

China National Symphony Orchestra

China National Symphony Orchestra 2025 Recruitment Announcement for Qualified Professionals

China National Symphony Orchestra is a national-level performing art institution of the People's Republic of China, is now conducting recruitment for qualified professionals. The relevant matters are announced as follows:

1. Recruitment Positions and Requirements

SN	Position	Number of positions to be filled
1	Principals of Symphony Orchestra Sections	1 position for Cello; 1 position for Double Bass; 1 position for Flute; 1 position for Trumpet; 1 position for Trombone; 1 position for Timpani; 1 position for Percussion

2	Associate Principals of Symphony Orchestra	1 position for Double Bass; 1 position for Flute; 1 position for Oboe; 1 position for Bassoon; 1 position for French Horn; 1 position for Trombone; 1 position for Timpani
3	Symphony Orchestra Performer (Tutti)	3 positions for violin; 2 positions for Cello; 2 positions for Double Bass; 1 position for 3rd Horn; 1 position for 2nd / 4th Horn
4	Resident Conductor of Chorus	1 position
5	Chorus Piano Coach	1 position
6	Tenor of Chorus	4 positions
7	Staff of Programming Center	1 position

Note: For specific job recruitment requirements and examination requirements, please refer to the attached *China National Symphony*

Orchestra 2025 Recruitment Job Information Form for Qualified Professionals and China National Symphony Orchestra 2025 Recruitment: Content and Requirements of the Examination (for Positions in Symphony Orchestra and Chorus)

2. Examination Information

Application deadline: August 31, 2025

Application method: Register and select a position through the online application system of the China National Symphony Orchestra (website: <https://zhaopin.chinahr.com/zhaopin/cnsozp/index.html>).

Exam Mode: For positions in the symphony orchestra and chorus, the examination consists of three rounds: Round 1, Round 2, and Round 3. Round 1 is divided into two stages (each stage is scored out of 100 points): the first stage is video review, and candidates who score 70 or above proceed to the second stage; the second stage is an on-site examination, where a candidate's final score for Round 1 is determined by their performance in this on-site stage, and those who score 80 or above advance to Round 2. Round 2 is a professional technical examination scored out of 100 points; candidates who score 90 or above are ranked by their scores in descending order, with qualified candidates for Round 3 selected at a ratio of 5:1; and if this ratio is not met, all eligible candidates proceed to Round 3. Round 3 is an interview scored out of 100 points.

For the first stage of Round 1 for positions in the symphony orchestra and chorus, relevant videos must be provided for review by the selection committee. For details, please refer to *China National*

Symphony Orchestra 2025 Recruitment: Content and Requirements of the Examination (for Positions in Symphony Orchestra and Chorus).

The video materials and required uploaded documents should be sent to the email address zhaopin@cnsoc.com.cn with the subject line “2025 Recruitment - XX Position - Name - Contact Information” (this email does not accept other application materials).

Note: Video review is the first stage of Round 1. Please ensure careful preparation. Candidates who fail to provide their own performance or singing videos, or whose video content does not meet the requirements, will not be eligible to proceed to the next stage.

For the position of (Associate) Principal in the symphony orchestra sections, candidates who have passed Round 2 will be ranked in descending order of their scores. They will proceed to the (Associate) Principal Exam at a 1:1 ratio. The (Associate) Principal Exam will take the form of a concert; the exam time and specific arrangements will be notified separately. Only those who pass the concert exam are eligible to enter Round 3.

A candidate's comprehensive score is calculated as: Round 1 score \times 30% + Round 2 score \times 40% + Round 3 score \times 30%. Candidates with a comprehensive score of 90 or above are deemed qualified and eligible to enter the assessment and physical examination stage.

For candidates applying for the position of (Associate) Principal in the symphony orchestra sections, if their comprehensive score does not reach 90 or above after the interview, the Recruitment Leading Group will, based on the specific circumstances and the candidates'

wishes, decide whether to include them as proposed candidates for the positions of Associate Principal or Orchestra Player in the assessment and physical examination stage.

*Please follow the official website of China National Symphony Orchestra (<http://www.cnso.com.cn/>) to obtain the repertoire for the 2025 Recruitment Examination, which will be released on the official website soon.

The examination for staff positions in the Programming Department consists of a written test and an interview. In the written test, the comprehensive knowledge, cognitive ability, and professional proficiency required for fulfilling job responsibilities are mainly assessed, with a full score of 100. Candidates scoring 70 or above are deemed qualified and eligible to proceed to the interview. Candidates shortlisted for the interview are determined in descending order of their written test scores at a ratio of 5:1. If this ratio is not met, interviews will be conducted with all candidates who have passed the qualifying score. The interview primarily evaluates candidates' professional competence, personal integrity, language expression, logical analysis, adaptability, and job fit, with a total score of 100.

The comprehensive score of an applicant is calculated as: written test score \times 40% + interview score \times 60%. Those with a comprehensive score of 80 or above are deemed qualified and eligible to enter the assessment and physical examination stage.

Note: The exam for the position of section (Associate) Principal in the symphony orchestra is expected to be held in mid-to-late

October or early December, with the venue in Beijing. For non-Chinese nationals residing abroad, partial travel allowance will be provided. The specific exam time and venue will be notified later. The exam for all other positions is expected to take place in mid-to-late September, with the specific time and venue to be notified later.

3. Salary and Benefits

For successful Chinese applicants who are hired, they will sign a labor contract and become official staff members of the China National Symphony Orchestra after completing the probation period stipulated in the labor contract. They will have the opportunity to participate in performances at major state occasions and diplomatic activities. The China National Symphony Orchestra offers a comprehensive salary and benefits system, as well as a career advancement mechanism. Symphony orchestra musicians and chorus performers receive basic position salaries along with additional compensation for rehearsals and performances. They enjoy statutory benefits including social insurance and housing provident fund, and trade union welfare. Overseas returned talents who meet relevant requirements may apply for household registration in Beijing. For successful non-Chinese applicants who are hired, their salary, benefits, and contract terms will be determined through negotiation between both parties.

4. Application Requirements and Examination Mode

Please visit the China National Symphony Orchestra official website (<https://www.cnso.com.cn/>) to view the announcement for information on the application method, examination process, and other

related details, as well as to obtain the requirements for the examination repertoire.

5. Contact Information

Consultation: 010-64211894 zhaopin@cnso.com.cn

Contact person: Mr. Liu, Mr. Wang

Contact hours: Monday to Friday from 9:00 to 11:30 am and from 14:00 to 16:30 PM.

Mailing address: China National Symphony Orchestra, Building 3, No. 2 Jiangtai West Road, Chaoyang District, Beijing

Postal code: 100015

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July 11, 2025