



Audition recommendations

An audition is arranged to recruit the most suitable musician for a vacant position. Those applying for a position in an orchestra must audition. The Audition Panel makes, on the basis of the audition, a proposal to the Intendent as to who should be chosen for the musician's position. The Intendent hires the musician.

These audition recommendations apply only to recruitment. It is not acceptable to arrange auditions in accordance with these recommendations for musicians already in employment – the work ability of employed musicians is determined, if necessary, on a medical basis.

Audition Panel

Composition of the Audition Panel

The Audition Panel is composed of the intendent, the chief conductor, the leader(s) of the orchestra, the members of the instrument group in question and the principals of different instrument groups in accordance with the orchestra's own agreements.

In addition, the Audition Panel always includes a representative of the Finnish Musicians' Union, who may be a shop steward or a member of the Panel or an external non-voting member invited and instructed by a shop steward. The presence of a representative of the orchestra delegation may also be justified.

The Audition Panel may use external experts as needed. Whether an external expert has a right to vote is determined by the Audition Panel before the start of the audition.

The chief conductor's right to vote, if any, is determined in accordance with the agreements between the orchestra and the chief conductor.

It is recommended that the intendent does not participate in the work of the committee as a voting member.

A musician who is leaving the position in question does not participate in the selection of his or her successor.

Disqualification

A disqualified person cannot participate in the work of the Audition Panel. A member of the Audition Panel is disqualified if he or she or someone close to him or her takes part in the audition or if confidence in his or her impartiality is otherwise compromised. For disqualification, it is enough if the impartiality of a person can be considered to have become objectively compromised.

A teaching relationship does not lead to disqualification.

A disqualified person may not participate in audition preparations.

Members of the Audition Panel are obliged to consider whether they themselves are disqualified and act accordingly. However, the Audition Panel makes the final decision on disqualification. A potentially disqualified person may not participate in the discussion of whether he or she is disqualified or not.

Audition

Preparation of an audition

The audition pieces must be published in good time. The pieces should correlate with the job description of the position to be filled.

Any orchestra and chamber music materials must be equally available to all the people invited to the audition.

Candidates may be eliminated beforehand based on applications or recordings. If this is the case, the deciding panel shall include the instrument group in question, the leader of the orchestra, the representative of the Finnish Musicians' Union and other members of the Audition Panel, if they so wish. In the elimination process, it should be ascertained that the technical quality of the recording affects the process as little as possible.

The audition candidates must be provided with adequate warm-up conditions.

Audition process and panel work

The members of the Audition Panel are explained the audition process the nature of the position being filled.

The order of the candidates is determined by lot, and the draw process must be fair. Between the draw and the start of the audition, there must be sufficient time for preparation.

The use of a screen is recommended to ensure equal treatment of candidates at least in the first round of the audition. The use of a screen is decided by the Audition Panel.

If the final round of the audition is played with an orchestra, special attention should be paid to ensuring equal treatment and pieces to play for the candidates.

It is recommended that the Audition Panel vote on the successful candidates between audition rounds so that the opinion of all panel members is equally taken into account. Each member of the Audition Panel entitled to vote shall have one vote.

In order to be able to take part in the vote, a member of the Audition Panel entitled to vote must be present from the beginning of the audition. When making a final decision, the view of the instrument group must be taken into account in addition to equal voting.

Audition result and filling in the position

Audition result

At the end of the audition process, the chairperson clearly explains to the Audition Panel what is being decided on the basis of the audition result.

Based on the audition, one or more candidates may be chosen to stand for the position. At the final stage, a decision is made whether the next candidate passing the audition is to be accepted for the position if the employment of the first candidate is terminated during the probationary period or he or she does not take the job.

It is advisable to make a decision on the length of the validity of approved auditions already when the audition is being prepared.

Employing musicians

The Intendent employs musicians based on the proposal of the Audition Panel.

Continuing a probationary period in the form of a fixed-term contract may be interpreted as a circumvention of the probationary period provisions of the Employment Contracts Act or as a prohibited reason for a fixed-term contract. For a fixed-term contract, there must be a reason accepted by the Employment Contracts Act, such as substitution, project work or an intervening period during which the employer makes preparations for the official and permanent filling of the position. Determination of the suitability of a person is not a valid reason for a fixed-term contract.

The maximum length of a probationary period for an employment contract valid for an indefinite period is 4 months. During the probationary period, both parties may terminate the employment based on reasonable grounds. The length of a probationary period for a fixed-term contract that is valid for less than four months may not exceed half of the period of employment. A trial period is not a mandatory condition for employment, but it can be used in the contract and it is recommended.

In the middle of a probationary period, a review meeting can be held to give feedback to the musician on his or her work input and to bring forth any aspects in need of improvement. A member of the orchestra who partici-

pated in the audition for the position given to the person under review may be considered disqualified for giving feedback.

Muusikkojen liitto

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