

AUDITION AND SELECTION POLICY

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Responsible person	Michelle Forbes	Scheduled review date	TBC (within 3 years)

INTRODUCTION

Tasmanian Youth Orchestra (TYO) is committed to making its programs available to all young musicians based on individual merit, and maintains a system that ensures that no individual candidate is disadvantaged or favoured by the TYO's audition and selection process.

PURPOSE

This policy has been designed to offer a framework within which candidates for participation in TYO programs will be selected. This process eliminates potential for bias ensuring participants are accepted to the ensemble most appropriate to the individual, within the restrictions of program operations.

DEFINITIONS

- "Staff" refers to all TYO personnel, including but not limited to office staff, conductors, panel members, tutors and volunteers.
- "Parents" also refers to child guardians.
- "Participants" refers to all performers enrolled in any TYO program.
- "Panellist" refers to an audition panel member.
- "Candidate" refers to any player applying to participate in any TYO program.

POLICY

- 1.1 The General Manager is accountable for maintaining a fair and transparent process when auditioning and selecting participants, and that all TYO staff and audition panel members understand and abide by this Policy. This is to ensure the ongoing integrity and fairness of access to the TYO's programs.
- 1.2 Auditions will be conducted for all candidates wishing to participate in TYO's annual programs. TYO, at its discretion, also may select players to participate in Extension Opportunities, Special Projects, or other opportunities by application only or by invitation.
- 1.3 At the conclusion of each year, all positions in TYO ensembles will be declared vacant. All participants wishing to enrol in the following year will be required to reaudition.
- 1.4 Auditions will be conducted by a panel of suitably qualified persons, being current TYO specialist staff, or educators who are independent and do not have direct responsibility to the TYO.
- 1.5 Each audition panellist and Staff member is required to manage any actual, potential or perceived conflict of interest when performing their role in the audition and selection process. Accordingly, panellists are expected to notify the TYO General Manager of any actual, potential or perceived conflict with any candidate as soon as they are aware of the conflict. This includes but is not limited to disclosing if the panellist is a current or former teacher of the candidate, has assisted the candidate in any capacity, or is aware of any circumstances that could raise a conflict of interest whether actual, potential or perceived. Where a conflict is declared this must be managed appropriately so the panel's assessment of the candidate is fair and transparent. Panellists are required to show no bias towards or against any candidates.
- 1.6 Ensemble position offers will be based on individual merit determined by the candidate's audition ranking and the audition panel's recommendation for ensemble placement.
- 1.7 The audition panel's recommendations will be based on audition performance only.

- 1.8 Audition requirements may be adjusted by the TYO, at the discretion of the General Manager, to suit the needs of the ensemble or project.
- 1.9 It is the responsibility of the candidate to prepare all material required. Failure to do so may result in an incomplete assessment of the candidate's abilities and adversely effect their audition result.
- 1.10 Late auditions may be conducted by the TYO where a specific vacancy exists or where additional program participants are required.
- 1.11 To maintain consistency, candidates undertaking a late audition will be required to prepare the same materials as those candidates who participated in the main audition rounds. At its discretion, the TYO may elect to alter these audition requirements to suit the preparation timeframe available to the candidate.
- 1.12 The TYO may actively seek individual members, on the recommendation of conductors or other artistic personnel, in order to address instrumental gaps in ensembles. In these instances, the General Manager has the discretion to waive the requirement for an audition.
- 1.13 All persons involved in the selection and preparation of the set works/audition excerpts are required to keep their knowledge of the materials strictly confidential prior to the official release time.
- 1.14 The General Manager is responsible for collating and comparing the candidate rankings and audition panel recommendations, determining ensemble position offers, and communicating the offers to candidates.
- 1.15 The General Manager is ultimately responsible for final placement within an ensemble/program, based on the Panel's assessment and known history of the individual's attendance, professionalism and alignment with the values of the TYO.
- 1.16 Panellists are not permitted to communicate any audition observations, assessments or recommendations to any individual.
- 1.17 All information gained through the audition process is private and confidential. Under no circumstances will information be given on, or correspondence entered into regarding, a player's specific audition results with the player, the player's parents or teachers. This requirement complies with TYO's privacy policy and mirrors the audition processes in the music profession.