

### SELECTION PROCEDURE

to draft a ranking that will be used for a permanent hiring of "Tuba, with obligation to play the contrabass trombone", 3° level of the artistic area and pertinent compensation - CCNL (National Collective Agreement) of the Fondazioni Lirico Sinfoniche.

#### **Article 1 - ADMISSION REQUIREMENTS**

1.1. To be admitted to the selection, candidates (of either sex - D.Lgs. 196/2000) must possess the following requirements:

- a) Not be less eighteen years of age;
- b) Italian citizenship or citizenship of another European Union state; citizens of a state not belonging to the European Union may also be admitted to the selection provided they already possess a valid residence permit allowing immediate employment with the Foundation or even if they do not have a work permit yet but can provide a suitable qualification that allows them to reside in Italy and participate in this procedure: in this case, the candidate acknowledges that any hiring resulting from the eligibility obtained from this selection can be completed only and exclusively after completion of the authorization procedures required by the current legislation for workers in the entertainment sector;
- c) Tuba Academic Diploma of the Italian old system or of the second level of the new system, obtained from a Music Conservatory or a Certified Music Institution; if the qualification was obtained abroad, it is considered valid for admission if it has been declared equivalent to a conservatory diploma or in any case equivalent to it under current Italian legislation; in the event that the decree of equivalence has not yet been acquired, the candidate is admitted to the selection rounds under reserve if he declares that the conditions necessary for activating the procedure exist;
- d) Have sufficient knowledge of the Italian language;
- e) physical ability for the job: the hiring of the winning candidates in the selection is subject to verification of the physical ability with a medical examination which will be arranged upon recommendation of the Foundation's Management;
- f) not having been criminally convicted, even with a sentence that has not yet become final, for the crimes detailed in Chapter I, Title II, Book II of the Penal Code; not being subjected to measures of personal freedom restriction;
- g) not having been fired for disciplinary reasons or exempted from employment in a Public Administration due to persistent insufficient performances. Furthermore, not having been dismissed from public employment following the verification that the job was obtained thanks to false or illegitimate documents. In case of any kind of dismissal from a previous employment, the causes and the circumstances of the dismissal must be detailed;
- h) entitlement to civil and political rights.

1.2. **All requirements must be possessed by the candidates by the deadline of the selection application. The absence of any requirements will lead to the exclusion of the candidate.**

1.3. The exclusion from the selection, due to failure to meet the prescribed requirements, can happen at any time, for proper reason, must be issued by the Superintendent of the Teatro del Maggio Musicale Fiorentino or one of his delegates and will be communicated by email to the address provided in the application.

#### **Article 2 – APPLICATION FORM**

2.1. This announcement is published on the Foundation's website, [www.maggiofiorentino.com](http://www.maggiofiorentino.com), in the Work with Us – Auditions, Selections and Competition Announcements section.

2.2. Applications must be submitted at:

<https://www.maggiofiorentino.com/forms/domanda-ammissione-basso-tuba-1026>

The deadline for receiving applications is the end of **Sunday 27th September 2026**.

2.3. To participate in the selection, interested parties must submit the on-line application form, under their own responsibility according to art. 46 and 47 of the D.P.R. 445/2000. For a correct submission, it is mandatory to indicate, under one's own responsibility, all the informations requested valid as a declaration of truthfulness according to and for the purposes of the articles 46, 47 and 76 of the D.P.R. 445/2000.

2.4. Applications received after the deadline as in paragraph 2.2, or without the attached required documentation, as indicated in paragraph 2.5 will not be accepted. Any changes or additions to the application already sent will be accepted only and exclusively if received within the deadline set for the receipt of the applications and in compliance with the methods indicated.

2.5. The candidate must attach the following to the application, or will not be admitted to the rounds:

- A. a residence permit/card, if necessary,
- B. a signed curriculum vitae,
- C. the qualification referred to in Article 1 paragraph 1.1 letter c (**NO SELF DECLARATION**),
- D. any documentation certifying the service referred to in article 4, paragraph 4.5 of this announcement. These files must be sent to the following e-mail: [selezioniorchestra@maggiofiorentino.com](mailto:selezioniorchestra@maggiofiorentino.com). The attachment must be in PDF format and **the overall size must not exceed 9 Mb.**
- E. copy of a valid passport/ID card.

2.6. By the application, the candidate declares to have fully and integrally read this selection announcement and to understand and accept, without reservations, all the rules, conditions and methods applied to the selection contained therein.

2.7. The declarations made in the application for the selection, which replace the relevant certifications required, are subject to criminal sanctions according to the art. 76 of the D.P.R. n. 445/2000 for falsifying documents and false declarations.

2.8. The trials taken by candidates whose declarations are found to be false, inaccurate or mendacious, will be considered void.

2.9. Equal employment opportunities between men and women are guaranteed, according to the Legislative Decree 11 April 2006, n. 198 and art. 35, paragraph 3, letter. c), of the Legislative Decree n.165/2001.

### **Article 3 - CAUSES FOR EXCLUSION**

The following constitute causes for excluding applications:

1. the lack of what is required in the letters A, B, C, E of the article 2 paragraph 2.5;
2. the submission of the application after the deadline set by the article 2 paragraph 2.2 of this announcement.

### **Article 4 - SELECTION ROUNDS, PROGRAM and QUALIFICATIONS**

4.1 The selection will take place in the Teatro del Maggio Musicale Fiorentino, Piazza Vittorio Gui, 1 Florence, according to the following calendar:

**Preliminary and final rounds:**

**Sunday 11th and Monday 12th October 2026 – convocation at 9:00 AM**

4.2 The preliminary rounds will be divided into 2 phases (the first one in anonymity), which, depending on the number of candidates present, could take place the first day, or over the two scheduled days. The candidates examined in each of the two phases of the preliminary rounds will receive a judgment of admission / non-admission to the following phase. The final round could take place by performing the orchestral excerpts both with a piano accompaniment and with the Orchestra.

4.3 Candidates who have obtained a minimum score of **8,50 points out of 10,00** in the final round will be declared eligible.

4.4 The exam program is the following:

V. Blazhevich Solo Étude for Contrabass Tuba and Piano  
R. Vaughan Williams Concert for Bass Tuba (1° movimento)

**Orchestra excerpts:**

A. Berg	Wozzeck
H. Berlioz	Symphonie Fantastique
	La damnation de Faust - Marche hongroise
J. Brahms	Symphony n. 2
A. Bruckner	Symphony n. 4
	Symphony n. 7
	Symphony n. 8
L. Delibes	Coppelia
P. Hindemith	Symphonische Metamorphosen
G. Mahler	Symphony n. 1
	Symphony n. 2
	Sinfonia n. 5
P. Mascagni	Cavalleria Rusticana
S. S. Prokofiev	Romeo and Juliet
	Symphony n. 5
O. Respighi	Fontane di Roma
R. Strauss	Ein Heldenleben
	Salome
I. F. Stravinskij	Petruška
P. I. Čajkovskij	Symphony n. 6
G. Verdi	Aida
	Rigoletto
	Nabucco
	I vespri siciliani

R. Wagner  
Die Meistersinger von Nürnberg  
Das Rheingold  
Die Walküre  
Siegfried  
Lohengrin  
Tannhäuser

*N.B. – A pianist will be available for piano accompaniment: those intending to use this service must bring the pertinent sheet music in good conditions.*

The commission has the right to request any piece listed in the announcement at any round of the competition.

4.5 Candidates who can prove they have worked as "Tuba" for at least 6 (six) months at any Fondazione Lirico-Sinfonica or at any other Musical Institutions, including non-Italian ones of similar importance (according to the judgement of the Artistic Direction), will be admitted directly to the second round of the preliminary rounds. The qualifying candidates will be informed by email of the convocation's time and date, once the turnout of applicants is known and the definitive calendar for the eliminatory rounds can be determined.

4.6 Participants are not entitled to any compensation for any kind of expenses, including travel and accommodation expenses, incurred in relation to their participation.

4.7 No notice of convocation will be sent, except for what indicated in point 4.5; candidates who do not show up at the selection place on the day and time indicated in paragraph 4.1, of this article, are considered excluded from the selection, absence from the first round will be considered as a waiver of participation for the selection itself. To be admitted to the selection rounds, candidates must show an adequate identification document.

4.8 Once the evaluation of the selection rounds has been completed, the Evaluation Team will draw up the list of the examined candidates, indicating the score obtained by each one. The list, signed by the Evaluation Team and by the Secretary, will be posted on the Foundation's bulletin board.

#### **Article 5 – PERFORMANCE RANKING OF THE QUALIFIED CANDIDATES**

Once the selection rounds have been completed, the Evaluation Team determines the performance ranking of the qualified candidates. The ranking is approved with the deliberation of the Superintendent of the Foundation and it is valid for twelve months starting from the day after its approval, except for any extensions decided by the Foundation.

#### **Article 6 – EVALUATION TEAM**

The Evaluation Team will be appointed by the Superintendent of the Foundation in compliance with current laws and will be made up exclusively of experts with proven expertise in the subject of the selection, and who don't present any incompatibility in accordance with the relevant laws on this matter.

#### **Article 7 – WINNERS ANNOUNCEMENT - HIRING**

7.1. Each participating candidate accepts that passing the selection rounds does not, in any case, constitute a guarantee of employment, the latter is subordinate to the approval of the performance ranking by the Superintendent, to the verification of the candidate's possession of all the requirements above mentioned and the determination of the conditions established by law that allow the Foundation to proceed with the

permanent employment, including the constraints of economic-financial sustainability of the cost resulting from the employment.

7.2. The qualified candidates included in the performance ranking will eventually be hired starting from the date indicated by the Foundation in the official notice of their appointment.

7.3. Acceptance of the appointment must be communicated in writing. Failure to do so will result in the winner being considered as renouncer.

7.4. The winning candidate of the selection who does not start working on the date established by the Foundation loses the right to the employment.

7.5. To prove the possession of the prescribed requirements, the winner must deliver before the start of the employment, under penalty of forfeiture, the following documentation certifying possession of the declared requirements:

1. updated certificate of pending charges;
2. for citizens of countries not belonging to the European Union, a copy of the valid residence permit or equivalent, which must allow to work and to establish a permanent employment relationship with the Foundation.

7.6. The finalization of the permanent employment will depend upon the positive outcome of the trial period, as determined by the National Collective Agreement for the specific role.

7.7. We will not proceed in hiring anyone who, on the date scheduled for the beginning of the contract with the Foundation, shall have any other kind of employment. For this reason, when signing the contract the winner must submit a signed declaration, under their own personal responsibility, in which he/she must certify that he/she has no other public or private employment contract.

#### **Article 8 – COMPENSATION AND PAY TRANSPARENCY**

This recruitment procedure is conducted in a non-discriminatory manner and on the basis of objective and gender-neutral criteria, pursuant to Article 5 of Legislative Decree No. 96 of 7 May 2026, implementing Directive (EU) 2023/970 on pay transparency.

The gross monthly salary will be that provided for under the current National Collective Bargaining Agreement (CCNL) for employees of Italian Opera and Symphony Foundations, Grade 3 – Artistic Area, together with the provisions of the current Company Supplementary Agreement (CIA). The remuneration is in addition to the statutory severance pay (T.F.R.) and the productivity bonus (Article 15 of the CCNL), the amount of which varies according to the service performed during the year and is equal to 3% of the remuneration base consisting of the minimum contractual salary, cost-of-living allowance and seniority increments.

#### **For 14 monthly payments:**

- Basic salary: €844.13
- Additional salary element: €566.84
- Cost-of-living allowance: €547.16
- Separate salary element: €235.50
- Consolidated company bonus: €511.90

For 12 monthly payments:

- Instrument allowance: €41.52
- Instrument allowance pursuant to Article 32 of the Company Supplementary Agreement (CIA): €178.48
- Copyright assignment payment: €92.32

A seniority increment of €39.77 is payable every two years of service, up to a maximum of five increments.

Gross annual salary: €41,625.26.

The above remuneration has been determined on the basis of objective and gender-neutral criteria, including the employee's grade, duties, professional experience and length of service, as well as the additional economic and regulatory provisions established by the applicable CCNL and the Company Supplementary Agreement.

**Article 9 – PERSONAL DATA PROCESSING**

All personal data collected by the Theater during the selection procedure will be processed in accordance to the Legislative Decree 196/2003 and GDPR 2016/679.

The information on personal data processing Article 13 of GDPR 2016/679 and Legislative Decree 196/2003 are available on the Theater's website, together with this selection announcement.

The provision of data is mandatory for participating in the selection.

*Firenze, 10th July 2026*

The Superintendent  
Carlo Fuortes