



MELBOURNE  
YOUTH  
ORCHESTRAS

# AUDITION & ENSEMBLE PROGRAM SELECTION POLICY

*Effective: August 2020*

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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 Program Selection Policy. This is to ensure the ongoing integrity and fairness of access to MYO's programs.

In recognition of the impact of the COVID-19 pandemic on 2020 students, results of auditions held for the 2020 Ensemble Program are able to be applied to both 2020 and 2021 ensemble allocations. This special amendment is reflected in item 1.2

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. As an exception for the 2021 Ensemble Program, existing students in 2020 may elect to retain their 2020 ensemble allocation in the 2021 Ensemble Program, with no audition required. New students will be invited to apply and audition for any vacant positions. Existing students wishing to change ensembles will be invited to apply and audition for any vacant positions.
- 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 Programs and Administration 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 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.
- 1.6 The audition panel's recommendations will be based on audition performance and prior program involvement as appropriate.
- 1.7 All audition requirements are to be published in the audition brochure and are subject to annual review.
- 1.8 Audition requirements may be adjusted by MYO, at the discretion of the Programs and Administration Manager, to suit the needs of the ensemble or project.
- 1.9 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 Applicants who apply for the Ensemble Program after the main round closing date, or applicants who are unable to audition in the main round may be offered the chance to audition as part of a late round of auditions only when appropriate vacancies exist after the main round of auditions have concluded.
- 2.3 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.
- 2.4 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.
- 2.5 At its discretion, MYO may elect to alter these audition requirements to suit the preparation timeframe available to the applicant.
- 2.6 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 provided on the MYO Website and upon application 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 Programs and Administration 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 Programs and Administration Manager is responsible for collating and comparing the candidate rankings and audition panel recommendations, determining ensemble position offers, and communicating the offers to candidates. Prior participation in the MYO Program may be taken into account when determining ensemble position offers.
- 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. No feedback is able to be provided to any applicant.
- 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 Programs and Administration 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.