



**Symphony Orchestra Shumen** announces auditions for the following vacant positions:

**Orchestra Musician – Flute – 1 position**

**Principal / Soloist–Orchestra Musician – Oboe – 1 position**

**Orchestra Musician – Clarinet – 1 position**

**Orchestra Musician – Bassoon – 1 position**

**Principal / Soloist–Orchestra Musician – French Horn (1st and 3rd) – 2 positions**

**Principal / Soloist–Orchestra Musician – Viola – 1 position**

**Orchestra Musician – French Horn (2nd) – 1 position**

**Principal / Soloist–Orchestra Musician – Trumpet – 1 position**

**Principal / Soloist–Orchestra Musician – Percussion – 1 position**

**Orchestra Musician – Tenor Trombone – 1 position**

**Orchestra Musician – First Violins – 2 positions**

**Orchestra Musician – Second Violins – 2 positions**

**Orchestra Musician – Violas – 2 positions**

**Orchestra Musician – Double Bases – 2 positions**

**Working hours:** Full-time (8 hours): 4 hours individual practice, 4 hours at the workplace; five-day working week.

**Minimum education requirement:** Secondary education

**Required documents:**

Application for participation in the audition

Artistic CV (European CV format)

Copy of diploma for completed education and other qualifications

Please send the above-mentioned documents electronically to:

**contact@symphony-shumen.com** by **16.02.2026**



## **Audition**

### **Requirements for the audition program:**

#### **1. For soloists (orchestral players) and orchestral players:**

1. First movement, or second and third movements of a concerto.
  2. A polyphonic, Romantic, or contemporary piece – at the candidate’s choice.
  3. Orchestral excerpts (technical passages).
  4. Sight-reading.
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## **Personal Data Protection Notice**

Symphony Orchestra Shumen is a personal data controller within the meaning of the Personal Data Protection Act and Regulation (EU) 2016/679. By applying for a vacant position, you voluntarily provide personal data subject to special protection. By submitting your application, you confirm that you are informed and consent to the processing of your personal data for the purposes of the specific selection procedure.

**The personal data you provide will be processed solely for the preliminary selection of suitable candidates for the vacant position, the conduct of the audition, and for the possible conclusion of an employment contract. The provided personal data will be stored until the completion of the selection process for the specific position and will not be disclosed to third parties.**



## **Audition Procedure – Symphonietta Shumen**

### **Video Audition and Selection Process**

#### **1. Video Recording – First Round**

The video recording must be made in **one continuous take**, with **no cuts, edits, or post-production**.

The solo work and orchestral excerpts may be submitted **in one or two separate files**.

**High-quality audio is essential.** Candidates should choose an acoustically appropriate space, avoid excessive reverberation, and ensure an adequate distance from the microphone.

The candidate must be **clearly and fully visible in the frame** (full body or upper body including the instrument).

**No audio or video post-production is allowed**, including equalization, reverb, sound enhancement, or video editing.

Video file(s) must be uploaded to YouTube as **Unlisted** and the link(s) submitted with the application **before the stated deadline**, or they can be sent directly to the specified address: **contact@symphony-shumen.com**

Piano accompaniment is **optional** and at the candidate's discretion.

Tuning: **A = 440 Hz**

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#### **2. Online Interview – Second Round**

Candidates who successfully pass the video audition will be invited to a **short online interview** with representatives of Symphonietta Shumen (management, artistic leadership, and/or section principals).

##### **Purpose of the interview:**

- Artistic vision and musical approach
- Professional and orchestral experience
- Teamwork and ensemble skills
- Motivation for long-term collaboration with Symphonietta Shumen

**Format:**

Video call (Zoom, Microsoft Teams, or similar platform)

Duration: approximately **15–20 minutes**

Language: **English**

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### **3. Final Round – Trial Period**

Final candidates may be offered a **trial period** with Symphonietta Shumen prior to the final hiring decision.

**Duration:** between **2 and 6 weeks**, depending on repertoire requirements and scheduling.

During the trial period, the orchestra will provide:

- salary
- accommodation

**Responsibilities:**

Full participation in rehearsals, concerts, and, where applicable, recordings or educational projects.

**Evaluation criteria:**

Musical quality, integration within the orchestra, professionalism, adaptability, and communication skills.