

RULES AND EMPLOYMENT CONDITIONS

Assistant conductor contest – Season 2025-2026

1. Application requirements

Applications open on Thursday, March 24th, 2025
Deadline for registration is Sunday, May 11th, 2025

Applications on *Muvac* platform: <https://www.muvac.com/vacancy/orchestre-national-d-ile-de-france-qy7eejwy>

Applications received after the closing date and time will not be considered. Only applications submitted via the Muvac platform will be considered valid.

The competition is open to applicants

- of less than 36 years old on March 24th, 2025
- holding a higher education music diploma
- experienced in conducting a professional orchestra, both in rehearsals and concerts

When applying, the candidates will have to provide:

- a copy of valid passport or other identity document
- a CV (biographies are not accepted)
- a cover letter in French or English (recommendation letters will not be accepted)
- two videos showing the applicant conducting, scrupulously complying with the criteria below

Entry in the competition implies full acceptance of the rules and employment conditions.
According to the level of the applicants, the jury can renounce to fill the assistant conductor position.

2. Video requirements

- The combined duration of the two videos must not exceed 10 minutes
- Videos must show works of different repertoire
NB: The videos must not show a general rehearsal and concert of the same programme
- At least one of the two videos must be with a symphonic orchestra
NB: Videos conducting a choir without any instruments will not be accepted
- Videos must have been recorded after 2021
- The descriptions accompanying each video must indicate the candidate's last and first name, the date when the video was recorded, the orchestra's name, the work(s) performed, and the name(s) of the soloist(s) (if any)
NB: if the orchestra is not a formally constituted ensemble, please explain the circumstances of the concert or rehearsal
- The viewing angle must face and clearly show the candidate
- The videos must be subtitled if there are discussions between the conductor and the orchestra in a language other than French. Subtitles must also be provided if the candidate makes inaudible comments in either French or English.

Applicants whose videos do not comply with the aforementioned requirements will not be eligible for pre-selection.

Recommendations:

- Choose videos that focus on you within the first fifteen seconds
- The videos should start with a sequence you believe represents well your conducting
- Eliminate applause, the orchestra tuning up, greetings, etc. from the videos
- An audio quality of the excerpts, making possible to hear both the different orchestra sections, as well as the conductor's comments, will be appreciated
- It is not mandatory to make two videos of 5 minutes each. You can choose to submit a longer concert video (of 7 minutes for instance) and a shorter rehearsal video (of 3 minutes). The combined duration of the two videos must not exceed 10 minutes

3. Selection of finalists

A maximum of five candidates will be selected on application file to participate to the audition.

Results of the preselection will be announced by email on Tuesday, May 22nd, 2025, at the latest.

4. Description of the rounds

The audition of the five selected candidates selected will take place on **Tuesday, June 24th, 2025**, at the Orchestra House (19, rue des Écoles – 94140 Alfortville - France).

The audition will take place as follows:

- First round: morning
Ludwig v. Beethoven – *Symphony n°8*, 1st and 2nd movement without rerun (Bärenreiter editions)
- Second round: afternoon
Anton Bruckner – *Symphony n°7*, 1st movement (Kalmus editions, Robert Haas version)

The running order for all candidates will be randomly drawn.

In the first round, each candidate's performance time will be limited to 20 minutes, including a run-through of the excerpt from the work, and time to work with the Orchestra to refine their interpretation and resolve any problems of intonation or placement.

A maximum of three candidates will be selected to take part in the second round. All rounds are eliminatory. The jury's decisions are final.

In the second round, each candidate's performance time will be limited to 30 minutes, including time for rehearsing the excerpt and working with the Orchestra.

Whatever the round in progress, the jury retains the right to interrupt the candidate. On the contrary, if it deems it useful, it may proceed with a new audition. At each stage of the competition, the jury retain the right to hear a candidate again.

5. Jury selection

The jury will be composed of the Musical Director (President of the jury) and six members of the administrative and artistic team of the Orchestra.

Musicians performing on June 24th, 2025, will vote at the end of all rounds. The result of this collective vote will be counted as an eighth vote in the same way as the jury's votes, to the benefit of the candidate who obtains the most musician votes.

The candidates selected for the second round must have received at least 4 votes.

At the end of the final round, the candidate who receives five out of eight votes wins the competition. If a candidate obtains four votes, the president of the jury has the option of adding a deciding vote to reach a total of five votes.

The jury has the option of placing a finalist on a list of suitable candidates. The candidate thus selected may be offered the position of assistant conductor for the 2025-2026 season, should the candidate who came first in the competition withdraw within three months of the date of the final. Two votes are required to place a finalist on the aptitude list:

- 1) a first majority vote opens the aptitude list
- 2) in a second vote, a candidate must receive at least 6 votes out of 8 to be placed on the list of suitable candidates.

6. Employment conditions and missions

The candidate winning the competition will be offered a position of assistant conductor, under a fixed-term contract (“contrat à durée déterminée dit d’usage”), for a period of ten months, from September 2025 until June 2026, in accordance with articles L.1242-2 and D.1242-1 of the French Labor Code, the Collective agreement for artistic and cultural enterprises, and the habits of the music business.

In the event of simultaneous employment, the candidate undertakes to give priority to the Orchestra as a regular employer.

The Assistant Conductor is present on all the Musical Director's series, recordings and tours, and on certain series conducted by guest conductors. They will conduct the Orchestra in certain rehearsals and performances during the season and will play an active part in certain recordings and educational projects in conjunction with the Education and Culture Department. They may also be called upon to collaborate with the orchestra librarian on research, score proofreading or publishing assignments.

For further information, please contact:

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