

THE RULES FOR AUDITIONS OF CANDIDATES FOR THE MUSICIANS OF THE JERZY SEMKOW POLISH SINFONIA IUVENTUS ORCHESTRA

I. General rules

1. The auditions are organized by the Jerzy Semkow Polish Sinfonia Iuventus Orchestra (the PSIO).
2. A candidate must be a graduate of Bachelor's or Master's studies at an instrumental faculty of an art school who is below the age of 30 on the date of the audition.
3. The PSIO reserves the right to invite only selected candidates for the auditions.
4. Information about the auditions each time will be posted on the orchestra's website: www.sinfoniaiuventus.pl/przesluchania.
5. The auditions shall be carried out at places and dates each time designated by the PSIO.
6. The dates and place of the auditions may change.
7. If the candidate cancels his or her presence at the audition, he or she will be obliged to inform the PSIO about such a fact by e-mail or by phone, two days before the date of the audition at the latest.
8. The organizer ensures the participation of an accompanist during the auditions.
9. PSIO shall not reimburse candidates for any costs related to the auditions, in particular, it shall not reimburse candidates' travel or accommodation costs.

II. Documents

1. Applications shall be submitted only via the electronic application form available on the POSI website (the 'Application') www.sinfoniaiuventus.pl/przesluchania or <https://bit.ly/2ISyTLU>
2. PSIO will contact the candidates only by means of direct remote communication (e-mail or telephone).
3. The following documents should be attached to the Application form:
 - a. an artistic curriculum vitae (CV) in Polish
 - b. a signed Declaration (to be downloaded from the PSIO website and sent back electronically with a handwritten signature)
4. The information contained in the Application form will be used for contacting candidates. PSIO is not responsible for any mistakes in the contact details submitted.
5. The Application and the attachments have to be submitted within the time limit set by PSIO, specified each time in the announcement about the auditions on the POSI website www.sinfoniaiuventus.pl/przesluchania.
6. The declaration, rules for auditions, the audition program and the notes (orchestral literature) shall be available on the website of the PSIO <https://sinfoniaiuventus.pl/auditions-for-the-orchestra/>.
7. All the documents must be drawn up in Polish.

III. Commission

1. The candidate shall be assessed by the Commission consisting of at least three persons, each time appointed by the PSIO Director.

2. At least one expert who is not an employee of the PSIO shall participate in the work of the Commission.
3. Only persons with higher musical education and significant artistic achievements can be the experts.

IV. Audition's course

1. The first stage of the audition (behind the curtain) – after the end of this stage of the audition, each candidate shall receive oral information on the admission or nonadmission to the second stage of the audition. The candidate shall go to the second stage of the audition if he or she reaches the minimum qualification threshold referred to in point V.1.
2. The second stage of the audition (without the curtain) – each candidate shall receive information about his or her results of this stage of the audition (information on whether the exam has been passed or failed) by email to the provided e-mail address within 7 days from the end of the audition. Reaching the minimum qualification threshold referred to in point V.1. means that the candidate has obtained a positive result of the qualification.

V. Evaluation rules

1. Each member of the Commission shall award from 0 to 25 points to each candidate. The minimum qualification threshold is 20 points representing the arithmetic mean of all points obtained by the candidate.
2. The Commission Chairman may interrupt the candidate's artistic performance at any time during the audition if the Commission has obtained the necessary knowledge about the candidate's qualifications.

VI. Conditions of employment

1. A positive result of the qualification makes it possible to hire the candidate by the PSIO. The PSIO Director shall take the final decision in this regard.
2. The candidate's positive results of the qualification shall be valid for 12 months from the date of handing over the results of the second stage of the audition to the candidate. If the candidate has not been hired by the PSIO within this period, the candidate interested in cooperation with the PSIO shall be obliged to take part in another auditions organized by the PSIO.
3. The PSIO Director's decisions as to the possible hiring of the candidate shall be final and cannot be appealed.
4. For the avoidance of doubt, the PSIO reserves the right not to hire the candidate despite his or her positive result of the qualification.

VII. Personal data protection

1. The Jerzy Semkow Polish Sinfonia Iuventus Orchestra with its registered office in Warsaw, 00-901, Plac Defilad 1, apt. 701, entered in the Register of Cultural Institutions under number 79/2007, NIP (tax identification number): 525-241-19-23 (hereinafter referred to as the "Controller") shall be the controller of the candidate's personal data. The controller can be contacted via the following e-mail address: sekretariat@sinfoniaiuventus.pl, by phone at the following number: 22 656-76-54 or

in writing to the following address: Polska Orkiestra Sinfonia Iuventus im. Jerzego Semkowa, 00-901 Warsaw, Plac Defilad 1, apt. 701.

2. The candidate may contact the data protection officer via the following e-mail address: iod@sinfoniaiuventus.pl or in writing to the following address: Polska Orkiestra Sinfonia Iuventus im. Jerzego Semkowa, 00-901 Warsaw, Plac Defilad 1, apt. 701.
3. The candidate's personal data shall be processed in order to conduct the audition process (recruitment), based on Article 6(1)(c) GDPR (fulfilment of the legal obligation incumbent on the controller) and Article 6(1)(a) GDPR (consent of the candidate who has the right to withdraw his or her consent at any time without affecting the lawfulness of the processing which was performed on the basis of the consent before its withdrawal).
4. The candidate's data shall not be transferred to a third country or an international organization.
5. Subject to paragraph 6 below, your personal data will be retained for the duration of the recruitment process, but only for a maximum period of three months.
6. In case of a candidate who passed the examination but is not employed by POSI immediately after passing the examination, the personal data of such candidate will be retained for a period of one year in case POSI decides to offer the candidate an employment contract at a later date.
7. The candidate who is the personal data subject has the right to access the data and the right to demand their rectification, removal or restriction of their processing. At the request of a person, the Controller shall provide a copy of personal data subject to processing, and for any subsequent copies, the Controller may charge a reasonable fee resulting from administrative costs. The candidate shall be also entitled to file a complaint to the supervisory body which deals with the personal data protection, i.e. to the President of the Office for Competition and Consumer Protection.
8. Providing data by the candidate is not obligatory, but it is necessary to carry out the recruitment process.
9. No automated decision making, including profiling, will be performed on the basis of the candidate's data.

VIII. Sanitary regime

1. Due to the threat of the spread of SARS CoV-2 virus and the necessary preventive actions resulting from the SARS-CoV-2 threat, the candidate undertakes to comply with the rules of the sanitary regime at the place of the audition, i.e. to:
 - a. sign an appropriate statement of their health,
 - b. cover his nose and mouth with a mask in the areas of publicly accessible facilities, such as: lounges, corridors, bathrooms, etc.,
 - c. agree to have his body temperature measured.