Recruitment & selection Ricciotti Ensemble

Who can participate in the Ricciotti Ensemble?

Here at Ricciotti, we welcome all young musicians with various backgrounds. The orchestra consists of amateurs, students from the conservatory and a few young professionals. Prospective members do not have to study or work in the Netherlands to apply for an audition. Most members of the orchestra do study, but it is not a condition to participate.
Regarding the age of prospective members, the rule applies that the age difference between the youngest and oldest member may not exceed 13 years. In practice, this means that members are roughly between 18 and 31 years old. In some cases, when it comes to substitutes for example, this rule is deviated in order to complete the composition of the orchestra.

Recruitment

Interested musicians can join the Ricciotti by doing an audition. Depending on the number of vacant positions, the auditions take place on one or two days. After the management has determined the dates of the auditions, prior to each tour, the auditions are organised by the wind and string chiefs, or so called *cheffies*. The auditions are for everyone, and are announced on the website, social media and via posters in other cultural institutions. The *cheffies* are committed to recruiting candidates and are approachable for questions from potential candidates. They also provide all the information regarding the auditions and receive the candidates at the audition location, usually the Ricciotti office.

Fixed, project and substitute members

The Ricciotti Ensemble consists of fixed and project members, and when needed substitutes as well. Fixed members are allowed to miss one tour, but after missing one tour, the member should participate in six consecutive tours. When a second tour is missed, the fixed position will be forfeited, and the position becomes vacant for audition.
Musicians who are admitted to the orchestra will be a project member during the first tour. If their position turns out to be a vacant one after the tour, the artistic director/conductor, in consultation with the section or a principal, can convert the project membership into a fixed one. If this is the case, a second audition is not required.
If a member is not able to join a tour last minute, due to illness or other causes, it is possible to use a substitute without doing an audition. In this case, a substitute member is not a potential fixed member.
After a tour, the management of the Ricciotti always has the right to discuss the functioning of an orchestra member and has the option to terminate the membership of that person.

Procedure

During the auditions, the committee consists of the *artistic director/conductor*, the *assistant artistic director* and, if possible, an orchestra member who plays the instrument in question. The committee determines whether a candidate is assigned a position within the orchestra. The *artistic director/conductor* has the final say in this decision.
The audition consists of a few audition excerpts, a solo piece of your choice and several excerpts *a prima vista*. The candidate is also asked about the motivation and commitment to the mission of the Ricciotti.
Auditions take place live, unless this is not possible. Exceptions may be made for candidates who are abroad during the auditions and apply through a video audition.
If candidates are equally qualified, the Ricciotti gives preference to amateurs over students of the conservatory. In exceptional cases, the *artistic director/conductor* has the right to deviate from this policy.
Rejected candidates are always welcome to come back at the next audition. A rejection can

be the result of lack in vacant positions and does not necessarily mean the candidate has not reached the requested level.

Results and communication

After the auditions, the candidates are informed of the result by the *cheffies*. An explanation and feedback on the audition can always be requested by email from the *artistic director/conductor*. The *tour manager* communicates all the relevant information regarding the tours to the new orchestra members.