

**INTERNATIONAL COMPETITION and AUDITION FOR POSITIONS IN BALLET  
COMPANY**

**Art. 1**

The Teatro alla Scala Foundation is holding an audition and an international competition for the following position in the Ballet Company of the Theatre

**CORPS DE BALLET FEMALE DANCERS**

**N. 3 POSITIONS**

(With obligation of mimo)

**CORPS DE BALLET MALE DANCERS**

**N. 1 POSITION**

(With obligation of mimo)

The final phase of the competition will produce an audition list, drawn up by the Judging Commission and approved by the Management of the Foundation, 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 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 long-term residence permit, refugee status or subsidiary protection status; the hiring of successful candidates is subject to regularization of their position regarding their residence permit in Italy for employment purposes;
- 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.

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

**Art. 3: Application Form**

Application form (and any other documentation required) must be sent exclusively through form online on the website [www.teatroallascala.org](http://www.teatroallascala.org) selecting the page "work with us" -

“competitions and auditions”, according to the instructions available, no later than 19<sup>th</sup> May 2023.

*The application must be accompanied by a video, uploaded in accordance with the instructions mentioned in the aforesaid procedures. The video performed by the candidate and no longer than 2 minutes, should consist of a classical variation at the candidate’s choice.*

Examination tests in attendance may be preceded by a preselection based on the assessment of the videos accompanying the application form.

At the end of the procedure for completing the application, an e-mail will be sent to confirm the correct registration to the audition/competition.

**Applications delivered by mail, fax, hand or e-mail 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 or 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 audition/competition.**

Admitted candidates will be admitted with reservation to verify the possession of the requirements referred to in Article. 2. Candidates will also be informed in advance of the date of the examination on the modalities of presentation to the tests by e-mail to the e-mail address provided when applying.

The absence will be considered as renounce.

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

The applicants not admitted will be informed by e-mail to the e-mail address provided when applying.

The application for admission to the audition/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 audition/competition.

The personal information may only be shared with public administrations directly involved in the audition/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 Human Resources Director of the Teatro alla Scala Foundation in agreement with the current regulation.

### **Art. 6: Examination test**

The calendar of the examination test is attached to this notice. Any changes to the calendar will be promptly communicated through the website. The examinations may be held in several stages and on different days.

In accordance with current regulation in force at the time of the date of issue of the competition announcement, related to Covid-19 epidemiological emergency restrictions measures and as a result of changes in these regulations, due to a different course of the pandemic phenomenon, the examination tests may be subject to changes. The Foundation will promptly inform candidates.

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 must present themselves with the following documents:

- valid identity card or passport;
- for applicants of non-EU countries legally residing in Italy, residence permit or any other document certifying the possession of the requirement under art. 2, point b) of this competition notice.

All the participants must wear the following garments:

**MALE DANCERS:**

- tights and t-shirt.

**FEMALE DANCERS:**

- pink tights;
- leotard/body;
- pointe shoes;
- demi-pointe shoes;
- no skirts or other elements.

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

### **Art. 7: Examination Programme**

**CORPS DE BALLET MALE and FEMALE DANCERS** with obligation of mimo:

- Full classical dance lesson
- Classical variation of repertoire lasting no more than 90 seconds at the candidate's choice

Candidates, if they do not wish to take advantage of the piano accompaniment made available by the Theater, may provide the musical base, which they will use for the eventual "classical variation", during the call for tests through a special "virtual button" they will find in the e-mail. The audio file must be strictly in mp3 format and of a duration of less than 4 minutes, with a total weight not exceeding 12 megabytes.

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

### **Art. 8: Classification and Employment**

At the end of the competition, the Examining Commission will draw up a ranking (for each position of this competition announcement) that will include the overall grade obtained by each qualified candidate. The ranking list will be approved by measure of the Foundation's Management upon the effectiveness of the admission requirements. The candidates who are adequately ranked and suitable will be designated as the winners of the competition. Within 30 days from the day following the reception of the communication the successful candidates will have to send the following documents:

- a) a valid identity document in which their date and place of birth, as well as the citizenship are showed;
- b) for Extra-UE citizens: photocopy of the valid residence permit or residence card. In case the residence permit has a fixed term duration for work reasons, the document must be with a photocopy of a certificate stating that the candidate has an accommodation;

The Theatre reserves the right pursuant to Art. 45, first sub-section or the DPR (Decreto Presidente della 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 Management of the Teatro alla Scala Foundation 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 D.Lgs. n. 23, 4 march 2015, and Law 29 June 2010 n. 100, and as well as to the "Contratto all'unico livello aziendale – Contratto Scala", including with economic treatment.

At the end of the trial period and in order to calculate the length of service, we will take in consideration also the length of service acquired in others Lyric Symphonic Foundations – provided for in the Contratto Scala - for working periods at least three consecutive months. The winner must start working on the date indicated in the contract: 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 find a substitute on the list of candidates who immediately follow in the ranking list. The employment described in the previous paragraph can also take place, in the same period of time, if a position identical to the one put in competition may be vacant.

Milan, 17<sup>th</sup> April 2024

**EXAMINATION SCHEDULE:**

**For the positions of CORPS DE BALLET FEMALE DANCERS with obligation of mimo and CORPS DE BALLET MALE DANCERS with obligation of mimo:**

- Saturday 15<sup>th</sup> June 2024

Human Resources Director  
(Marco Aldo Amoruso)

