



MELBOURNE  
YOUTH  
ORCHESTRAS

# **AUDITION & ENSEMBLE MEMBER SELECTION POLICY**

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## INTRODUCTION

Melbourne Youth Orchestras (MYO) 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 by MYO's audition and selection process.

The Chief Executive (CEO) is accountable for maintaining a fair and transparent process when auditioning and selecting participants, and that all MYO staff and audition panel members understand and abide by this Audition & Ensemble Member Selection Policy. This is to ensure the ongoing integrity and fairness of access to MYO's programs.

Further information regarding this policy can be obtained by contacting the MYO Office. MYO Office hours are Tuesday to Friday from 9:00am to 5:00pm.

### 1.0 AUDITION PROCESS

- 1.1 Auditions will be conducted for all candidates wishing to participate in MYO's Ensemble Program. MYO at its discretion also may select students to participate in its Summer School program, Outreach or Special Projects by application only or by invitation.
- 1.2 At the conclusion of each year, all positions in MYO ensembles will be declared vacant. All students wishing to continue in the Ensemble Program will be required to reaudition.
- 1.3 Auditions will be conducted by a panel of suitably qualified persons, being current MYO Ensemble Conductors and professional musicians or educators who are independent and do not have direct responsibility to MYO. Each audition panel must consist of at least one independent suitably qualified person.
- 1.4 Each audition panel member and MYO 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, panel and staff members are expected to notify MYO's Music Education Program 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 he or she 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 recommended position and selection of the candidate is fair and transparent. Panel members are required to show no bias towards or against any applicants.
- 1.5 Where appropriate, the auditions also may be attended by a member of MYO staff or relevant Ensemble Conductor. This shall be for observation purposes only; MYO staff members shall not have any influence on the final ranking or recommendation of candidates except under clause 1.8.
- 1.6 Ensembles position offers will be based on individual merit determined by the candidate's audition ranking and the audition panel's recommendation for ensemble placement. The audition panel will rank each player in the section the candidate has nominated to apply for by giving an overall score out of 100 and making a recommendation for placement in one of MYO's ensembles.
- 1.7 The audition panel's recommendations will be based on audition performance only.
- 1.8 All audition requirements are to be published in the audition brochure and are subject to annual review.
- 1.9 Audition requirements may be adjusted by MYO, at the discretion of the Music Education Program Manager, to suit the needs of the ensemble or project.
- 1.10 Candidates may be required to prepare own-choice items of a contrasting nature, technical work and sight-reading of the appropriate level as well as set works or audition excerpts where MYO deems it appropriate.



## **2.0 LATE AUDITIONS**

- 2.1 Late auditions may be conducted by MYO only where a specific vacancy exists or where additional program participants are required.
- 2.2 Late auditions may be conducted before or after a scheduled ensemble rehearsal, or other appropriate MYO event, by the relevant Ensemble Conductor or an appropriate instrumental specialist.
- 2.3 To maintain consistency, candidates undertaking a late audition will be required to prepare the same materials and, where relevant, perform the same set works/audition excerpts as those candidates who participated in the main audition rounds.
- 2.4 At its discretion, MYO may elect to alter these audition requirements to suit the preparation timeframe available to the applicant.
- 2.5 MYO 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 Chief Executive Officer has the discretion to waive the requirement for an audition.

## **3.0 SET WORKS/AUDITION EXCERPTS**

- 3.1 Selected MYO programs or ensembles may require standardised set works or audition excerpts to be performed by candidates at the audition. When required, a summary of such details will be published in the audition brochures so all candidates are aware of any such requirements at the time of application.
- 3.2 For programs that require set works/audition excerpts, the materials will be selected by the Music Education Program Manager or a nominated delegate, and may be prepared in consultation with MYO Ensemble Conductors or administrative staff.
- 3.3 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 date and time.
- 3.4 Set work/audition excerpts will be made available to all applicants via download from the MYO website on the date advertised in the audition brochure.
- 3.5 Copies of all set work/audition excerpts may be requested by candidates to be sent via postal mail where required.

## **4.0 AUDITION RESULTS AND ENSEMBLE OFFERS**

- 4.1 The Music Education Program Manager is responsible for collating and comparing the candidate rankings and audition panel recommendations, determining ensemble position offers, and communicating the offers to candidates.
- 4.2 Ensemble position offers will be sent from MYO via email no later than the deadline advertised in the audition brochure.
- 4.3 Audition panel members cannot and must not communicate any audition observations, assessments or recommendations to any individual.
- 4.4 Based on audition results, MYO at its discretion may choose to offer a position, or make a 'no offer' where a candidate has been unsuccessful in auditioning for their chosen ensemble/program.
- 4.5 Where a candidate has been unsuccessful in auditioning for their chosen ensemble/program, MYO may choose at its discretion to offer the candidate an alternative placement or a 'reserve' placement subject to availability.
- 4.6 Final placement within an ensemble/program will be at the sole discretion of the CEO in consultation with the Music Education Program Manager and the MYO Education and Artistic Committee.
- 4.7 Audition panel recommendations will be kept on file by MYO for a 12 month period following auditions. All other information gathered during the audition process will not be retained.
- 4.8 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 MYO's privacy policy and mirrors the audition processes in the music profession.