

## REGULATIONS FOR AUDITIONS FOR THE SINFONIA VARSOVIA ORCHESTRA

### Chapter I. General Provisions

1. These regulations define the rules for conducting the qualification procedure to recruit musicians for the Sinfonia Varsovia orchestra (hereinafter referred to as "recruitment").
2. The organizer of the recruitment is Sinfonia Varsovia, located at: 03-849 Warsaw, ul. Grochowska 272, registered in the Register of Cultural Institutions of the City of Warsaw under number RIA/2/08, NIP 5252414353, REGON: 141246217 (hereinafter referred to as "Organizer").
3. Any person applying for admission to the Sinfonia Varsovia orchestra (hereinafter referred to as "candidate") may participate in the recruitment.
4. The recruitment concerns the position of **PERCUSSION tutti**.
5. A candidate applying for admission to the Sinfonia Varsovia orchestra should complete the online application form available on the [muvac.org](https://muvac.org) platform (([MUVAC PERCUSSION tutti](#))) by **March 20th, 2026**.
6. The Organizer reserves the right to invite candidates selected based on the submitted applications.
7. The recruitment is three-stage.
8. The first and second stages of recruitment take the form of competitive auditions for candidates.
9. The third stage of recruitment includes an interview with the candidate and, depending on its results, the candidate's participation in projects selected by the Organizer to further verify the candidate's musical skills.

### Chapter II. Auditions

1. As part of the first and second stages of recruitment, competitive auditions will be held for candidates applying for admission to the Sinfonia Varsovia orchestra (hereinafter referred to as "auditions").
2. The auditions will take place at the Organizer's headquarters. The expected date of the auditions is **April 20th 2026**.
3. The auditions will be conducted by the Competition Committee appointed by the Organizer.
4. The Competition Committee consists of: the director of Sinfonia Varsovia, concertmasters, the head of the wind instrument group, and leader of percussion section. The chairman of the Competition Committee is the director of Sinfonia Varsovia, and in his absence, the concertmaster.
5. Musicians of the Sinfonia Varsovia orchestra participate in the voting and deliberations of the Competition Committee. Invited experts may also take part in the proceedings in an advisory capacity.
6. The Organizer does not reimburse travel and accommodation costs for candidates during the auditions.
7. During the auditions, candidates present their instrumental performance skills to the Audition Committee by performing the works specified in the audition program, which will be sent to candidates admitted to the audition by 24 March 2026.
8. The order of auditions for individual candidates will be determined on the day of the auditions by drawing lots.
9. The Organizer provides an accompanist for the auditions.
10. The auditions are conducted anonymously (behind a curtain). To maintain anonymity during the auditions, the candidate must not tune the instrument, speak, or do anything that could reveal their identity.
11. The time allocated for the candidate's audition in the first and second stages of recruitment is up to 20 minutes. The chairman of the Competition Committee may interrupt the candidate's audition at any time.
12. After the first stage of recruitment (the first audition), the Competition Committee will select candidates presenting a high level of skill to participate in the second stage of recruitment (the second audition).
13. After the second stage of recruitment (the second audition), the Competition Committee will select candidates presenting a high level of skill to participate in the third stage of recruitment.
14. The Competition Committee makes decisions by voting. Decisions regarding the course of the auditions and the qualification of candidates for further stages of recruitment are final.
15. Candidates will be notified of the audition results promptly, no later than 7 days from the date of the audition.

### **Chapter III. Participation in Sinfonia Varsovia Projects**

1. The director of Sinfonia Varsovia makes the final decision on admitting a candidate to the third stage after an interview conducted in the presence of representatives of the Artistic Council (1 person), the Orchestra Council (1 person), each of the trade unions (1 person each), and other persons indicated by the director.
2. Candidates qualified to participate in the third stage of recruitment will take part in projects selected by the Organizer to further verify their musical skills.
3. The rules for candidates' participation in Sinfonia Varsovia projects, as mentioned in paragraph 1, will be determined individually for each candidate.
4. After the third stage of recruitment, the director of Sinfonia Varsovia will decide on the engagement of selected candidates in the orchestra based on the recommendations of the Artistic Council of the Orchestra and the opinions of musicians from the instrument section to which the candidate is applying.
5. The Organizer reserves the right not to engage any of the candidates applying for admission to the Sinfonia Varsovia orchestra if none of the candidates meet the expectations or for other reasons beyond the candidate's control.

### **Chapter IV. Information Clause**

1. The data controller for candidates' personal data is Sinfonia Varsovia, located in Warsaw (03-849), ul. Grochowska 272. Tel.: +48 22 582 70 82, email: sekretariat@sinfoniavarsovia.org. The controller has appointed a Data Protection Officer, Ms. Anna Walosińska, who can be contacted via email: iod.sv@dpag.pl.
2. The purpose of processing personal data is to conduct the recruitment for the position of deputy leader of the cello section in the Sinfonia Varsovia orchestra as part of the audition conducted by the controller based on your consent in accordance with Article 6(1)(a) of the GDPR.
3. The candidate has the right to request access to their personal data, rectification, erasure, restriction of processing, objection to processing, and the right to data portability from the controller, as well as the right to lodge a complaint with the supervisory authority, i.e., the President of the Personal Data Protection Office.
4. The candidate has the right to withdraw consent at any time without affecting the lawfulness of processing based on consent before its withdrawal. Withdrawal of consent for the processing of personal data will result in the candidate's exclusion from further participation in the recruitment process.
5. Providing personal data is voluntary but necessary to participate in the recruitment process.
6. Sinfonia Varsovia reserves the right to share personal data with its subcontractors, including for the purpose of conducting auditions based on the agreement concluded with MUV.AC GmbH Alt-Moabit 19, 10559 Berlin, Germany, for the purpose of the recruitment process for the Sinfonia Varsovia orchestra.
7. Considering the services provided by our subcontractors, your personal data may be transferred outside the European Economic Area (EEA). Individual countries outside the EEA, where your personal data will be processed, ensure an adequate level of data protection (in accordance with GDPR standards) according to the European Commission's decision. However, in cases where data is processed in territories of countries for which the European Commission has not determined an adequate level of protection, data transfer is based on standard contractual clauses issued by the European Commission in accordance with Article 46(2)(c) of the GDPR.

### **Chapter V. Final Provisions**

1. The Organizer reserves the right to change the provisions of the regulations during the recruitment process, as well as to interrupt the recruitment without providing a reason.

2. The contact persons for recruitment matters are: Kinga Rozkrut and Janusz Czyżewski, email: [auditions@sinfoniavarsovia.org](mailto:auditions@sinfoniavarsovia.org).
3. Basic salary: 7,912 PLN gross, plus compensation in accordance with the orchestra's remuneration regulations for each concert exceeding the standard annual workload (8 concerts per year).