

PUBLIC SUMMONS FOR HIRING PERSONNEL OF "ORQUESTA SINFONICA DE GALICIA"

The Consortium for the Promotion of the Music, governing body of the "Orquesta Sinfónica de Galicia", will hold auditions to cover vacancies of instrumentalist, according to the collective bargaining agreement subject to the following:

B A S I S

FIRST.- Object. The object of this summons is to cover the actual vacancies in the "Orquesta Sinfónica de Galicia", through a labor contract, according to the regulations of this basis and for the positions mentioned down below:

<u>Vacancies</u>	<u>Instrument</u>	<u>Position</u>
1	Flute	Co principal
1	Oboe	Assistant Principal

In the position, which is specially mentioned below, it is compulsory to play a second instrument as specified.

Flute: The Co principal must play as second instrument piccolo and bass flute.

Oboe: The Assistant Principal play as second instrument english horn.

In case that any actual member of the Orchestra, by virtue of these summons, were to obtain a higher position, the actual position would be automatically added to those listed.

If any of the actual members of the orchestra were to resign from his post before the dead line of the application, the number of vacancies would be increased.

SECOND.- Requirements that must be fulfilled by the applicants. In order to take part in the auditions it is necessary:

1.- Be Spanish, citizen of one of the European Community Countries or citizen of any Country to which applies the Community Law in force in Spain, regarding the free circulation of workers as specified in the Community rules. Similarly, the audition is open to all foreigners with residence in Spain within the legal rules in force.

2.- Not to be under eighteen years of age and not over the legal age established in order to have the right to the retirement pension, under the General Regulations contributive modality, in accordance with the Legislative Royal Decree 1/1994 dated 20th June by which it is approved the actual Refunded Text of the Social Security General Law.

- 3.- Have the knowledge and mastery of the instrument to the pretended post.
- 4.- No suffers from any illness or physical defect that may hamper the appropriate fulfilment of the corresponding tasks.

THIRD.- Preselection. In order to verify the observance of the provision requested in point 3 of base second, the applicants will send to the Consortium for the Promotion of the Music their curriculum and CD, recorded by the applicant, that must contain:

Flute: One movement of each concert that appears in Appendix I and four repertory fragments form Appendix II (two fragments with flute and two with piccolo)

Oboe: One movement of the concert that appears in Appendix I and four repertory fragments (three fragments with oboe and one with english horn).

Aspirants that already had played with the Orchestra from 12th August 2008 are exempt from the recording. Dead line is 15th January 2009.

Once the Orchestra Musical Director has examined the curriculums and listened to the CD's the applicants will receive a written communication informing them if they have been selected to take part in the auditions that will take place on the 16th February 2009 in the Palacio de la Opera A Coruña.

FOURTH.- Selection. The applicants that pass the preselection, will have to send to the Chairman of the Consortium for the Promotion of the Music, the official application form that will be handed to them by the Consortium, where it must be clearly stated, **the position to which the application is for.** The dead line for receiving applications will be 4th February 2009.

The auditions will consist on:

- a) Complete interpretation of the movements of the concerts, including cadenzas, if there are any, that for each instrument are listed in Appendix I of these Basis.
- b) Reading of several fragments of orchestral repertory of the pieces that for each instrument are listed in Appendix II of these basis, as for the choice of the Jury members.
- c) Sight reading of one or several fragments, not published previously, as per the choice of the Jury members.

The length of time that each applicant will have for the audition will be about fifteen minutes. The members of the Jury may ask the applicant to stop at any time during the interpretation, when to their appreciation the applicant has shown his or her suitability or unsuitability. The auditions could me made in several qualifying rounds as decision of the jury.

Each applicant must play in the audition with the same instrument that would use in the Orchestra in the case of passing the audition. This instrument can only be changed for a superior one.

The Consortium will provide with a pianist to those applicants who require it in the application form.

FIFTH.- Members of the Technical Committee. The selection of the applicants will be effected by a technical committee formed by eight members, four of them proposed by the management, of which one of them will be D. Victor Pablo Pérez, Musical Director of the ORQUESTA SINFONICA DE GALICIA; the other four proposed by the workers with the qualified vote of the Musical Director, ruling in this respect the distribution for families and related. Acting as Secretary of the Committee, without a right to vote, M^a de los Angeles Cucarella López, General Coordinator of the Consortium for the Promotion of the Music. Similarly, the Artistic Committee will be represented by one of its members without the right to vote.

SIXTH.- Contract. Once the Technical Committee has effected the selection, the Consortium for the Promotion of the Music will contract the applicants that have passed the audition. The contracts will be effected in the order they appear in the audition minutes.

Those applicants that have passed the audition can be contracted from 10th March 2009 , and in any case, the incorporation to the Orquesta Sinfónica de Galicia must be before 13th April 2009. The contract will be for one year and can be renewed.

During the length of the contract the musicians will be covered by the Spanish National Health, in accordance with the present Spanish Regulations.

The trial period will have 3 months length.

SEVENTH.- Remuneration for 2008. The annual gross salaries are the following:

Wood Wind Principal Assistant	37.496,52	Euros
Wood Wind Coprincipal	36684.96	Euros

These figures include all salary concepts and all the supplements such as punctuality, use of instrument, clothing, recordings, etc.

The musicians with category of Assistant Principal in wind instruments, should carry out the functions of Coprincipal if required by the Musical Director of the Orchestra. Likewise when required to play as principal they will not perceive any additional remuneration.

In the case that any musician, holding the Coprincipal position, were required by the Musical Director to play in a post of a superior category than that stated in the contract, would receive extra payment during the time that plays in that position, without having any right to claim the consolidation of the post.

EIGHTH.- Rights of the employees. The annual holidays of musicians will be split in two periods: one of 30 natural days and another of a maximum of 15 natural days in compensation of Sundays and feast days.

Days off will normally be Saturday and Sunday.