

**Announcement for the Recruitment of the Artistic Director of the Cyprus Symphony Orchestra
at the Cyprus Symphony Orchestra Foundation**

The Cyprus Symphony Orchestra Foundation accepts applications for the position of the Artistic Director of the Cyprus Symphony Orchestra (CYSO) and conductor (if applicable according to the information provided below) on a collaboration agreement based on the provision of services at the Cyprus Symphony Orchestra Foundation.

The remuneration is the as follows:

- €52,000 annually (including VAT) if the contract pertains solely to the services of the Artistic Director.
- €60,000 annually (including VAT) if the contract includes the services of both Artistic Director and Conductor.

The collaboration agreement for the provision of services will be on a service procurement basis and for a fixed duration of 28 months.

It is clarified that a mandatory requirement is for the Artistic Director to be permanently based in Cyprus for the duration of the collaboration.

The proposed commencement date of the agreement is 1st December 2025.

A. Duties, Responsibilities, and Required Qualifications are as follows:

Duties and Responsibilities:

1. The Artistic Director is responsible for the preparation of the artistic planning, including the selection of guest conductors and soloists.
2. He/she will have an overall supervision of the artistic activities of the Cyprus Symphony Orchestra (CYSO).
3. He/she will evaluate the Assistant of the CYSO Artistic Director and the artistic level of the musicians of the CYSO.
4. He/she will resolve any artistic issues that may arise concerning the CYSO.
5. The Artistic Director leads artistic committees for auditions, the search for strategic collaborators such as Artistic Partners, Artists-in-Residence, Principal Conductor, or Principal Guest Conductor (if deemed necessary), etc.
6. He/she will be responsible for designing the artistic strategic vision.
7. He/she will be responsible for seeking strategic partners and sponsors to support the development of the CSO's artistic activities.
8. In the event that the successful candidate is also a conductor, he/she will conduct 25%-30% of the Cyprus Symphony Orchestra's concerts annually. Conducting these concerts is included in the Artistic Director's remuneration as stated above, with no additional fees provided.

B. Working hours:

The working hours of the Artistic Director of the Cyprus Symphony Orchestra will be determined based on the duties and responsibilities of the position, as well as the concerts, rehearsals, programmes, activities, and/or other obligations of the

Orchestra, as approved and/or determined by the Board of Directors, ensuring the smooth and efficient operation of the Cyprus Symphony Orchestra Foundation.

It is expected that the Artistic Director will provide services for a total of 38 hours per week within a 7-day framework (Monday – Sunday). The schedule may vary according to the needs of the artistic programming of the Cyprus Symphony Orchestra, in accordance with the provisions outlined in the previous paragraph.

C. Required Qualifications and Prerequisites:

Prerequisites:

- Candidates must be citizens of the Republic of Cyprus or citizens of European Union Member States. Male Cypriot citizens must have completed their military service or have been legally exempted from it. Applications are also accepted from third-country nationals, provided they hold a valid work permit in Cyprus.
- Candidates must have a clean criminal record certificate from their country of origin, which may be requested at a later stage.
- Candidates must have a certificate in accordance with the Prevention and Combating of Sexual Abuse, Sexual Exploitation of Children, and Child Pornography Law 91(I)2014, Article 22(6), which may also be requested at a later stage.

Minimum Required Qualifications:

1. Relevant Experience:

- At least five years of experience in a managerial position in a music or cultural organization.
- If the managerial position was in an orchestra organization, i.e., as a Conductor, this will be considered an advantage depending on the years of experience (see the relevant reference in Table A for the distribution of scoring points).

2. Academic Qualifications:

- Recognized University Degree or equivalent qualification in the field of music or a degree in cultural management.
- If the degree in cultural management is related to management in the field of music, this will be considered an advantage.

Note 1: The term "university degree or qualification" also includes a postgraduate degree or qualification.

3. Language Proficiency:

- Very good knowledge of the English language.
- Very good knowledge of the Greek language will be considered a advantage.

4. Personal/Interpersonal skills:

- Integrity, responsibility, initiative, discernment, and managerial ability in music and cultural matters.

D. Obligations:

The Artistic Director, as a self-employed individual, will be responsible for the payment of the applicable income tax in accordance with the current regulations of the Tax Department, as well as for their contributions to the Social Insurance Fund and GESY, as determined by the legislation of the Republic of Cyprus. Furthermore, it is understood that the remuneration amount includes the Value Added Tax (VAT).

E. Submission of Applications:

Applications must include the following:

1. Curriculum Vitae
2. Copies of degrees and diplomas
3. Evidence of language proficiency
4. Completed application form, available on the Cyprus Symphony Orchestra website (www.cyso.org.cy)
5. Documents verifying employment or collaboration, demonstrating the period of employment/collaboration, such as proof from the management of orchestras where the candidate has worked and/or promotional materials showing the position or role (e.g., programs or newspapers). The documents submitted must be complete, without gaps or any ambiguity regarding their accuracy. It is the responsibility of the applicant to provide appropriate evidence.
6. Audiovisual materials showcasing the candidate's artistic career, including concerts conducted with orchestras of at least the size of the Cyprus Symphony Orchestra (if the candidate is also a conductor).

Only links via YouTube will be accepted.

7. A cover letter outlining the candidate's artistic vision for the Cyprus Symphony Orchestra
8. The applicant must demonstrate, through two reference letters, that they possess the managerial, organizational, and administrative skills required for the position of Artistic Director of the Cyprus Symphony Orchestra.

Applications that are not thoroughly completed will not be considered.

F. Evaluation Process:

The evaluation process will be conducted in three stages for applicants who are not conductors. In the case that the applicants are also conductors, a fourth stage will be added to select the candidate who will be appointed to the position.

Stage 1:

- Review of applications and verification of formal qualifications by a five-member committee consisting of members of the Board of Directors, the concertmaster, and one additional member of the Cyprus Symphony Orchestra.

Stage 2:

- Evaluation of advantages and scoring of applications by the members of the Board of Directors.

Note 2: The scoring points are outlined in Table A of this announcement.

Stage 3:

- Invitation for an interview with the top ten shortlisted candidates, as determined by the scoring of the Board of Directors. It is clarified that the questions will be provided to the candidates on the day of the interview, which may also be conducted online if the candidate is unable to attend in person. In addition to the Board members, the Concertmaster and one additional member of the CYSO will also be present at the interviews on behalf of the CYSO.

Stage 4 (in case the applicant is a conductor):

- Audition with the Cyprus Symphony Orchestra for up to three shortlisted candidates who are also conductors (the repertoire will be determined by the musicians of the Cyprus Symphony Orchestra).
- The candidates will be informed about the repertoire a few days before the audition takes place. The evaluation committee will consist of the musicians of the Cyprus Symphony Orchestra, and a vote will be held by the committee after the audition.

Note 3: In the event that the applicant is from abroad or needs to travel from abroad for the audition, all expenses incurred from their participation will be borne by the applicant.

Final Selection:

The final score and ranking of the candidates will be determined after the scoring by the Board of Directors (Stage 2), the interview assessment (Stage 3), and the voting by the musicians of the Cyprus Symphony Orchestra (Stage 4 – if the candidate is also a conductor).

G. General:

- All applications will be treated confidentially and will be examined by the Cyprus Symphony Orchestra Foundation, always adhering to the fundamental principles of data protection as outlined in the General Data Protection Regulation (GDPR).
- In any case, the Board of Directors of the Foundation reserves the right not to select any candidate if it deems that the requirements of the position's announcement are not met.

H. Weight of Evaluation Stages:

- **In case the candidates are not conductors:**

(a) Scoring of qualifications: The result of the qualification scoring (Stage 2) will account for 35% of the total scoring points for the candidates.

(b) Interview: The score from the oral interview (Stage 3) will account for 65% of the total scoring points for the candidates.

- **In case the candidates are conductors:**

(a) Scoring of qualifications: The result of the qualification scoring (Stage 2) will account for 35% of the total scoring points for the candidates.

(b) Interview: The score from the oral interview (Stage 3) will account for 45% of the total scoring points for the candidates.

(c) Audition: The result of the musicians' voting (Stage 4) will account for 20% of the total scoring points for the candidates.

Table A – Scoring of Evaluation Advantages

QUALIFICATIONS	SCORE POINTS	COMMENTS
(i) Managerial position in an orchestra organization, i.e. as a Conductor (advantage)	3 years of experience = 10 points 4 years of experience = 15 points 5 years of experience or more = 20 points	
(ii) Degree in cultural management in the field of music (advantage)	10	
(iii) Very good Language Proficiency Greek (advantage)	5	* 5 points will be awarded upon submission of the relevant document certifying very good knowledge of Greek.

MAXIMUM TOTAL SCORE FOR ADVANTAGES: **35**

Weight: **35%**

Z. Deadline:

Applications must be submitted by email to the CYPRUS SYMPHONY ORCHESTRA FOUNDATION, with the indication "Position of Artistic Director of the CYSO" to Mrs. Antioni Antoniou, a.antoniou@cyso.org.cy, **no later than Monday, October 10th, 2025, at 12:00pm (Cyprus time).**

Late applications will not be accepted.

For more information, interested candidates can contact the phone number (+357) 22 463178 or via email at a.antoniou@cyso.org.cy.

Cyprus Symphony Orchestra Foundation
19th of September 2025