



The Board of Directors of the CIM La Armónica approved at the ordinary general meeting held on the 24th of November 2020 the guidelines for the selection process for a conductor for the Symphonic Band of the CIM La Armónica, which were drafted as follows:

GUIDELINES FOR THE SELECTION PROCESS FOR A CONDUCTOR FOR THE SYMPHONIC BAND OF THE CIM LA ARMÓNICA

1.- PURPOSE OF THIS ANNOUNCEMENT

The CIM La Armónica starts the selection process in order to hire a conductor for the artistic and musical direction of the Symphonic Band of the CIM La Armónica.

The process will be a merit-based competition and will include an interview and the performance of a concert as a guest conductor.

The tasks that will correspond to the selected candidate are:

1. Present the proposal for the annual program of the Band and submit it to the Board of Directors for approval.
2. Direct the general and partial rehearsals that are established in the Annual Program and managing the staff of the Symphonic Band of the CIM La Armónica.
3. Attend all concerts that the Symphonic Band carries out according to the program and any acts required by the Board of Directors in order to fulfill the artistic and social commitments of “El Litro”.
4. Collaborate with the conductors of the other sections of the CIM La Armónica.
5. Any other tasks related to your artistic competencies assigned by the Board of Directors of the CIM La Armónica.

2.- REQUIRED JOB QUALIFICATIONS

Candidates who wish to participate in the selection process must have an

- Advanced degree in Music with a specialty of Orquesta Conducting, or an
- Advanced degree in Music with any specialty, with further training in Orquesta Conducting and/or Music Bands.



- Experience in the musical conducting of professional and/or amateur music groups.

(*) In case you have a foreign degree you have to provide accreditation which verifies its homologation.

3.- PARTICIPATION

Anyone who wishes to participate in the selection process must submit the document "Application form for admission to the selection process for a conductor of the Symphonic Band of the CIM La Armónica" attached as ANNEX I at the bottom of these guidelines.

For the first-stage assessment, the following, together with the above-mentioned form, must be submitted:

- Curriculum Vitae in order to evaluate knowledge, training and accredited work experience.
- A video with a maximum duration of 5 minutes, showing your work and skills conducting a music group.
- A musical project in PDF, with a work proposal and objectives as well as its planification. The synthesis, structure and development will be assessed. Social aspects considered in the artistic project will be very positively valued, as well as its relevance for the CIM La Armónica.

All the above mentioned can be sent by e-mail to the following e-mail address of the CIM La Armónica: presidencia@cimlaarmonica.es

The Selection Panel will be able to include candidates in the process by invitation. In this case, where the candidate's profile is sufficiently known, submitting the artistic project will be sufficient.

4.- APPLICATION PERIOD

The period for submitting applications runs from the 30th of November until the 20th of December 2020.



5.- STAGES OF THE SELECTION PROCESS

The selection process consists of three stages:

FIRST STAGE - ASSESSMENT OF PROFILE AND ACHIEVEMENTS

The Selection Panel will, based on the applications, determine which candidates will move on to the next stage, the interview.

The assessment of achievements, accredited by the candidate within the application period, will be based on:

- a) Career path in conducting professional and/or amateur groups
- b) Career path as a teacher
- c) Completed studies and further courses
- d) Participation as a conductor in national and international music band competitions. This must be accredited by certificates, press articles, prizes, etc.
- e) Music Project in PDF, to be submitted together with the application form and the rest of the requirements.

SECOND STAGE - THE INTERVIEW

The interview will be held with the candidates selected in the first stage by the Selection Panel.

During the interview, knowledge, personal skills, communication skills, empathy, motivation and other skills required to fulfill the position of conductor of the Symphonic Band of the CIM La Armónica, will be assessed.

Therefore, the candidate will be asked to perform the previously mentioned Musical Project.

After the interviews, the Selection Panel will present the selected candidate(s). If there are several candidates, the final selection will be made after the third stage.

THIRD STAGE - CONDUCTING A CONCERT

This stage is foreseen as a period of evaluation and mutual knowledge that allows the organization's expectations of the new conductor to be contrasted, and vice versa.



The duration of the trial period and the dates of the concerts will be agreed with the chosen candidates based on their preferences or availability. The aim is not to prolong this period with guest conductors excessively. Therefore, the maximum number of candidates at this stage will be 3.

The association aims to have contracted a conductor by the 1st of September 2021 at the latest.

6.- SELECTION PANEL

The Selection Panel of the conductor for the Symphonic Band of the CIM La Armónica consists of the Chair and Vice Chairs of the CIM La Armónica. In case of a tie, the Chair has the casting vote to select the conductor of the Band.

The Panel is responsible for complying with the guidelines, as well as informing the Board of Directors about the decisions taken.

The Selection Panel relies on professional musicians and conductors of the Symphonic Band of the CIM La Armónica for the technical assessment of the candidates.

7.- REVISION OF THE APPLICATION PERIOD COVID-19

Due to the health emergency situation, the proposed schedule for the recruitment and selection of the new conductor may be modified.

If this happens, the Selection Panel will inform the candidates of the changed deadlines.

Online meetings or interviews with candidates can also be held, but only when face-to-face is not possible.



Centro Instructivo Musical
“La Armónica”
de Buñol

ANNEX I

APPLICATION FORM FOR PARTICIPATION IN THE SELECTION PROCESS FOR A CONDUCTOR OF THE SYMPHONIC BAND OF THE CIM LA ARMÓNICA

Full name:

ID number:

Address:

Phone number:

E-mail address:

I hereby state that I fulfill the requirements to be able to participate in the selection process for a conductor of the Symphonic Band of the CIM La Armónica, and I provide the following documents (please tick all that applies):

- Copy of ID
- Video of maximum 5 minutes in which you conduct a musical performance
- Achievements to be taken into account
- A musical project in PDF

I wish to participate in the selection process and I declare that the information provided is true and correct and I accept the guidelines.

Place:

Date:

Signature:

ATTN. CHAIRMAN CIM LA ARMONICA