

[ENGLISH VERSION]

Public selection procedure for the possible permanent employment of 6 Chorus Artists (2 Baritones, 2 Tenors and 2 Mezzo-sopranos), classified at Level VI of the artistic area under the National Collective Labour Agreement currently in force for employees of Opera and Symphony Foundations, and for the simultaneous establishment of a ranking list from which the Foundation may recruit for possible fixed-term employment, in accordance with the production requirements of the 2026/2027 season.

**The Fondazione Teatro di San Carlo
HEREBY GIVES NOTICE**

that it intends to invite applications, in the manner and by the deadlines specified below:

- to fill, by establishing a permanent employment relationship, the position of Chorus Artist:
 - 2 Baritones
 - 2 Tenors
 - 2 Mezzo-sopranos
- and simultaneously to establish a ranking list from which the Foundation may recruit Chorus Artists in the Baritone, Tenor and Mezzo-soprano sections for possible fixed-term employment, in accordance with the production requirements of the 2026/2027 season.

ART. 1 ELIGIBILITY REQUIREMENTS

1. The competitive selection procedure is open to persons who meet the following requirements:
 - a) are Italian citizens or citizens of another Member State of the European Union, or nationals of third countries holding a European Union residence permit for long-term residents;
 - b) are at least eighteen years of age;
 - c) enjoy political rights and have not been excluded from the right to vote;
 - d) have not received criminal convictions and have no pending criminal proceedings that have resulted or may result in the ancillary sanction of incapacity to enter into contracts with a Public Administration;
 - e) have not been dismissed by the Fondazione Teatro di San Carlo, except where the dismissal occurred following a procedure for placement on an availability list or collective redundancy, in accordance with the legislation in force.

The prescribed requirements must be met by the deadline for submitting the application for admission. The Foundation reserves the right, at any time during the competitive selection procedure, to carry out checks, including on a sample basis, on the declarations made by candidates and may issue a reasoned measure excluding a candidate from the competition for failure to meet the prescribed requirements,

for failure to submit, or incomplete submission of, the required documentation, or following the checks required under the same competitive selection procedure.

ART. 2 PROCEDURE AND SELECTION CRITERIA

Applications shall be examined by the Foundation to verify that the eligibility requirements under points a) to e) are met.

Following that examination, applicants who meet the above requirements will be invited to undergo the relevant selection.

Passing the competition tests does not confer a right to employment.

Any employment of the selected candidate shall be subject to compliance with the legislation in force and, in particular, with the limits laid down by sector-specific legislation, insofar as compatible with the organisational requirements of the Foundation.

ART. 3 APPLICATION FOR ADMISSION

3.1 The application to participate in the selection, prepared using the specimen form attached as Annex 1 to this notice, pursuant to Articles 46 and 47 of Decree of the President of the Republic No. 445 of 2000, must be signed and sent by certified email or, if unavailable, by email, together with a photocopy of a valid identity document, by 30 September 2026.

3.2 The certified email address to which the documentation must be sent is as follows: areapersonale@pec.teatrosancarlo.it

The email address to which the documentation may alternatively be sent instead of the certified email address is as follows: concorsiaudizioni@teatrosancarlo.it

3.3 The following must also be attached to the application:

- copy of the front and back of a valid identity document;
- for candidates who are nationals of countries outside the European Union, any residence permit or other document proving possession of the requirement referred to in Article 1(a);
- Tax Code;
- curriculum vitae, duly dated and signed;

The declarations made in the application for admission to the selection procedure, which replace the corresponding certificates and/or declarations in lieu of affidavits, are subject to the criminal penalties laid down in Articles 76 and 77 of Decree of the President of the Republic No. 445 of 2000 in cases of document forgery and false declarations.

The subject line of the certified email or email must state **“PUBLIC SELECTION PROCEDURE FOR THE POSITION OF CHORUS ARTIST”**, and the message must be addressed to the attention of the Personnel Department.

3.4 Applications for admission received after the deadline specified in paragraph 3.1, or submitted by methods other than those specified in paragraph 3.2, will not be accepted. Any amendments and/or supplements to an application already submitted will be accepted only and exclusively if received by the application deadline and in accordance with the methods specified above.

3.5 By signing the application for admission, the candidate declares that they have fully and completely read the selection procedure and that they know and unreservedly accept all the rules, conditions and procedures contained therein.

ART. 4 GROUNDS FOR EXCLUSION

The following constitute grounds for excluding applications for admission:

- Failure to satisfy the requirements set out in Article 1 and submission of the application after the deadlines set out in Article 3.

ART. 5 AUDITION TESTS

Admission to the audition and the relevant timetable will be notified to candidates by publication on the institutional website of the Fondazione Teatro di San Carlo, www.teatrosancarlo.it.

Publication on the website shall, for all legal purposes, constitute formal notification to candidates.

NO INDIVIDUAL NOTICE OF ADMISSION TO THE SELECTION TESTS WILL BE SENT TO CANDIDATES.

Candidates must report to the premises of the Fondazione Teatro di San Carlo, at via San Carlo 98/f, on the following dates:

Tenors	27 October 2026 at 09:00;
Baritones	28 October 2026 at 09:00;
Mezzo-sopranos	29 October 2026 at 09:00.

Candidates must bring an identity document; candidates who are not nationals of the European Union must present a copy of a valid residence permit.

Candidates who fail to attend on the specified date and at the specified time will be excluded from the public selection procedure. Failure to comply with the notice to attend will result in exclusion from the procedure.

The audition tests are open to the public and will be held at the Foundation's premises in accordance with the timetable to be published.

ART. 6 AUDITION PROGRAMME

Two opera arias and one chamber or oratorio aria, chosen by the candidate, one of which must be in a foreign language;

Performance of the following choral excerpts:

G. Verdi Aida (finale of Act II)
G. Verdi: Ave Maria on the enigmatic scale
G. Verdi: Requiem Mass: Libera me
W. A. Mozart: Kyrie from Requiem K 626
L. van Beethoven: Ninth Symphony
G. Rossini: Quando corpus from Stabat Mater
G. Puccini: Turandot (Act I)

- Vocal exercises selected by the Audition Panel
- Sight-reading of a choral page with text and of a sung solfège exercise selected by the Audition Panel.
- Motivational interview

At its sole discretion, the Audition Panel may require candidates to perform all or part of the audition programme, or may interrupt the candidate's audition at any time it considers appropriate.

ART. 7 AUDITION PANEL

The Audition Panel will be appointed by a measure of the Superintendent, in accordance with the procedures laid down in the applicable National Collective Labour Agreement and the Foundation's internal procedures.

ART. 8 ESTABLISHMENT AND APPROVAL OF THE MERIT RANKING LIST

The selection procedure consists of several successive stages.

Having regard to the technical and artistic standard demonstrated by the candidates, the Audition Panel may determine admission to subsequent stages of the selection or terminate the procedure at any stage.

In the intermediate tests, the assessment is expressed by the summary decision *ADMITTED/NOT ADMITTED (YES/NO)* for the subsequent tests.

Progression to subsequent stages is determined on the basis of a favourable decision by the majority of the members of the Audition Panel. The final test is assessed on a scale of ten.

For the purposes of possible permanent employment, in order to be deemed suitable the candidate must obtain a minimum score of 8/10, calculated as the arithmetic mean of the marks awarded by each member of the Audition Panel.

The ranking list of suitable candidates drawn up by the Audition Panel will subsequently be ratified by a decision of the Superintendent. The decision of the Audition Panel is final and not subject to appeal.

The successful candidates are those placed in the final ranking list of suitable candidates in positions corresponding to the number of available vacancies, subject to the prescribed eligibility requirements.

The final ranking list of suitable candidates will be published on the Foundation's website, www.teatrosancarlo.it, for all legal purposes, and will remain valid for 12 months so that the next-ranked candidate may be appointed in the event of withdrawal or forfeiture by a successful candidate.

For possible fixed-term employment, candidates who obtain a final score of at least 7/10 may, solely for the 2026/27 season, be called for possible future fixed-term employment pursuant to Article 1, paragraph 5, of the National Collective Labour Agreement for employees of Opera and Symphony Foundations in force from time to time and the applicable legislation.

The recruitment procedures and the related methods of implementation defined by the Foundation are intended to ensure compliance with the principles of impartiality and adequate publicity and are also based on criteria of cost-effectiveness and expeditious completion.

ART. 9 EMPLOYMENT AND SUBMISSION OF DOCUMENTS

Any employment of a successful candidate will be authorised by a measure of the Superintendent, in compliance with the legislation in force and with budgetary constraints, since permanent recruitment must be proportionate to the Foundation's actual staffing requirements, compatible with forecast budget data and within the staffing levels approved pursuant to Law 81 of 2019.

The Administration also reserves the right to suspend or not proceed with the employment of successful candidates on the basis of requirements that cannot currently be assessed or foreseen, and in application of new legislative provisions, without successful candidates being entitled to make any claim or assert any right to such employment.

The employment provisions laid down in the National Collective Labour Agreement for employees of Opera and Symphony Foundations and in the current company-level supplementary agreements shall also apply.

The successful candidate must take up employment by the date specified in the letter of appointment; failure to take up employment by that date will be deemed a renunciation of the position. At the time of employment, the successful candidate must submit the following documents, failing which their entitlement will be forfeited:

- a) a valid identity document showing the date and place of birth and nationality;
- b) a copy of the Tax Code;
- c) a valid residence permit for employment purposes, or an equivalent valid document, for nationals of countries outside the European Union;
- d) educational qualifications in the original or as certified copies. A successful candidate whose declarations made when registering for the public selection procedure prove inaccurate or not entirely truthful will be declared to have forfeited the position.

In the event of withdrawal or forfeiture by the successful candidate, the Foundation reserves the right, but not the obligation, to appoint the candidate immediately following in the ranking order.

The Foundation reserves the right to verify in advance, in accordance with the legislation in force, that the successful candidate possesses the physical fitness required for the duties, which is a condition of employment. Permanent employment shall in any event be subject to successful completion of a probationary period not exceeding six months of service, in accordance with the National Collective Labour Agreement for employees of Opera and Symphony Foundations. The Foundation will not employ any person who, on the scheduled commencement date of employment with the Foundation, has any employment relationship with another public or private body or administration. Employment by the Foundation presupposes the waiver of any existing or potential litigation against it concerning challenges to previous fixed-term contracts, together with the signing of a settlement agreement in the appropriate institutional forum.

ART. 10 REMUNERATION AND EMPLOYMENT CONDITIONS

The gross annual remuneration for the position of Chorus Artist is currently not less than € 31,373.13 and may be varied in application of the National Collective Labour Agreement currently in force, including changes arising from contract renewals and from the salary and career progression mechanisms provided for therein and in the current Company-level Supplementary Agreement.

The remuneration is subject to the taxes and social security contributions laid down by the legislation in force.

ART. 11 FINAL PROVISIONS

Participants in the public selection procedure are not entitled to any allowance or reimbursement of travel and accommodation expenses. The Foundation reserves the right to amend, suspend or revoke this selection procedure in whole or in part, or to reopen and/or extend the deadlines for submitting applications, where it considers this necessary or appropriate for reasons of public interest, without candidates being entitled to any claim or right and without any obligation to notify the individual candidates of the relevant measure.

For matters not covered by this notice, the legislative and contractual provisions in force in the relevant field shall apply.

The Foundation is subject to Article 5, paragraph 9, of Decree-Law 6 July 2012, No. 9, converted into Law 7 August 2012, No. 135 (the so-called Madia Decree).

ART. 12 PROCESSING OF PERSONAL DATA

Pursuant to Article 13, paragraph 1, of Legislative Decree 30 June 2003, No. 196 and pursuant to and for the purposes of Article 13 of Regulation (European Union) 2016/679 of the European Parliament, the personal data provided by the candidate will be collected by electronic and manual means at the Foundation and processed, in compliance with the legislation cited, exclusively for the purposes of managing the public selection procedure, including publication of the names on the Foundation's website and, following any establishment of an employment relationship, for purposes connected with managing that relationship; the data will not be disclosed to third parties except in the cases provided for by law and by the collective labour

agreements applicable to the sector. The provision of data is mandatory for the purposes of assessing the participation requirements; failure to provide it will result in exclusion from the competition.

The candidate has the rights referred to in Article 7 of the cited decree, including the right to access the data concerning them and certain supplementary rights, including the right to rectify, update, complete or erase data that are inaccurate, incomplete or collected in a manner that does not comply with the law, as well as the right to object to their processing on legitimate grounds.

These rights may be exercised against the Fondazione Teatro di San Carlo, the data controller. The Foundation's Personnel Director is responsible for processing.

By submitting the application for admission to the competition, the candidate declares that they have read this notice on the processing of the personal data provided and consents to such processing.

Naples, 17 July 2026

The Superintendent

M° Fulvio Adamo Macciardi

