

深圳交响乐团 2025 年公开招聘公告

深圳交响乐团作为深圳市文化建设的璀璨名片与艺术领域的中坚力量，自成立以来便以“打造国际一流交响乐团”为不懈追求。乐团常年活跃于国内外艺术舞台，不仅是深圳文化走向世界的重要使者，更与众多享誉全球的指挥家、音乐家深度合作，年均呈现百余场高水准交响音乐会，在业内树立了卓越口碑。

如今，为进一步提升艺术内核，推进高质量发展，现面向海内外广纳小提琴演奏英才，诚聘乐团首席一职。

一、招聘职位

乐团首席（Concertmaster） 1 名

二、报考条件

（一）基本条件

1. 国籍不限；
2. 遵守中华人民共和国宪法、法律及公序良俗；
3. 拥护中国共产党领导，认同中国特色社会主义制度及相关政策；
4. 认同中国核心价值观，积极参与中外文化艺术交流；
5. 具有良好的思想品质、职业素养和行为规范，热爱交响乐事业，能认真履行岗位职责；
6. 具备正常履职的身体条件和心理素质，能承担频繁的排练

和演出任务；

7. 具有大学本科及以上学历、学士及以上学位，小提琴演奏专业。留学生须毕业于中国国家教育部认可的国外正规院校。
8. 具备高超的小提琴演奏水平、匹配的专业技能与国际视野，能适应岗位要求。

（二）岗位核心要求

1. 具备高超的小提琴演奏水平，能熟练运用各种演奏技巧，精准演绎复杂曲目。
2. 有担任交响乐团首席或副首席经验者优先。
3. 具备深厚的音乐素养，能精准把握作品风格与情感内涵的基础上，需在排练及演出过程中，能即时响应指挥要求，快速理解其艺术意图，清晰准确地传达给所有演奏员，并指导其有效调整演奏技巧，确保乐队整体演奏紧密契合指挥构想，从而呈现最佳艺术效果，成功将音乐内涵传递给观众。
4. 年龄原则上不超过 50 周岁（即 1975 年 7 月 21 日以后出生）；若候选人极为优秀（如拥有绝佳演奏技术、丰富乐团首席经验、在国际知名交响乐团工作多年），年龄可适当放宽。

三、报名时间

即日起接受申请，长期开放报名。

四、报名方式

(一) 仅接受电子邮件报名。

(二) 报名及咨询邮箱：hr@ssso.org.cn

(三) 邮件主题格式：[姓名]-应聘乐团首席（例如：张三-应聘乐团首席）

(四) 报名材料（需扫描为 PDF 形式，按要求提供）：

1. 个人简历（一页）：包含个人基本信息、教育背景、主要演出经历、获奖情况等；
2. 学历及学位证书、相应认证报告扫描件（留学生需提供中国教育部认可证明）；
3. 演奏获奖证书、过往演出经历证明（如节目单、演出视频链接等）扫描件；
4. 岗位要求的其他证明材料（如曾任乐团首席 / 副首席的任职证明）扫描件；
5. 初试演奏视频（MP4 格式，具体要求见下文）。

● 初试演奏视频（MP4 格式）：

◦ 内容要求：半年内录制的本人无剪辑独奏视频。

◦ 曲目必须包含：

两首协奏曲（完整第一乐章，带华彩）

两首乐队片段

● 视频技术要求：

◦ 格式：MP4

◦ 画面与音质清晰流畅。

- 必须为可供下载的独立视频文件（请勿使用网盘链接）。
- 视频中仅包含演奏内容，不得出现讲话、介绍或其他非演奏类声音。
- 指定考试曲目（视频文件内容）：
 - 莫扎特：第三小提琴协奏曲、第四小提琴协奏曲或第五小提琴协奏曲（第一乐章，带华彩）
 - 贝多芬小提琴协奏曲或勃拉姆斯小提琴协奏曲（第一乐章，带华彩）
 - 理查·施特劳斯《英雄的生涯》小提琴独奏片段
 - 里姆斯基-科萨科夫《天方夜谭》小提琴独奏片段
- 重要提示：
 - 视频审听是本次招聘初试（一试）的第一环节。
 - 未按要求提供本人真实演奏视频，或视频内容（曲目、格式、清晰度、无剪辑、无声要求等）不符合上述要求者，将无法进入下一环节。

五、招聘流程

（一）接受报名。

（二）资格审查：根据报名材料进行网上审核，审查内容包括演奏视频、学历、专业、年龄、工作经验等是否符合岗位要求。审核合格的，参加考试。

（三）初试（视频审听）：乐团将组织专家评委对报名者提

交的演奏视频进行严格评审。报名者将在报名后一个月内收到乐团的正式通知邮件。

（四）复试（邀约制）：通过初试者，将收到乐团发出的正式邮件邀请，通知具体的复试时间、地点及进一步要求。复试将采取邀约制，未收到邀约邮件者即未通过初试。

六、薪酬福利

乐团首席职位提供具有市场竞争力的薪酬与完善的福利待遇。具体薪酬标准将根据应聘者的专业资质、艺术造诣、经验水平等综合情况面议确定。

七、注意事项

（一）应聘者须对所提交材料的真实性负责，凡弄虚作假者，一经查实，即取消应聘或录用资格。

（二）乐团承诺对应聘者信息严格保密，所有报名材料仅用于本次招聘。

（三）招聘过程中不收取任何费用，谨防上当受骗。

（四）乐团保留根据报名情况及考核结果调整招聘流程的权利。

（五）最终解释权归深圳交响乐团所有。

我们热忱欢迎热爱交响乐事业、技艺超群的小提琴演奏家加入深圳交响乐团，共创艺术辉煌！

深圳交响乐团
2025 年 8 月 18 日

Shenzhen Symphony Orchestra Job Opening for Concertmaster 2025

About the SZSO:

The Shenzhen Symphony Orchestra stands as a leading cultural ambassador for Shenzhen and a key force in the arts scene. Since our founding, we've been dedicated to becoming a world-class orchestra. We perform regularly both in China and internationally, collaborating with renowned conductors and musicians, and presenting dozens of high-quality concerts each year, earning a strong reputation in the field.

The Opportunity:

To further enhance our artistic core and drive excellence, we are seeking an exceptional violinist from around the globe to join us as our Concertmaster.

Position:

Concertmaster (1 position)

Who We're Looking For (Requirements):

1. **Open to All:** Candidates of any nationality are welcome.
2. **Respect Local Laws:** Must adhere to Chinese laws and social norms.
3. **Professional Alignment:** Should be comfortable working within China's established systems and development context.
4. **Cultural Engagement:** Values alignment and a willingness to contribute to cultural exchange are important.
5. **Professionalism & Passion:** Must demonstrate strong character, professional ethics, a deep love for orchestral music, and commitment to the role.
6. **Physical and Psychological Fitness:** Must possess physical fitness appropriate for job duties and sound mental preparedness, capable of sustaining frequent rehearsals and performance commitments.
7. **Education:** Bachelor's degree or higher in Violin Performance. Degrees from international institutions must be recognized by China's Ministry of Education.
8. **Exceptional Skill:** Possess outstanding violin technique, professional competence, an international perspective, and the ability to meet the demands of the position.

Application Deadline

N/A

How to Apply (Email Only):

- **Email Address:** hr@sso.org.cn (Use for applications and questions)
- **Email Subject:** [Your Full Name] - Application for Concertmaster (e.g., Li Wei - Application for Concertmaster)
- **Required Documents (All as PDFs except video):**
 1. **Resume (1 page):** Include contact info, education, key performance history,

awards.

2. **Proof of Education:** Scans of your degree certificates/diplomas. For international degrees, include proof of recognition by China's Ministry of Education.
3. **Performance Documentation:** Scans of competition awards, concert programs, or links to performance videos.
4. **Relevant Experience Proof:** If applicable, scans confirming previous Concertmaster or Associate Concertmaster roles.

Preliminary Audition Video (MP4 File): Details below.

Content:

1. An **unedited** solo video recording made **within the last 6 months**.
2. **Must Include:**
 - **Two Concertos (Complete 1st Movements with Cadenzas):**
One from: Mozart Violin Concerto No. 3, 4, or 5.
One from: Beethoven Violin Concerto or Brahms Violin Concerto.
 - **Two Standard Orchestral Excerpts:**
Richard Strauss: Ein Heldenleben - Violin Solo.
Rimsky-Korsakov: Scheherazade - Violin Solo.
3. **Technical Specs:**
 - Format: MP4
 - Clear video and high-quality audio.
 - Must be a downloadable file attached to your email. Do not send links to cloud storage (Dropbox, Google Drive, etc.).
 - Video must contain **ONLY** your playing. No speaking, introductions, or other non-playing sounds.

Important Notes on Video:

1. This video submission is the first essential step in our selection process.
2. Applications with videos that do not strictly meet these requirements (wrong pieces, edited, poor quality, contains speech, not downloadable file) will not proceed to the next stage.

The Application Process:

1. **Application Review:** We receive and log all applications by the deadline.
2. **Document Check:** We verify your materials (video, education, experience, age) against the basic requirements. Only eligible candidates move forward.
3. **Preliminary Round (Video Screening):** Our expert panel rigorously evaluates all submitted videos. Applicants will receive a formal notification email from the orchestra within one month after submission of application.
4. **Final Audition (By Invitation Only):** Shortlisted candidates will receive a formal email invitation specifying the date, location, and requirements for the

final round.

Important Notes:

1. **Honesty is Essential:** All application materials must be truthful. Misrepresentation will result in disqualification or termination.
2. **Confidentiality Assured:** SZSO treats all applicant information with strict confidentiality, used solely for this recruitment.
3. **No Fees:** There are no application or processing fees at any stage. Beware of any scams requesting payment.
4. **Process Flexibility:** SZSO reserves the right to adjust the selection timeline or process based on application volume and assessment outcomes.
5. **Orchestra's Decision:** The Shenzhen Symphony Orchestra holds the final right of interpretation regarding this announcement and the selection process.

Join Us!

We warmly invite supremely talented and passionate violinists who share our dedication to orchestral excellence to apply.