

## Audition and Position Details

### **Associate Concertmaster (chair 2): 5year fixed term**

### **Associate Principal 2<sup>nd</sup> Violin: permanent**

**Audition Date** 24-25 February 2025

**Full-time positions** beginning 1 September 2025

**Annual Remuneration Package**

NZD110,000 (Associate Concertmaster)

NZD85151 (Associate Principal 2<sup>nd</sup>): - see page 6 for details

Auckland Philharmonia is Aotearoa New Zealand's full-time professional Metropolitan orchestra, serving the country's largest and most vibrant city with a comprehensive programme of concerts and education and outreach activities. To find out more, read our story on page four and check out some of our recent recordings with Music Director Giordano Bellincampi.

**Eligibility – these positions are open to musicians of all nationalities**

If you are not currently a citizen or a resident of either New Zealand or Australia, it is advisable to research present New Zealand immigration law before completing your application.

[www.immigration.govt.nz](http://www.immigration.govt.nz) is one suggested website to visit. Please note: Auckland Philharmonia is not in a position to provide sponsorship for immigrants. Auckland Philharmonia will provide assistance in obtaining a work visa for the selected musician if required and pay the associated costs. The start date of the position may depend on the complexity of this process and this will be discussed with successful candidate upon winning the position.

### **Important Dates:**

**Closing date** for applications is

Wednesday 29 January 2025

**Recordings** to be received not later than

**Sunday 16 February 2025**

*Please note that NZ time is GMT+13 and the deadline may fall on an earlier day for some candidates*

This audition (recorded and in person) will take place on

24-25 February 2025

PLEASE NOTE: depending on candidate numbers, the audition may take place over one day only (25 February). At this stage in person candidates should plan to be available from 3pm on Monday 24 and from midday until early evening on Tuesday 25. We will confirm the timetable to candidates following the closing date.

### **Audition Information and Procedure:**

Being an Auckland Phil employee is about more than technical excellence in your chosen field. We're looking for individuals who resonate with our mission to inspire a life-long love of music in the diverse communities we serve. Beyond performance artistry we also look for how your specific skills and abilities can enhance the Auckland Philharmonia and build into our values. So, even if you don't think you have a typical career trajectory on your resume, we'd still love to hear from you!

We're also not about a one-size-fits-all solution when it comes to recruitment. We want to ensure everyone has an equitable experience too, so to chat through any accommodations or adjustments to participate fully in our recruitment process, please speak to the orchestra manager at [auditions@aucklandphil.nz](mailto:auditions@aucklandphil.nz)

**To apply, interested Candidates must complete the following:**

- An application form (to be completed via our website, [aucklandphil.nz](http://aucklandphil.nz))
- A CV detailing recent orchestral and other professional experience

## **Audition requirements**

### **Concerto/Solo Material**

- Mozart Concerto 1st mvt exposition only, with piano accompaniment: No 4 in D OR No 5 in A
- Romantic Concerto, 1st movement exposition only with piano accompaniment: Brahms, Mendelssohn, Beethoven, Sibelius OR Tchaikovsky – please see audition list for specific cuts required

**Selection of Orchestral Excerpts:** see our website for list of required orchestral excerpts.

## **Audition Procedure: Auditions in person**

Auditions in person will be conducted in Tāmaki Makaurau Auckland, at the Auckland Town Hall.

If you have indicated that you wish to audition in person in Auckland, confirmation of your audition along with other audition details will be sent to you within two working days of the closing date via email.

The general procedure for the audition day will be as follows:

The audition will be conducted in three rounds, with rounds 1 and 2 screened and the final round unscreened.

## **Access**

The building has accessible entrance however please advise us if you will require this as we need to contact the venue in advance if we will be using the stage lift (the stage has stair and lift access only). It also features up to four practice rooms and a quiet waiting area for candidates. There is a drop-off zone outside the stage door (greys avenue entrance to civic carpark) and (paid) parking is available in the civic carpark. Bus stops are right outside. If navigating by googlemaps, enter 'town hall tattoo' or 24 Greys Avenue to get the best directions to the Town Hall Stage Door.

If you need the online application in a different format, or there is other support we can provide specific to your access needs to participate in the audition please don't hesitate to contact us at [auditions@aucklandphil.nz](mailto:auditions@aucklandphil.nz) so that we can make the appropriate arrangements.

## **Accompanists**

The Auckland Philharmonia will provide a designated accompanist on the day of the audition for candidates auditioning in person in Auckland, however candidates are at liberty to bring their own accompanist (at their own cost) if they so desire.

Candidates sending recordings must organise their own accompanist for their recording.

## **Audition Procedure: Recorded Auditions**

We accept recordings electronically via [www.dropbox.com](http://www.dropbox.com). **Please note that we WILL NOT accept any video files sent as email attachments.** Please refer to our [Instructions on Electronic Files for Auditions](#), which will be sent to all candidates in the dropbox link they receive upon receipt of their application.

Refer above for closing date for recordings to be received by the Auckland Philharmonia

### **Recordings will only be accepted with the following conditions:**

- All recordings to be video recordings.
- Content to be exactly as per requirements and set list of orchestral excerpts. Please note that failure adhere to the requirements may result in disqualification. Please consult with the Orchestra Manager if you have any concerns ([auditions@AucklandPhil.nz](mailto:auditions@AucklandPhil.nz))
- The audition should be recorded as no more than three continuous takes, one take for each round. We define 'continuous takes' as: On the same day, in the same venue, although a reasonable period of rest is permitted between each take, just like the break between rounds when performing in person for an audition.
- Studio-quality recording. Candidates are advised to check the playback quality of their recording before sending! Particular attention should be paid to the quality of the audio.
- Recording Engineer or referee to confirm in writing that the recording is unedited and referee to affirm that the recording is a true and honest representation of the candidate's playing. (A recording declaration form for this purpose is available in the dropbox link candidates will be sent upon receipt of their application)

- 'Post production' – candidates should separate the long files into individual files for each item on the audition list to assist the panel in navigating between items.
- Recordings must arrive by the specified date. Auckland Philharmonia cannot take responsibility for late or lost material.
- Material sent electronically must follow the specified formatting and adhere to the Auckland Philharmonia instructions for sending electronic files (available on our website, in the dropbox link sent to applicants, or from the orchestra manager: [auditions@AucklandPhil.nz](mailto:auditions@AucklandPhil.nz))

### **Short Contract Periods**

The Auckland Philharmonia may select two or more musicians from the audition for a short Candidate Contract Period before the final selection is made. The Auckland Philharmonia will provide any such candidates with transport and accommodation necessary to complete the short contract period.

### **Probationary Periods**

Once the final selection is made (which may or may not involve a short contract process described above) the winning candidate will be offered the position with a probationary period of usually 12 months. If not resident in Auckland the winning candidate will be provided with one economy class airfare. International travel will be provided only from a major international airport in the country of his or her residence.

The winning candidate upon accepting the position may apply for reimbursement of costs directly related to taking the audition, up to the value of NZ\$500, upon provision of receipts.

### **Consideration for Contract Work**

Candidates may indicate on the application form if they wish to be considered for contract work, in the event that the position is not filled at the audition. Please be aware that if you check this box you are giving permission for your identity to be revealed to selected panel members.



## Who is the Auckland Philharmonia? Our Story

The Auckland Philharmonia is a leading performing arts organisation in Aotearoa New Zealand, serving Tāmaki Makaurau Auckland, the country's largest and most vibrant city, with concerts, events and activities throughout the year.

The Auckland Philharmonia is internationally renowned as an orchestra of high-calibre performance, innovation, passion and versatility. The orchestra presents more than 60 performances annually, showcasing many of the world's finest classical musicians as well as exciting collaborations with New Zealand's most inventive contemporary artists.

We are proud to support both the Royal New Zealand Ballet and New Zealand Opera in their Auckland performances. We also work in partnership with Auckland Arts Festival, Auckland Live and the University of Auckland, among other organisations.

Through our Learn & Participate programme we offer numerous opportunities for over 20,000 young people and adults to get involved with the orchestra, in schools and communities throughout Tāmaki Makaurau.

More than 250,000 people experience the orchestra live each year, in the concert hall and through special events, recordings, livestreams and other media offered to viewers globally.

As a registered charitable trust, we are grateful for the ongoing support of our core funders Auckland Council, Creative New Zealand and Foundation North and many other organisations and individuals, who help us to continue enriching our wonderful city and its people through music.

Some recent recordings include [Beethoven 7](#), [Tchaikovsky 4](#), [Grieg Holberg Suite](#), and [Ravel Piano Concerto in G](#). You can also learn about our 2024 season and our vibrant community and education programmes [here](#).

### **Why Auckland?**

Watch two of our musicians talk about their music journey to and within Auckland here:

<https://www.aucklandnz.com/city-of-music>

### **Why Auckland Philharmonia?**

- We believe that you do your best work when you are your whole self so we have a number of benefits for employees including an Employee Assistance Programme offering free counselling, health coaching and career advice, and regular physio visits.
- Paid leave: 4 weeks paid authorised break in the summer shut down plus two further scheduled authorised break weeks throughout the year. Every effort is made to align these break weeks with NZ school holidays. In addition all NZ employees have 10 days paid **sick leave**, and paid **bereavement leave** and paid **family violence leave** if required. NZ government offers 26 weeks paid parental leave for primary carers (see eligibility).
- Reimbursement of NZD500 to cover audition costs to the winner

## Equity, Diversity and Inclusion

As with many orchestras around the world, we continue our work to ensure the Auckland Philharmonia is an equitable and inclusive workplace. To ensure we're embodying the values and principles of EDI in our workplace culture we are committed to:

- Equitable and transparent pay: pay rates are published in our policies and procedures; every tutti player receives the same pay, every section leader the same as the others, and so forth. This assures that there is no pay discrimination based on gender, race, or other factors.
- Holding open auditions: Every eligible\* candidate who comes to audition or sends a recording will be heard.
  - \*in some cases auditions will only be open to musicians legally able to work in New Zealand at the time of the audition, due to immigration requirements. The job ad will always make clear whether or not the audition is open to musicians of all nationalities.
- Screened auditions: The first two rounds of our auditions are screened, eliminating as much bias as possible. The final round is unscreened, in an effort to allow our panels to consider the final candidates as whole people – we know that the potential you bring to our team is more than only your performance artistry but also informed by your communication and interpersonal skills, your individual skills, perspectives and backgrounds.
- Recording options: Recorded candidates are heard and assessed with equal weighting to in person candidates. We have a robust audition policy to ensure this, which is reflected by the fact that in the past 4 years, 50% of our auditions have been won by candidates submitting recordings. Allowing recorded auditions means that candidates who may have another professional commitment on the day of our audition, or for whom the travel cost to New Zealand would be prohibitive, are able to participate.
- Fair and transparent probationary periods: the assessment process throughout the probationary year is clearly communicated to the musician. Feedback is always delivered in a formal setting with written minutes, and in the presence of an impartial manager.
- Musician involvement: All musicians have the opportunity to have a voice on committees which shape the organisation, such as players committee, health and safety committee, social committee.
- Community Partnerships: Strong organisational ties and support to Sistema Aotearoa, which provides free music tuition to students at low decile schools in South Auckland, where the students are primarily Pasifika and Māori.
- Supporting Biculturalism: Organisational training in cultural competency has begun in 2024, and we are excited about where this will lead us.
- Showcasing artists from diverse backgrounds: While acknowledging there is much work to be done in our sector, we intentionally programme to ensure we feature artists of traditionally underrepresented demographics on our concert stages.

## **Associate Concertmaster: Position Details and Remuneration**

*In 2025 the Auckland Philharmonia Orchestra core Violin sections are currently comprised of 24 players, with 8 First Violin chairs, 8 Second Violin chairs and rotating tutti chairs. In the first violins these are Concertmaster, Associate Concertmaster, Assistant Concertmaster, Principal 1<sup>st</sup> violin, Sub Principal 1<sup>st</sup> Violin, 3 Tutti. In the second violins these are Section Principal, Associate Principal, Sub Principal and 5 Tutti. There are 8 rotating tutti players who work in both sections.*

The position of Associate Concertmaster (chair No. 2) is a five-year initial contract position with option for extension

Purpose of the Associate Concertmaster Position: To assist and/or deputise for the Concertmaster in the leadership of the Auckland Philharmonia Orchestra during rehearsals, concerts, recordings, and other activity, and to ensure that the Orchestra performs to the highest possible artistic standard at all times.

### **Primary duties for Associate Concertmaster will include:**

- Sit in the second chair of the section and any other chair including the first chair at the direction of the Concertmaster, as per the requirements of the P and P.
- Rehearse and perform to a high standard as befitting the role and as a member of the Auckland Philharmonia first violin section.
- Maintain a full professional appearance and standard of behaviour and comply with Auckland Philharmonia dress code while on duty.
- Follow the direction of the Concertmaster and Music Director in all matters relating to style, ensemble, intonation, articulation and bowing.
- Be fully prepared in advance of the first rehearsal, including preparing solo lines as required. Preparation of parts will include all pitches, dynamics, rhythms, tempi and other musical instructions. Preparation also includes being as thoroughly familiar as practically possible with the work to be performed.
- Ensure all performance parts are marked with all relevant information in a concise and timely manner in accordance to the instructions of the Concertmaster and Music Director.
- Prepare and play relevant orchestral solos in consultation with the Concertmaster and Perform solo or concerto roles with the orchestra as required as part of the Auckland Philharmonia Connecting programme;
- Lead the orchestra and assume the performing duties of Concertmaster in his/her absence as required including being available to cover for the Concertmaster for all programmes, should an emergency situation arise;
- Act as Concertmaster for events where the Auckland Philharmonia (full or partial) is acting as a hired ensemble
- Perform as part of an ensemble of Auckland Philharmonia musicians for events such as Auckland Philharmonia In Your Neighbourhood concerts or conductor training small ensembles as required by management.
- Assist the Concertmaster in leading and directing the performance of the section and take a proactive role in ensuring efficient section communication during rehearsal, specifically including the passing of information from the front desk through to the rest of the section.
- Raise any performance and administrative concerns of musicians in the section with the Concertmaster. Persistent or continuing problems should be drawn to the attention of the Concertmaster;
- Assist the Concertmaster with managing the section in regards to seating rotations, absence request, discipline and rostering as required;
- Assist the Concertmaster in preparing of bowings as required;
- Be available within reasonable expectations for meetings with MD, Concertmaster, management and/or colleagues to discuss job-related issues.
- Attend any company meetings, photography sessions or publicity calls as required by management.
- Participate in Auckland Philharmonia recording activities or recorded activities where the Auckland Philharmonia (either full orchestra or smaller ensemble) acts as a hired orchestra

(Associate Concertmaster continued)

Auckland Philharmonia Orchestra musicians are full-time employees. This position offers a (gross) Annual Remuneration package of NZD110,000. In addition and depending on eligibility, Kiwisaver contributions (New Zealand's voluntary retirement savings scheme) may also apply.

## **Associate Principal 2<sup>nd</sup> Violin: Position Details and Remuneration**

*In 2025 the Auckland Philharmonia Orchestra core Violin sections are currently comprised of 24 players, with 8 First Violin chairs, 8 Second Violin chairs and rotating tutti chairs. In the first violins these are Concertmaster, Associate Concertmaster, Assistant Concertmaster, Principal 1<sup>st</sup> violin, Sub Principal 1<sup>st</sup> Violin, 3 Tutti. In the second violins these are Section Principal, Associate Principal, Sub Principal and 5 Tutti. There are 8 rotating tutti players who work in both sections.*

The position of Associate Principal 2<sup>nd</sup> Violin is a permanent role.

### **Primary duties for Associate Principal 2<sup>nd</sup> Violin will include:**

- Rehearse and perform to a high standard as a member of the Auckland Philharmonia 2<sup>nd</sup> Violin section.
- Assist the Section Principal in leading and directing the performance of the section and take a proactive role in ensuring efficient section communication during rehearsal, specifically including the passing of information from the front desk through to the rest of the section.
- Be fully prepared in advance of the first rehearsal, including preparing solo lines as required. Preparation of parts will include all pitches, dynamics, rhythms, tempi and other musical instructions. Preparation also includes being familiar with the work to be performed.
- Sit in the second chair of the section and any other chair including the first chair at the direction of the Section Principal or Concertmaster, as per the requirements of the String Seating Policy.
- Follow the direction of the Section Principal, Concertmaster and Music Director in all matters relating to style, ensemble, intonation, articulation and bowing.
- Ensure all performance parts are marked with all relevant information in a concise and timely manner in accordance with the instructions of the Section Principal, Concertmaster and Music Director.
- Deputise for the Section Principal (including understudying principal solo lines) as required and at the discretion of the Concertmaster and Auckland Philharmonia management.
- Raise any performance and administrative concerns of musicians in the section with the Section Principal and assist Section Principal Annual peer reviews of the section.
- Be available within reasonable expectations for meetings with MD, Concertmaster, Section Principal, management and/or colleagues to discuss job-related issues.
- Maintain a full professional appearance and standard of behaviour and comply with Auckland Philharmonia dress code while on duty.
- Attend auditions for vacancies in the orchestra as per the requirements of the Appointment of Players Policy

Auckland Philharmonia musicians are full-time employees. This position offers a (gross) Annual Remuneration package of NZD85151. In addition and depending on eligibility, Kiwisaver contributions (New Zealand's voluntary retirement savings scheme) also apply.

Any further enquiries contact the Orchestra Manager [auditions@aucklandphil.nz](mailto:auditions@aucklandphil.nz)