



MELBOURNE  
YOUTH  
ORCHESTRAS

# ENSEMBLE PROGRAM AUDITION AND SELECTION POLICY

*Effective: 22 August 2024*

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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.

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 enter MYO's Ensemble Program. Existing Ensemble Program students in Melbourne Youth Junior Strings, Alexandra Cameron Strings, Melbourne Youth Strings, Melbourne Camerata Strings, Melbourne Youth Concert Band, and John Antill Youth Band are only required to audition if they wish to progress to a new ensemble.
- 1.2 At the conclusion of each year, all positions in MYO ensembles other than those listed in 1.1 will be declared vacant. All of these 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
- 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 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 they are a current or former teacher of the candidate, have assisted the candidate in any capacity, or are 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, prior ensemble experience 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 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.
- 1.10 Recorded auditions may be considered in special circumstances for candidates who are unable to attend in person, at the discretion of the Programs Manager.



## **2.0 LATE AUDITIONS**

- 2.1 MYO may conduct late auditions 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 has 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 that 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 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 or shared folders on the date advertised in the audition brochure.
- 3.5 Candidates may request that copies of all set work/audition excerpts be sent via email where required.

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

- 4.1 The Programs 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..
- 4.3 Audition panel members cannot and must not communicate any audition observations, assessments, or recommendations to any individual. No feedback can 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 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.

## **5.0 SPECIAL PROJECTS**

- 5.1 Selection for special projects will be by invitation from the ensemble conductor, giving consideration to the following factors only: audition score, prior ensemble participation, project needs and consultation with tutors and the Programs Manager.