

Associate Principal 2nd Violin

Fulltime, permanent position

Annual remuneration package: NZD85,151

Expressions of Interest Invited

The Auckland Philharmonia is inviting Expressions of Interest from outstanding violinists for this currently available appointed position. The position is open to applicants of all nationalities.

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

Assessment Process

Expressions of interest must be received by Sunday 27 April.

NZtime is GMT+12. Please take care with the closing date as this may fall on an earlier date in some countries. The Auckland Philharmonia cannot take responsibility for late applications.

Application stage:

Following the closing date, applications will go through a two-stage initial assessment process by the panel.

The Auckland Philharmonia intends to offer a short contract period to shortlisted applicant/s, and may choose to contract more than one person before reaching a decision.

Candidates can expect to be notified of whether or not they have been invited for a short contract by 12 May.

Short contract/recital audition stage: The Auckland Philharmonia considers this short contract period to be part of the audition process and applicants invited for a short contract will be required to present a live recital-audition whilst in Auckland. The lengths and dates of these contracts may be negotiated with the selected applicants but will also need to take into account the programming needs of the Auckland Philharmonia with at least one programme with the Music Director.

Contract Periods for selected candidates will be approximately 2-4 weeks long and will be in June or July 2025. The offer of a short contract period will be dependent on the musician being able to travel into Auckland (Auckland Philharmonia will assist with any visa applications necessary).

It will be essential for contract periods to include at least one concert with our Auckland Philharmonia Music Director Giordano Bellincampi. Likely periods:

- 17-26 June 2025
- 26 Jun-10 July 2025

What should you send?

Interested violinists are invited to send the following:

- 1) Completed application form – on our [website](#). You will be prompted to submit:
 - a) Up-to-date and detailed CV or resume
 - b) A minimum of two recent references including contact details for people supplying references.

- 2) A selection of recorded material. This should be selected to provide the best representation of your playing and should ideally include some solo material as well as a selection of standard orchestral excerpts.
- 3) A list of the material you have sent

The “Fine Print” on recorded material

- Audio-visual recordings are preferred but audio-only recordings can also be accepted.
- If live recordings are sent please supply the name of the orchestra/ensemble/conductor, and the date of the recording.
- Ideally at least some of the material should be in video format.
- Recordings should be accompanied by a signed statement from one of the people providing a reference or by a qualified sound engineer endorsing the recording as a true and honest representation of the applicant’s current level of performance.

As stated above, **there is no set audition repertoire for this position although it is highly recommended that candidates include a selection of material which would be generally standard for an audition for such a position.**

The Auckland Philharmonia reserves the right to ask any applicant for further material to aid its decision making process.

How to send your recordings:

Three options:

- Put your recorded material (and the list of your recorded material) into a dropbox folder and include the link with your application form
- Dropbox links can also be emailed to: auditions@aucklandphil.nz.
- Links to online material such as youtube may be emailed directly to auditions@aucklandphil.nz, along with the list of your material.

Please do NOT email audio or video files as attachments.

More detailed information on how to upload your material is available in our ‘How Do I Send’ document, which can be found online on our Jobs Application page.

You can email: auditions@aucklandphil.nz if you have any further questions.

Travel/Accommodation for Contract periods

To enable the selected musician to undertake the Short Contract period, the Auckland Philharmonia will arrange necessary travel including arrangements for your instrument. International travel will be provided only from a major international airport in the country of the musician’s residence. Accommodation (or appropriate reimbursement) will be provided for the duration of the contract and audition period. For those musicians who are not New Zealand or Australian citizens or permanent residents, the Auckland Philharmonia will arrange for a work visa for the contract period and pay the associated costs.

Associate Principal 2nd Violin Remuneration and Job description

See page 5

Further information

For all further enquires please see www.aucklandphil.nz

For information on the Auckland Philharmonia for information about the role and the remuneration please see page 5

or contact: auditions@aucklandphil.nz for specific questions regarding this process.

Who is the Auckland Philharmonia? Our Story

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.

In more than 70 mainstage performances annually, the Auckland Philharmonia presents a full season of symphonic work showcasing many of the world's finest classical musicians. The Auckland Philharmonia is also proud to support both New Zealand Opera and the Royal New Zealand Ballet in their Auckland performances, as well as working in partnership with Auckland Arts Festival and Michael Hill International Violin Competition.

Renowned for its innovation, passion and versatility, the Auckland Philharmonia collaborates with some of New Zealand's most inventive artists. Through its numerous Auckland Philharmonia Connecting (education, outreach and community) initiatives the Auckland Philharmonia offers opportunities to more than 20,000 young people and adults nationwide to participate in music.

More than 250,000 people hear the orchestra live each year, with many thousands more reached through special events, recordings and other media. Some recent recordings include [Beethoven 7](#), [Tchaikovsky 4](#), and [Grieg Holberg Suite](#). 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).

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. .
- **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 Principal 2nd 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 1st violin, Sub Principal 1st 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 2nd Violin is a permanent role.

Primary duties for Associate Principal 2nd Violin will include:

- Rehearse and perform to a high standard as a member of the Auckland Philharmonia 2nd 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 NZD85,151. 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