

国家大剧院管弦乐团 助理指挥招聘

CHINA NCPA ORCHESTRA
ASSISTANT CONDUCTOR AUDITION

应聘人手册
RECRUITMENT PACKAGE

2026.01.04

NCPA ORCHESTRA



ABOUT US

As the resident orchestra to China National Centre for the Performing Arts and the Beijing Performing Arts Centre, NCPA Orchestra shapes the music life in Beijing and nationwide.

In a typical 48-week season, NCPAO brings 100+ stellar live performances to around 200 thousand audience. Our mission is to integrate artistic creation and humanity, to make the music a bridge between past and present, between east and west, and between arts and realities.

We are also devoted to develop the art of opera in China to a higher level of recognition, with our rich experience in opera production among the Asian orchestras.

In the past 15 years, we have had the honour to collaborate with numerous world-renowned conductors and soloists, including Lorin Maazel, Zubin Mehta, Myung-Whun Chung, Christoph Eschenbach, Fabio Luisi, Vladimir Ashkenazy, Daniele Gatti, Hannu Lintu, Jaap Van Zweden, Shao-Chia Lu, Xian Zhang, Rudolf Buchbinder, Khatia Buniatishvili, Behzod Abduraimov, Lang Lang, Yuja Wang, Sa Chen, Kyung-Wha Chung, Siqing Lu, Gautier Capucon, Placido Domingo, Renee Fleming, Hui He among many others.



ABOUT US

We've made tours to many of the music destinations worldwide such as Berlin, Hamberg, Nuremberg, Kissingen, Koblenz, Moscow, St. Petersburg, Sydney, Seoul, Daegu, Singapore, Washington D.C., Chicago, New York, Philadelphia, Ann Arbor, Church Hill, San Francisco, Ottawa, Toronto, Montreal, Edinburgh, Saffron and Santander, etc.. In 2014, the orchestra undertook its first North American tour and returned in 2017, where it performed at Carnegie Hall, Chicago Symphony Center, Davies Symphony Hall and other major venues in the US and Canada, under the baton of LÜ Jia. In 2021, 2023 and 2025, the orchestra conducted China tours that bring the best of NCPA Orchestra to audiences nationwide. In 2024 the orchestra conducted a tour to Russia and performed on the stage of the Marinsky Theatre. In March of 2025, the orchestra was invited to perform the closing concert of the 53rd Hongkong Arts Festival, as the first orchestra from mainland China to be on the stage of the HK festival in 25 years. In August 2025, the orchestra finished its first European tour, making official appearance to the Elbphilharmonie Summer, Edinburgh Festival and Festival Internacional de Santander.

In 2022, the orchestra recorded for the Opening Ceremony of the Beijing 2022 Winter Olympics, accompanying billions of viewers to witness the lighting of the Olympic flame.

Lately the orchestra has been working on marketing through online streams and social medias, thus to give our audience more access to our performances. Many of our archives are broadcasting through 40+ TV stations, major online channels and medias for an average of 20 millions audience worldwide each performance. The orchestra is also sharing the “behind-the-scene” stories and Artists interviews trough our official account on major platforms. In collaboration with record label NCPA Classics, the orchestra has published 60+ online records, some have won important awards. The complete set of recordings of Bruckner's symphonies was released by the end of 2024, receiving warm accolades from the international community of classical music, making a milestone for the orchestra as well as the classical music world in China

With the opening of Beijing Performing Arts Centre in December 2023, the orchestra has shifted to ‘dual-core’ operation. We will keep expanding the musician group in the coming several years to accommodate the change.

June 21st, 2025, NCPA Concert Hall, Beijing
LÜ Jia and NCPAO
Performing *Eine Alpensinfonie*, Op.64 by Richard Strauss



MUSIC DIRECTOR

LÜ JIA

World-renowned conductor LÜ Jia take the baton of NCPA Orchestra in 2012 as Chief Conductor and was named Music Director in 2017. Under LÜ Jia's baton, the orchestra has presented concert seasons with world-class standards and has reached wide collaborations with top artists and artistic organizations, building the orchestra into a fast-growing new force with fantastic achievements in opera, symphony, recording, new commissioning, touring and cultural exchanges.

At the end of 2022, we presented a series of events named as ‘十载嘉音’(Ten Years of Music Journey with LÜ Jia) to celebrate a ten-year alliance between the orchestra and LÜ Jia. A record compilation under the same name was also released. LÜ Jia initiated the “The Bruckner Ciphers” Series in the 2020/21 season. Working with the orchestra, all nine Bruckner symphonies were performed and recorded in past three years, marking an important milestone for the orchestra. With the opening of Beijing Performing Arts Centre in 2023, we are excited to present more to our audience with Music Director LÜ Jia on more stages and in more dimensions





Principal Guest Conductor

Xian Zhang

Xian Zhang, Music Director of Seattle Symphony, Music Director of New Jersey Symphony, Conductor Emeritus Orchestra Sinfonica di Milano, and Principal Guest Conductor of China NCPA Orchestra. 2025/26 marks the GRAMMY® and Emmy Award-winning conductor Xian Zhang's tenth season as Music Director of the New Jersey Symphony Orchestra. Under her artistic leadership, NJ Symphony won two awards at the mid-Atlantic Emmy Awards in 2022 for their concert films, including "EMERGE".

As of 2025/26, she has taken the position of the Music Director of Seattle Symphony with whom she has been a long-term collaborator since her debut in 2008. Following her tenure as Music Director of Orchestra Sinfonica di Milano between 2009-16, she continues as their Conductor Emeritus. Xian Zhang assumed the post of Principal Guest Conductor of the China NCPA Orchestra in 2025/26 season.



Resident Conductor

LAI Jiajing

LAI Jiajing joined the China NCPA Orchestra as Assistant Conductor in 2022 and was appointed Resident Conductor in 2025. In this capacity, she has been deeply involved in the orchestra's core artistic productions, assisting Music Director Lü Jia and working closely with many internationally renowned conductors. These include Principal Guest Conductor Zhang Xian, as well as Myung-Whun Chung, Daniele Gatti, Valery Gergiev, Jaap van Zweden, and Lawrence Foster, among others, in the rehearsal and performance of a wide range of major operatic and symphonic works. Concurrently, LAI Jiajing serves on the faculty of the Tianjin Juilliard School pre-college program.

August 15th, 2025, Elbphilharmonie, Hamburg, Germany
Myung-Whun Chung and NCPAO in European Tour
Performing Selections from *Romeo and Juliet Suites* by Prokofiev



ASSISTANT CONDUCTOR AUDITION

ASSISTANT CONDUCTOR AUDITION

Job Description

The Assistant Conductor, as a core artistic member of the orchestra, is deeply involved in its artistic planning & development.

Key responsibilities include: supporting the Music Director in rehearsals; participating in section management, audition processes, and various artistic meetings; providing professional input in season planning, repertoire selection, and project development to help expand the repertoire and foster artistic growth; playing a leading role in cross-disciplinary collaborations and the development of innovative performance products; contributing to the planning and implementation of commissioned works and arts education programs.

Additionally, the Assistant Conductor is responsible for organizing rehearsals and performances for concert and opera projects, serving as conductor, artistic advisor, or rehearsal assistant. This involves providing professional support and monitoring the effectiveness of rehearsal schedules, stage presentation, and performance quality. When assigned, the assistant conductor independently conduct performances and complete full rehearsal and production tasks. Furthermore, they assist in artistic administration by offering professional guidance in rehearsal coordination, personnel arrangements, and music edition selection, ensuring the high-quality delivery of the orchestra's artistic productions.

Important Dates

- **Application Opens:** January 5th
- **Application Deadline:** January 28th
- **Video Submission Deadline:** February 4th
- **Invitation to Audition:** February 11th –16th
- **Audition Days:** March 15th & 16th (Detailed schedules will be sent in the invitations)

APPLICATION

Application Requirements

- Applicants should hold a master's degree or higher in opera or orchestral conducting.
- Applicants must demonstrate excellent moral character, outstanding professional skills, strong vocational demeanor, and the ability to fulfill duties effectively.
- Applicants must be in good health and have no criminal record.
- Applicants must possess fluent English communication skills and be able to adapt to rehearsal and working environments conducted in English. Proficiency in German and Italian should be at an intermediate level or above.
- Applicants should have experience serving as a project assistant conductor and performing in formal concerts with professional orchestras.
- The position is open to applicants from all nationalities.

Application Materials

- Personal information submitted through online application platform
- Copies of ID card / Passport, graduation certificates, diplomas, award certificates and other professional certificates (if any).
- A standard 2-inch color identification photo (ID photo) with a white background, in JPG or PNG format.



How to Apply?

Please use the link below or the QR code at the top of this page to access the application platform for the NCPAO Assistant Conductor Audition. Fill in all required information and upload files as instructed.

Link to the application form:

<https://www.wenjuan.com/s/VrUZRn1/>



March 29th, 2025, Hongkong Culture Center Concert Hall, Hongkong
LÜ Jia and NCPAO Performing
Scriabin Symphony No.4 "The Poem of Ecstasy" , Op. 54

AUDITION

Pre-Screening

Upon receiving application materials, NCPAO Audition Committee will conduct the prescreening to verify the authenticity of CVs of all applicants and finalizing the decisions. If passing the prescreening, the applicant will receive an email invitation to the video review.

Please ensure that the information in the application materials is authentic. The Audition Committee remains the right to reject any applicant, who is found fraudulent throughout the audition, and to file the details.

Please be aware that all fares related to internet communications, as well as travelling and board and lodging expenses are the responsibility of the applicants themselves.

Video Review

Upon receiving application materials, NCPAO Audition Committee will conduct the prescreening to verify the authenticity of CVs of all applicants and finalizing the decisions. If passing the prescreening, the applicant will receive an email invitation to the video review.

The jury will be gathered to review the video recordings submitted by the candidate. The Jury will vote for yes/no and the candidate needs at least half votes to enter the audition.

Video Requirements: 2 videos recordings of the candidate conducting an orchestra in rehearsal or performance, playing symphony or opera excerpts. One video should be a classical piece, the other should be a contemporary piece.

- Each video should include a complete movement.
- The resolution of the videos should be 720p or higher, with clear and steady image, and the face of the candidate identifiable.
- The audio embedded in the videos should be recorded in high quality as is allowed in the venue.
- Video files should be in the .MP4 or .MOV format.

Video files should be submitted in the methods to be communicated in the invitation email for the video review.

AUDITION

Audition Day

The audition requires the candidate to rehearse with NCPA Orchestra in front of the jury. The jury will give a rate out of 10. The final score is a weighted average of all Jury members' ratings. The candidates are ranked based on the ratings, which will determine the final decision. The audition involves the sections below:

- a. Classical repertoire: conducting the orchestra to play one classical piece;
- b. Contemporary repertoire: conducting the orchestra to play one contemporary piece;
- c. Sight-reading: conducting the orchestra to play a piece that is provided on site.

Please refer to *China NCPA Orchestra Conductor Audition Repertoire* for the repertoire in section a. and b.

The piece to be played for all sections are determined by drawing on site. After drawing, the candidate will be able to prepare for 60 minutes before the audition.

Please find the audition repertoire in
China NCPA Orchestra Conductor Audition Repertoire.
Link to Repertoire:

<https://drive.weixin.qq.com/s?k=AHgAoQfgABAJ1BZ709>

Post-Audition Trial

Candidates who passed the audition will go through trials with the orchestra. The jury will give a conclusive decision based on comprehensive manifestations.



WHY NCPAO?

An Excellent Platform for Career Development

- Directly participate in enhancing the orchestra's artistic standards, program planning, expansion of new-format projects, commissioning of new works, and the design of arts education programs.
- Engage deeply in the entire production process of operas, symphonic concerts, and other projects—from preparation and rehearsal to conducting.

A World-Class Stage with Abundant Professional Support

- Leveraging the abundant performance and programming resources of China's National Centre for the Performing Arts, this role provides extraordinary artistic horizons and a premier platform for professional exchange.
- A mature and comprehensive orchestra management system provides efficient and reliable logistical support for artistic creation, allowing the conductor to focus entirely on music-making.



August 2024, Carnegie Hall, New York
Beijing Youth Orchestra
Participating in the "World Orchestra Week"



July 2024, NCPA, Beijing
Beijing Youth Orchestra Summer Camp



January 2026, Shijingshan District, Beijing
LAI Jiajing conducting the
Shijingshan Youth Orchestra
at its New Year Concert.



CONTACT US

NCPA Orchestra Office at National Centre for the Performing Arts
No. 2 Xichanganjie St., Xicheng District
Beijing, China, 100031
Phone: +86-10-66550522
Fax: +86-10-66550519
Email: hr@ncpao.com
Contact: Louis Tan

*Beijing National Centre for the Performing Arts Orchestra Co., Ltd.
reserves the right of final interpretation to all content.

Photos credit to WANG Xiaojing, ZHANG Yinsheng, LI Bing, Benjamin
Ealovega, XIAO Yi, GAO Shang, Chris Lee and LIU Fang.
(in the sequence of photo appearance).

Follow us

Website: chncpa.org/ncpao
Facebook: facebook.com/chinancpao
Instagram: instagram.com/ncpaorchestra



NCPA
ORCHESTRA
国家大剧院管弦乐团