

## **A. INTRODUCTION (DESCRIPTION)**

The Cyprus Symphony Orchestra Foundation was founded by the Ministry of Education and Culture of the Republic of Cyprus in order to manage the Cyprus Symphony Orchestra, to develop and promote orchestral music, to improve the musical life and education standards in the country and to foster access and participation in musical activities. Today, the Cyprus Symphony Orchestra is at a very creative course with an extensive number of artistic, educational, outreach and other activities.

The Artistic Director – Conductor of the Cyprus Symphony Orchestra is expected to be able to fulfill the requirements related both to the role of an artistic director as well as to the role of a conductor, as these are stated in the job title. This means that he will be the Orchestra's main Conductor and at the same time, he will be responsible for the design and the realization of its artistic programme. The successful candidate must be able to serve both roles of the position equally efficiently, while maintaining appropriate balance between them.

## **B. RESPONSIBILITIES - DUTIES**

The Artistic Director – Conductor of the Cyprus Symphony Orchestra will have the responsibility of the Orchestra's artistic operation as it is described below in detail, according to the guidelines set by the Foundation's Board of Directors which derive from the Orchestra's mission.

In relevance to the above, the Artistic Director – Conductor of the Cyprus Symphony Orchestra, will have the following responsibilities and duties:

1. the artistic direction, internal management, discipline and efficient operation of the Orchestra for all of its activities, both in Cyprus and abroad. He must collaborate closely and in total accordance with the Board of Directors, the Artistic Committee of the Board, as well as the Foundation's Managing Director from whom he receives updates and direction regarding the timeframes, the obligations, the budget and/or other matters that are related to his work, informs him about all of his actions, forwards him all issues related to his work in order to be presented to the Board of Directors for approval
2. the conducting of the Orchestra for 30% of its programmes (concert series) annually, according to each season's artistic schedule, as it will be approved by the Board of Directors. The other 70% of the programmes will be conducted by guest conductors, who will be proposed by the Artistic Director – Conductor, as part of the Artistic Programme to be approved by the Board of Directors
3. the design of the annual as well as any other, additional, programming of the Orchestra which involves the selection of the works and/or guest artists and/or extra musicians and other relevant issues (also after listening the suggestions of the Orchestra's Artistic Committee) and in consultation with the Managing Director, the determination of the number of concerts and concert venues. The Artistic Director will be able, with the approval of the Board of Directors, which must be taken in advance, to invite for collaboration conductors and/or soloists and/or renowned young artists and/or teachers from Cyprus or abroad, depending on the nature of the collaboration he/she wishes. The artistic planning will be annual, will cover a calendar year (January – December) and will be submitted to the Board of Directors for approval by the end of September of the previous year, at the latest

4. the timely programming and design of the required number of the Orchestra's rehearsals according to the specific artistic planning, as it will be approved by the Board of Directors, ensuring the smooth operation of the Orchestra
5. to collaborate in the best possible way with the Managing Director of the Foundation who is responsible for the preparation of budgets, the organization and the reporting of the Annual Artistic Programme of the Orchestra
6. the organization, coordination and supervision of master classes and/or seminars by distinguished musicians and/or teachers and/or competitions and/or conferences and/or other activities and events of similar nature which contribute to the ongoing education and training of the musicians
7. the evaluation of the performance and the technique of all musicians of the Orchestra and especially of the principals and sub- principals of each section
8. the coordination of sectional rehearsals of the Orchestra
9. the submission of suggestions to the Board of Directors, in relevance to the progress and development of the Orchestra in Cyprus and its appearances abroad
10. the participation in audition committees and/or evaluation committees for the employment or promotion in Orchestral positions or for any other reason it is considered to be necessary
11. the organization of concerts with music ensembles of the Cyprus Symphony Orchestra in Municipalities and Communities throughout Cyprus for the wider possible spreading of orchestral music throughout the island, as well as the organization of educational programmes
12. the commitment to make the best possible use of the Cyprus Symphony Orchestra's human and financial resources and to participate in informative programmes, programmes of corporate social responsibility, promotional and/or marketing programmes of the Orchestra and its work including interviews and/or contacts for finding sponsors, supporting and enhancing the Board of Directors' efforts etc
13. the compliance to the provisions of the Musicians' Collective Agreement of the Cyprus Symphony Orchestra
14. represents the Foundation, upon authorization of the Board of Directors, in authorities, bodies and organizations in both Cyprus and abroad and promotes the development of its relations, as well as its activities
15. any other similar duties and responsibilities that may occur and be necessary for the execution of the agreement with the foundation

### C. GENERALLY ABOUT THE AGREEMENT

1. The duration of the Service Agreement of the Artistic Director – Conductor of the Cyprus Symphony Orchestra is for **28 months**. The Agreement can be renewed for a second 28-month term. The renewal of the agreement is subject to mutual agreement between the parties.
2. The time relevant to the services of the Artistic Director – Conductor of the Cyprus Symphony Orchestra will be determined by artistic commitments pertinent to his/her concerts' programming, duties and responsibilities, as well as each programme of concerts, rehearsals, activities and/or other obligations of the Orchestra as they will be approved and/or determined by the Board of Directors
3. The Cyprus Symphony Orchestra is based in Nicosia. The Artistic Director – Conductor of the Cyprus Symphony Orchestra is not entitled to coverage of any expenses that might occur from his stay in Cyprus and/or travel from and/or to Cyprus. The Artistic Director – Conductor of the Orchestra, however, is obliged for purposes of his provision of services and for the implementation of his duties, to travel to other cities and/or communities in Cyprus and/or abroad, in which case the expenses of his travel and/or his stay will be covered by the Foundation, provided that he has informed the Managing Director in advance and has obtained the approval of the Board of Directors
4. The Artistic Director should live permanently in the Republic of Cyprus during the Service Agreement
5. The value of the 28-month Service Agreement of the Artistic Director – Conductor of the Cyprus Symphony Orchestra is **140,000 euros** (including VAT) and will be paid in 28 equal monthly installments of **5,000 euros**

### D. REQUIRED QUALIFICATIONS

1. 10-year international experience, in orchestral conducting
2. at least 3-year experience, in Artistic Planning which includes all, or at least the majority of the duties and responsibilities of the position as described above, in a similar organization
3. Good knowledge of English and of one more European language
4. Integrity, responsibility, initiative, judgment as well as managerial, organizational and administrative capability in orchestral conducting matters

### E. NOTES / CLARIFICATIONS REGARDING THE QUALIFICATIONS & REQUIRED DOCUMENTS

The applicant must necessarily submit:

1. Application Form (from the Foundation's website on [www.cyso.org.cy](http://www.cyso.org.cy) )
2. Curriculum Vitae

3. Appropriate evidence of employment or collaboration which indicate the duration of his/her employment / collaboration, such as evidence from the management of the Orchestras where he has worked and/or promotional material which shows the position or the role of the applicant (eg. programmes or press material). The submitted documents should be complete without omissions or raising doubts regarding the authenticity of their content. The applicant has the responsibility to submit all relevant proof of evidence
4. Video/ audio and promotional material of his artistic career, from concert(s) where he/she conducted an Orchestra of at least the size of the Cyprus Symphony Orchestra
5. A plan with his/her artistic vision for the Cyprus Symphony Orchestra
6. The applicant must demonstrate, through the documents he/she submits, that he/she has the managerial, organizational, administrative ability which the position of the Artistic Director – Conductor of the Cyprus Symphony Orchestra demands, as well as responsibility, initiative and judgment
7. The applicant must duly fill in, sign and submit the Declaration of Honor which accompanies this announcement
8. The period for gaining the qualifications described in paragraphs D1 and D2 above, is possible to overlap
9. Participation is open to citizens of member-states of the European Union, as well as individuals who have a work permit in member-states of the EU
10. In any case, the Board of Directors of the Foundation may not select any candidate if it judges that the requirements of the position's service plan are not met

## **F. PROCEDURES OF SELECTION AND APPOINTMENT**

After the deadline for applications submission for the Provision of Services of the Artistic Director – Conductor of the Cyprus Symphony Orchestra, the Foundation's Board of Directors will proceed with the following procedure:

- examination of all typical qualifications,
- personal interview with each candidate who possesses the typical qualifications (with the possibility the interviews to take place through a conference call, should the applicant be abroad and unable to travel to Cyprus)
- formation of a short list with the predominant candidates
- Invitation of the predominant candidates to collaborate with the Cyprus Symphony Orchestra, within the period of 31<sup>st</sup> of January and 5<sup>th</sup> of February 2022 (the form of collaboration will be determined by the Board of Directors and will be announced to those candidates included in the short list)

The choice of the Board of Directors will be announced after the end of the process and is considered final. **By submitting an application, one automatically accepts all terms and conditions as described herein.**

The starting date of the 28-month Agreement of the Artistic Director – Conductor of the Cyprus Symphony Orchestra is set to be within the period of March – April 2022, but the actual date will be decided in collaboration with the successful candidate.

As soon as the starting date of the Agreement is agreed, the timeframe of the Artistic Planning which the Artistic Director should design and submit to the Board of Directors of the Foundation for approval will be determined.

#### **G. CONFIDENTIALITY**

The Artistic Director will handle the work of the Foundation and its associates in complete confidentiality and will not disclose any information related to the Foundation, its staff and officials except during the lawful conduct of his duties.

The Artistic Director further accepts and acknowledges that as part of his duties, his/her knowledge regarding any confidential information regarding the activities, know-how, work, procedures, transaction, associates of the Foundation his/her position in the Foundation as Artistic Director, the above-mentioned restrictions and commitments undertaken herein constitute a reasonable and necessary protection of the interests, connections and relationships, reputation of the Foundation and that in no way will they be considered to be contrary to any principle of restriction of profession and that the relevant conditions and restrictions are reasonable and fair. The obligations under the present agreement will continue to exist after the termination of the co-operation.

#### **H. REPORT**

The Artistic Director will provide on a three-month basis or whenever requested by the Board of Directors of the Foundation, a report on the services offered to the Foundation as well as the progress of the Foundation's goals.

#### **I. AGREEMENT**

The successful candidate will sign a Service Agreement with the Foundation.