutti flute	<input type="checkbox"/>	Tutti trumpet
<input type="checkbox"/>	Piccolo	<input type="checkbox"/>	Tutti trombone
<input type="checkbox"/>	Tutti Oboe	<input type="checkbox"/>	Bass trombone
<input type="checkbox"/>	English Horn/ Oboè d'amore	<input type="checkbox"/>	Tuba
<input type="checkbox"/>	Tutti clarinet	<input type="checkbox"/>	Percussion
<input type="checkbox"/>	Clarinet in Eb and D ("requint")	<input type="checkbox"/>	Harp
<input type="checkbox"/>	Bass clarinet	<input type="checkbox"/>	First tutti cello
<input type="checkbox"/>	Tutti bassoon	<input type="checkbox"/>	Second tutti cello
<input type="checkbox"/>	Contrabassoon	<input type="checkbox"/>	Tutti viola
<input type="checkbox"/>	Horn	<input type="checkbox"/>	Tutti cello
<input type="checkbox"/>		<input type="checkbox"/>	Tutti double bass

I DECLARE

I wish to take part in the selection process for the Substitution Pool for the Barcelona Symphony Orchestra, in the above mentioned place (s), and I accept the rules of the process.

That I meet the requisites required, by sworn declaration of the data expressed in my academic and professional curriculum, indicating their titles and merits, as well as the work done, it is true and I have the corresponding official accreditation.

Signature:.....

ANNEX 2

ORCHESTRAL REPERTOIRE

1st Stage: preselection. Audiovisual recording

BASS DRUM

STRAVINSKY: The Rite of Spring

SNARE DRUM

SUPPÉ: Pique Dame

GLOCKENSPIEL

DUKAS: The Sorcerer's Apprentice

TAMBOURINE

DVORAK: Carnival. Overture

CYMBALS

TCHAIKOVSKY: Symphony No. 4

TRIANGLE

BIZET: Carmen. 2^o suite. Danza Bohemia

VIBRAPHONE

BERNSTEIN: West Side Story

XILOPHONE

GERSHWIN: Porgy & Bess. Overture

2nd Stage: audition

BASS DRUM

STRAVINSKY: The Rite of Spring

TCHAIKOVSKI: Symphony No. 4

SNARE DRUM

PROKOFIEV: Lieutenant Kije

RIMSKY-KORSAKOV: Scheherazade

SUPPÉ: Pique Dame

GLOCKENSPIEL

DUKAS: The Sorcerer's Apprentice

RESPIGHI: Pini di Roma

TAMBOURINE

BIZET: Carmen. 1a suite. Aragonesa

BIZET: Carmen. 2a Suite. Danza Bohemia

DVORAK: Carnival. Overture

CYMBALS

MUSSORGSKY: Night on bald mountain

TXAIKOVSKY: Romeo & Juliet

TXAIKOVSKY: Symphony No. 4

TRIANGLE

BIZET: Carmen. 2º suite. Danza Bohemia

VIBRAPHONE

BERNSTEIN: West Side Story

XILÓPHONE

GERSHWIN: Porgy & Bess. Overture

COPLAND: Appalachian Spring

KODALY: Hary Janos Suite. VI "Alla Marcia"