

Requirements for the call to establish the tutti high horn 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 in the specialty of **tutti high horn**, 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 OBC substitution pools are governed by the Agreement on the constitution and function of the substitution pools (published on the Auditori website).

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:

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

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

The incorporation of temporary work personnel shall be governed by the labour 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 of horn 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 formalise the contract.

3- Submission and admission of applications

Submission of applications

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

The profile on www.muvac.com needs to contain the following information and documentation:

- a) in the Curriculum Vitae section: academic and professional CV, duly accredited. Only duly accredited merits will be valued.

- b) In the documentation section: copy of a valid ID document or passport, which will have to be presented physically on the day of the audition. Working or residence permit in case of foreigners Copy of the advanced degree in Music.
- c) In the videos section: link to the audio-visual recording required for preselection. This recording must be 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, it 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.

Requests must be accompanied by:

- Curriculum Vitae, duly accredited.
- National identity card, passport or residence or work permit in the case of foreigners.
- Copy of the advanced degree in music.
- Application form (Annex 1) duly filled in, indicating the instrument you are applying for.
- Link to the audio-visual recording required for preselection. This recording must be one take from beginning to end (as if it were a live audition), unedited and with optimal sound quality.

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 recognised 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 **20 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 candidates to the selection process (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 candidates to the selection process on the L'Auditori website (www.auditori.cat) and www.muvac.com

Applicants may formulate the arguments that they consider appropriate within **10 working days** counted from the day following the publication of the provisional list of admitted and excluded candidates.

In the event that an applicant does not appear on the provisional list of admitted or excluded candidates, 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 candidates to the selection process will be published.

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:

1st phase: Merits valuation by cv and audio-visual recording.

- Professional experience and education (up to 3 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.
 - . Professional experience. Experience in professional symphonic orchestras (up to 2 points)
 - . From 1 up to 10 weeks of experience (1 point)
 - . More than 10 weeks of experience (2 points)
 - Education: one or more masters in music (1 point)

- Audiovisual recording (up to 7 points). This recording must be made in one single take from start to finish, unedited and with optimal sound quality. Excerpts to be recorded are stipulated in Annex 2 of these rules. Evaluation of the recording will be based upon the following criteria: beauty of sound, intonation, rhythm, musicality, and attention to articulation, phrasing and dynamics.

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

Candidates who prove to have worked a minimum of 90 days as members of the previous OBC horn substitution pool will pass directly to the live stage of the audition.

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

2nd phase: Live audition: The audition will take place in L'Auditori de Barcelona (c/ Lepant 150) on **1st June 2022**. 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 applicants shall play the instrument they would use if they were to join the Orchestra. The tuning of the orchestra is 442.

This second phase will have two rounds. Both rounds consist of playing, behind a curtain in order to preserve the anonymity of the candidates, part of the repertoire 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.

1st round: voting will be by raised hand and each member of the committee will decide whether the candidate is ACCEPTED or NOT ACCEPTED. The candidate will be ACCEPTED if more than 50% of the members of the committee consider it so. Overcoming the first round means going on to the next round.

2nd round: each member of the committee will score the candidates from 1 to 10, publicly. The resulting average will be the candidate's score. From a 5 points score the candidate will be ACCEPTED in the Substitution Pool. The obtained qualification will determine his/her initial position in the Substitution Pool. The order of candidates within the substitution pool will be renewed monthly according to the Agreement on the constitution and function of the substitution pools (available in L'Auditori web page).

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 of accepted candidates 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.

The cost of travel and their stay in Barcelona shall be borne by the applicants. Also, the orchestra does not undertake to provide the applicants with any rehearsal rooms prior to the auditions.

6. Selection Committee

The nominal composition of the Selection Committee will be published in due course on the Auditori website prior to the start of the preselection stage. It will be made up of a president, orchestra members and a secretary.

The Director of L'Auditori, a representative of the Catalan Government (Generalitat de Catalunya) and/or a representative of the Barcelona City Council 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 the President, the Secretary or at least a simple majority of its members, whether appointees or substitutes. Decisions shall be adopted by a simple majority of votes.

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, 10th March 2022

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 / Piccolo	<input type="checkbox"/>	Tutti trombone
<input type="checkbox"/>	Tutti Oboe / English Horn	<input type="checkbox"/>	Bass trombone
<input type="checkbox"/>	Tutti clarinet	<input type="checkbox"/>	Tuba
<input type="checkbox"/>	Clarinet in Eb / Tutti Clarinet	<input type="checkbox"/>	Tutti Percussion
<input type="checkbox"/>	Bass clarinet / Tutti Clarinet	<input type="checkbox"/>	Tutti harp
<input type="checkbox"/>	Tutti bassoon	<input type="checkbox"/>	Tutti violin
<input type="checkbox"/>	Contrabassoon / Tutti bassoon	<input type="checkbox"/>	Tutti viola
<input type="checkbox"/>	Tutti low horn	<input type="checkbox"/>	Tutti cello
<input type="checkbox"/>	Tutti high horn	<input type="checkbox"/>	Tutti double bass
<input type="checkbox"/>	Tutti trumpet	<input type="checkbox"/>	

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: audiovisual recording for preselection (This recording must be made in one single take from start to finish, unedited, with optimal sound quality and without piano accompanying)

MOZART: Horn Concerto no.4, KV 495: (until bar 132)

BEETHOVEN: Symphony no.6, op. 68 “Pastoral”

Horn 1: 3rd movement. From 50 bars after A to 77 bars after A

STRAUSS: Hero’s life, op. 40.

Horn 1: from rehearsal no.74 to 1 bar after rehearsal no.79

2nd stage: live audition

1st round:

STRAUSS: Horn Concerto no.1. First movement

BEETHOVEN: Symphony no.7, op. 92.

Horn 1. 1st movement. From bar 84 to bar 101

BRAHMS: Symphony núm.3, op. 90

Horn 1. 3rd movement

BRUCKNER: Symphony núm.4. 3rd movement. Scherzo: Bewegt

Horn 1. From the beginning to letter D

2nd round: any of the following excerpts can be asked to play

DVORAK: Cello and orchestra Concerto, op. 104. 1st movement

Horn 1. From bar 170 to bar 186 (from 6 bars before no.7 to 6 bars before no.8)

Horn 3. From bar 192 to bar 209 (from no.8 to no.9)

MAHLER: Symphony no.1

Horn 1: 1st movement. From bar 344 until the end (from rehearsal no.25 until the end)

2nd movement. From bar 133 to bar 175 (from no.13 to 4 bars after no.16)

MAHLER: Symphony no.5

Horn 1. 3rd movement. From bar 764 until the end (from 9 after no.30 until the end)

MENDELSSOHN: Symphony núm.3, op. 56

Horn 3. 2nd movement. From bar 33 to bar 67 (from letter A to letter B)

MUSSORGSKY/RAVEL: Pictures at an exhibition

Horn 1. VII Limoges-Le Marché. From rehearsal no.71 until the end

SAINT-SAËNS: Symphony no.3, op. 78 “Organ”

Horn 3: 1st movement. From letter Q to 2 bars after letter S

SCHUMANN: Symphony no.3, op. 97 “Renana”

Horn 3. 1st movement. From bar 51 to bar 73 (from 6 bars before letter A to 17 bars after letter A)