

## AUDITION REGULATIONS CHORUS OF THE NATIONAL OPERA & BALLET

### **Regulation:**

The provisions contained in these regulations have been established in consultation with the chorus management and the audition committee of the DNO chorus.

These regulations apply to the auditions held in 2023 for the expansion of the DNO fixed chorus. At the end of this round of auditions, the process will be evaluated.

Changes to these regulations can only be made in consultation between the chorus management and the audition committee.

### **Definitions:**

Employer	Dutch National Opera & Ballet (NO&B)
Management	The general director of NO&B and the director of DNO
Chorus master	The artistic director of the chorus
Chorus management	The chorus master and the business manager of the chorus, or the business manager of the opera
OC chorus	A representation elected from and by the chorus members, as part of the NO&B works council
House chorus	The chorus of DNO consisting of members with a permanent appointment
Extra chorus	The chorus of DNO consisting of members with a temporary appointment
Audition committee DNO	A representation, chosen from and by the chorus, of at least one member of the fixed house chorus from each voice group
Audition committee main round	Audition committee composed for the main round, consisting of the DNO chorus audition committee, supplemented by officials from the artistic staff of DNO
Voice group	The DNO chorus is divided into four voice groups (sopranos, mezzos/altos, tenors, baritones/basses)
Audition procedure	The complete procedure as described in these regulations.

### **A. Available spots**

In this round of auditions, we are recruiting for the specific positions mentioned below. These are positions in the house chorus, in principle full-time, starting from the 2023-2024 season. Applications for other voice groups will not be considered in this audition round.

- 2nd sopranos 3
- 2nd alto 1
- 1st tenor 1
- 2nd tenor 2
- 2nd bass 3

### **B. Audition Procedure**

The audition procedure consists of four rounds. All rounds are closed.

1. Dossier

- Assessment of candidate by chorus master and assistant chorus master based on CV and audition form.
- The following qualifications can be awarded in this round:
  - Suitable for round 2.
  - Not suitable.
- NB: Members of the extra chorus of DNO must indicate that they wish to apply by submitting a motivation and CV, but are automatically admitted to round 2.

2. Aria

- After being invited to participate in this audition round, the candidate will submit a list of five pieces. At least three pieces must be operatic arias from different style periods and in different languages.
- In principle, the candidate will present one aria of their own choosing in the first round.
- In this round the candidate sings anonymously behind a screen.
- The audition committee can award the following qualifications in this round:
  - Suitable for round 3.
  - Not suitable.

3. Ensemble singing

- The candidate starts this round with an aria chosen by the audition panel from the candidate's list.
- The candidate then sings a quartet piece, sent in advance, together with three members of the fixed chorus.
- The audition committee can award the following qualifications in this round:
  - Suitable for the main round.
  - Not suitable for the main round, but suitable for the extra chorus.
  - Not suitable.

4. Main round

- During this round, the candidate sings one or more pieces from the submitted list.
- The audition committee main round can award the following qualifications in this round:
  - Suitable for DNO house chorus.
  - Suitable for DNO house chorus, but no spot available.
  - Not suitable for the DNO house chorus, but suitable for the extra chorus.

### **C. Successful main round**

- After a successful main round, there will be a final HR interview between the candidate and the chorus management, in which, among other things, the employment conditions will be discussed.
- Candidates who successfully complete the main round will in principle receive an annual contract as DNO house chorus member, with a trial year.
- During this trial year, the chorus member in question's performance (in all its facets) is evaluated and discussed by the chorus management after a period of six months. If a chorus member has any comments on his probationary year, this will be discussed with the chorus management via the chairman of the DNO chorus audition committee.
- Before the end of the probationary year, a performance review will take place between the chorus master and the candidate concerned, and a new main round audition will be held.
- Based on the performance during the trial year and the advice of the audition committee on this last main round, the management is advised on an appointment for an indefinite period. The final decision rests with the management, even if the advice of the audition committee is divided.

### **D. Composition of the audition committee**

The composition, term of office, nomination of candidates, election and job description and functioning of the DNO chorus audition committee is described in the document *Auditiecommissie reglement van het koor van de Nederlandse opera*, dd. 18-05-2013. The relevant provisions are attached to this document.

The audition committee for rounds 2 & 3 consists of:

- The chorus master (chairman), or in case of absence, a replacement designated by the management, in consultation with the chorus master and the DNO chorus audition committee;
- The DNO chorus audition committee, consisting of at least one member of the fixed house chorus from each voice group;
- The chorus manager or a replacement designated by the management, in consultation with the chorus management and the audition committee (in order to monitor the process and count votes, without voting rights);
- One member of the OC chorus as an observer (even if one of the members of the audition committee is also a member of the OC chorus; without voting rights).

The main round audition committee consists of:

- The chorus master (chairman);
- DNO's chief conductor, or a representative thereof;
- The director of DNO;
- An external expert, chosen in consultation with the chorus master and the audition committee;
- Head of artistic affairs DNO;
- The entire DNO chorus audition committee (without voting rights);

- The chorus manager or a replacement designated by the management, in consultation with the chorus management and the audition committee (in order to monitor the process and count votes, without voting rights);
- One member of the OC chorus as an observer (even if one of the members of the audition committee is also a member of the OC chorus; without voting rights).

### **E. General Provisions**

- Auditions must be conducted for every singer who wants to work with the chorus of DNO.
- Incomplete applications will not be processed.
- DNO will make every effort to ensure that the various audition rounds follow each other quickly.
- At least two weeks before the first round of auditions, admitted candidates will be notified of the time of their audition. This time cannot be changed.
- Candidates are informed of the advice of the audition committee as soon as possible after the end of the various rounds. In the case of a main round this is done orally, in other cases this can also be done in writing.
- An explanation of the decision and feedback on the audition can be requested by e-mail. The decisions of the audition committee are not open to discussion.
- For the auditions, an assistant chorus master is present for accompaniment.
- With the exception of the quartet in round 3, the candidates must provide the sheet music for the pianist themselves.
- After a main round, another qualification is given to determine whether the candidate may immediately participate in the main round again at a subsequent audition.
- Conversations between chorus master and candidate after an audition only take place in the presence of a member of the DNO chorus audition committee (preferably from the same voice group) plus the chorus manager.
- Everything that is discussed in and with the audition committee with regard to the candidates and additional chorus members is strictly confidential. This confidential information may not be further disseminated within or outside the organization.
- By applying, the candidate declares to agree with the provisions of these regulations.
- DNO decides in all cases not covered by these regulations.