

INTERNATIONAL COMPETITION AND AUDITION for THE TEATRO ALLA SCALA CHOIR

Art. 1

The Teatro alla Scala Foundation is holding an international public competition for permanent positions and an audition for supplementary members in the Theatre Choir.

The examination test will be divided into two phases to be held on different days (as per attached schedule).

At the end of the examination sessions an audition ranking will be determined for the following sections:

Soprano

Mezzo-soprano

Alto

Tenor

Baritone

Basso

valid for 12 months from the date of approval in accordance with current contractual regulations. This ranking will be used for fixed-term contracts, paid-employment or self-employment contracts, to be defined each time to meet the production needs of the Theatre, including the relation of one only production.

The final phase will produce a ranking of eligibility to fill the following vacant positions in the Theatre Choir:

Soprano	N. 3 permanent position
Mezzo-soprano	N. 1 permanent position
Alto	N. 1 permanent position
Tenor	N. 2 permanent positions
Baritone	N. 1 permanent positions
Basso	N. 1 permanent positions

valid for 18 months from approval in accordance with current contractual regulations and as required by art. 7 below.

The non-eligibility for the International Competition does not invalidate the Audition Ranking.

Art. 2: Admission Criteria

- a) Be at least 18 years of age;
- b) Citizenship of a European Union country or non-EU citizenship with residence permit in Italy for long-term residents, or refugee status or subsidiary protection status; the recruitment of successful candidates is subject to the regularization of the position regarding the residence permit in Italy for employment reasons.

- c) Physical idoneity for the job. The hiring of the winning candidates is subject to the verification of the aforementioned suitability through a medical examination that will be arranged upon indication of the Teatro alla Scala Foundation Management.
- d) Curriculum vitae, written in Italian, indicating the qualification obtained, any other professional qualifications, level of knowledge of foreign languages, work experiences, skills and competences acquired and any other activities practised.
- e) For candidates of non-Italian nationality, request of appropriate knowledge of the Italian language which will be possible to verify through an interview non strictly related to musical language or musical studies carried out.

The candidates must have the requirements above mentioned on the date of issue of the competition announcement.

Art. 3: Application Form

Candidates must submit their application for admission to the competition, and any other documentation required, exclusively through form online on the website www.teatroallascala.org selecting the page "work with us" - "competitions and auditions" in accordance with the instructions available, no later than **15 MAY 2026**.

There is a payment for participation in the Competition of €50.00, to be paid online at the time of registration. Main credit/debit cards are accepted.

In the event of actual attendance at the examination tests, an amount of €25.00 will be refunded. No refund will be made in case of non-attendance. At the end of the application process, an e-mail will be sent to confirm the correct registration for the competition.

Applications delivered by mail, fax, hand or email will not be accepted.

The Teatro alla Scala Foundation does not assume any responsibility for any technical or IT mistakes that do not allow the prompt submission of the applications.

Extra EU Citizens must attach a .pdf copy of the residency permit of any other document certifying possession of the requirement under art. 2, point b) of this announcement.

The lack of documents will result in exclusion from the competition.

The candidates will be considered admitted with reservation to verify the possession of the requirements referred to in Article. 2. Candidates will also be informed at least 15 days before the date of the examination on the modalities of presentation to the tests.

Examinations of candidates with false or inaccurate declarations will be void.

The application for admission to the competition implies acceptance of the unquestionable judgment of the Commission.

Art. 4: Handling of Personal Data

In accordance with Legislative Decree N. 196 of 30 June 2003, and with Regulation (EU) 2016/679 of the European Parliament and of the Council, the personal data given by the candidates in their applications will be handled by the Human Resources Dept. of the Teatro alla Scala Foundation at the purposes of the present competition.

The personal information may only be shared with public administrations directly involved in the competition.

Applicants can assert their rights according to Legislative Decree N. 196 of 30 June 2003 and any subsequent amendments and supplemented, towards with the person responsible for data processing, i.e. the Superintendent. The Human Resources Director is in charge of data handling.

Art. 5 Examining Commission

The Examining Commission will be nominated by the HR Director of the Teatro alla Scala Foundation in agreement with the current regulation.

Art. 6: Examination test

The examination test will be divided into two phases to be held on different days. The calendar of the examination tests is attached to this notice.

In accordance with the current "Contratto all'unico livello aziendale – Contratto Scala" Article 1, point A, second paragraph - workers who has acquired prior rights will be directly admitted to the next phase of the possible preselection phase of the public examination for the allocation of a fix-term position. The candidates admitted will be informed by HR Directorate about exam phases notification and its processes.

Competitors, called to perform the examination tests in presence, must present themselves with the following documents:

- valid identity card or passport.

The Examining Commission may ask applicants at its unquestionable decision to perform part or all of the examination programs.

The use of any recording device is strictly forbidden.

Candidates will be asked to avoid any contact or communication with the exterior by handing over, eventually, their personal electronic devices (telephone, smartphone, tablet, pc or other). If candidate contrary the prescribed rules he may be excluded from the competition.

Applicants are not entitled to a compensation for travel and stay expenses.

In the event of ex aequo, the Teatro alla Scala will consider the seniority matured working the Foundation and, in the alternative, the age.

Art. 7: Examination programme

Applicants can visit our website at www.teatroallascala.org in order to consult and download coral pieces without a prior request.

The Board of Examiners may ask applicants to perform part or all of the examination programme.

Section: Soprano, Mezzosoprano, Alto, Tenor, Baritone, Basso

Eliminatory phase:

- execution of three arias of different authors (at least one in Italian) chosen by the applicant,
- execution of one chamber or oratorio arias chosen by the applicant,
- execution of vocalization and first sight-reading,
- execution of the following coral pieces:

- W.A. Mozart: Requiem, “Kyrie”
- G. Verdi: Messa da Requiem (ed. critica Ricordi), n. 7 Libera me, domine da pag. 207 (Requiem aeternam) sino alla fine (pag.236).

Final phase:

- execution of three arias of different authors (at least one in Italian) chosen by the applicant*,
- execution of one chamber or oratorio arias chosen by the applicant*,
*The arias may be the same as those presented for the eliminatory phase
- execution of vocalization and first sight-reading,
- execution of the following coral pieces:
 - G. Verdi, Nabucco, ed.critica Ricordi, “Gli arredi festivi”
 - G. Verdi, Otello, I° Atto
 - G. Rossini, Stabat Mater, n. 9 Quando Corpus
 - J. Brahms: Schicksalslied, op. 54
- execution of the following coral pieces in quartet
 - W.A. Mozart, Requiem, IV Offertorium, n.1 Domine Jesu
 - G. Verdi, Messa da Requiem (ed. critica Ricordi), n.5 Agnus Dei

Art. 8 Formation of the competition list

At the end of the competition, the Examining Commission will draw up a final ranking of eligibility that will include the overall grade obtained by each candidate. The classification will be approved by the HR Director of the Foundation upon the effectiveness of the admission requirements.

The candidates who are adequately ranked and suitable will be designated as the winners of the competition (for each of the positions).

Within 30 days from the day following the reception of the communication the successful candidates will have to send the following documents:

- 1) a valid identity document in which their date and place of birth, as well as the citizenship are showed;
- 2) for non-EU nationals, a certified copy of their valid residence permit or residence card. If the residence permit is for a fixed period of time for employment reasons, this document must be accompanied by a photocopy of the accommodation eligibility document.

The Theatre reserves the right pursuant to Art. 45, first sub-section or the DPR (Decreto Presidente Repubblica) 28 December 2000 No. 445. to verify the veracity of the data included in the identity document given by the applicant and to request further certification in case the information cannot be inferred from the aforementioned document.

In accordance with Art. 2-point c) the Teatro alla Scala Foundation Management will subject the selected candidates to a medical examination before the start of the employment in order to verify their physical suitability.

The successful candidate's hiring will be regulated according to the current legislation, with particular reference to art. 3, paragraph 5 bis, of the Decree Law of 30 April 2010 n. 64 converted with Law 29 June 2010 n. 100, and as well as to the Contratto Scala, for the members of the Choir working in Lyric and Symphonic Foundations, including with economic treatment.

From the end of the trial period and in order to work out the periodical salary increase for length of service, the length of service in Foundations will be recognized by the current Contratto Scala for working periods of at least three consecutive months.

The winning Choir Artist will be graded at the 5th level of the Scala Contract at the time of hiring. The winner must start working on the date indicated in the employment letter: the non-fulfilment of this condition entails the withdrawal of the employment offer.

If a successful candidate renounces to the offer or if the offer expires, within 18 months from the reports of the Examining Commission, the Foundation can take on the suitable candidate who immediately follows in the ranking.

The employment described in the previous paragraph can also take place, in the same period of time and subject to art. 3, paragraph 5 bis above-mentioned, if an identical position to the one put in competition were vacant.

For further information regarding this announcement you can write an e-mail to direzione.personale@fondazione.lascala.it.

The Competition/Audition results will be available on the Theatre's website at the page <https://teatroallascala.portaletrasparenza.net/it/trasparenza/selezione-del-personale/reclutamento-del-personale/esiti-delle-selezioni.html>.

EXAMINATION SCHEDULE

ELIMINATORY PHASE

Tenor: 2 July 2026

Mezzosoprano, Alto: 4 July 2026

Soprano: 7- 8 July 2026

Baritone, Basso: 10 July 2026

FINAL PHASE

Tenor: 11 July 2026

Soprano, 13 July 2026

Mezzosoprano, Alto: 15 July 2026

Baritone, Basso: 16 July 2026

Milan, 25/3/2026

The translation is for explanatory purposes only, and it's not intended to substitute the Italian text, which is the only official document.

The Human Resources Director
(Marco Aldo Amoruso)

