



FONDAZIONE HAYDN STIFTUNG

**EXPRESSION OF INTEREST
FOR THE POSITION OF ARTISTIC DIRECTOR – SYMPHONY AND OPERA
OF THE HAYDN FOUNDATION OF BOLZANO AND TRENTO**

Premise

This Notice is aimed at collecting expressions of interest regarding the assignment of the Artistic Direction of the Symphony and Opera activities of the Haydn Foundation of Bolzano and Trento (hereinafter “Haydn Foundation”).

In this regard, it should be specified that:

- Pursuant to Article 9, letters b) and c) of the Statute, the Board of Directors entrusts responsibility for artistic planning to one or more senior expert professionals, who serve in the role of Artistic Director.
- The present Notice is intended solely to encourage the participation of the widest possible number of interested parties and does not bind the Foundation in the choice of the person to whom the assignment of Artistic Direction – Symphony and Opera will be entrusted among those who have submitted their application.
- The present Notice does not constitute a competitive examination procedure, nor does it entail the creation of a ranking list.

Within the scope of its activities, The Haydn Foundation of Bolzano and Trento offers an annual regional symphonic and operatic season, which forms part of a multidisciplinary and innovative project aimed at enhancing the quality of the cultural offering at both regional and extra-regional levels, supporting, diversifying, and qualifying the demand of local, national, and international audiences, as well as fostering the continuous growth of the musical quality of the Orchestra.

The Board of Directors of the Haydn Foundation of Bolzano and Trento intends to assign the role of Artistic Director – Symphony and Opera through an independent contract for the provision of intellectual services.

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Art. 1 – Object of the Assignment

The Artistic Direction – Symphony and Opera of the Haydn Foundation, pursuant to the Regulation on the organisation and functioning of services, is entrusted, by way of example, with the following tasks:

- Define the activity of the Orchestra with regard to the planning of symphonic and operatic programmes, the determination of the respective ensembles, the engagement of choirs, soloists, and external conductors when required, including possible substitutions, working in close coordination with the Music Director or Principal Conductor, if appointed; evaluate requests for leave, permits, and absences in consultation with the General Management, which is responsible for authorisations.
- Ensure the constant artistic improvement of the various sections of the



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Orchestra, attending an appropriate number of rehearsals and performances, and, where necessary, proposing targeted training programs, according to needs and within the limits of the financial resources allocated for this purpose.

- Annually design the regional symphonic and operatic season based on the guidelines adopted by the Board of Directors, with a three-year projection, identifying concerts and productions in compliance with ministerial requirements. The annual and multi-year proposals must include cultural objectives, methodological approaches, and temporal and spatial articulation; they must also ensure consistency between programming proposals and the qualitative and quantitative parameters established by public authorities for the allocation of subsidies.
- Oversee the production and realisation of the programmed operatic titles and concerts.
- Determine the number of rehearsals, including any extra ones, informing the General Management in advance and verifying with it the coverage of the related costs.
- Within the assigned budget, propose to the General Management the fees for conductors, soloists, directors, and all artistic personnel involved, and provide all necessary information for contractual formalities.
- Promote contacts between opera programming institutions and Italian and international higher education institutions in the field of artistic and musical training.
- Ensure that the realisation of individual productions is compliant with the agreements the Foundation has with local institutions for technical services, workshops, tailoring, etc.
- Coordinate with the General Management for accurate monitoring of the budget assigned to individual productions, collaborating in advance in the drafting of the annual and/or multi-year budget forecast.
- Chair the Artistic Committee of the Foundation.
- Participate in competition committees and, if requested, in auditions organised by the Foundation.
- Develop and evaluate proposals for artistic collaborations at local, national, and international levels, proposals for recordings, artists, scores, and commissions for world premieres, aimed at promoting the constant enhancement of the Foundation's musical heritage and strengthening its image; prepare proposals for the production and co-production of operatic activities to be included in the opera seasons.
- Periodically report to the President and/or Vice-President on the progress of activities and participate, without voting rights, in meetings of the Board of Directors whenever the latter deems it appropriate.
- Prepare and present to the Foundation's governing bodies an annual report, or a semi-annual report when requested, containing a description of the productions carried out, the results achieved in relation to the objectives set, analytical elements, and proposals.
- Design and implement, where agreed, in-depth meetings and cultural packages for the public related to musical activities, and organise artistic-musical initiatives also in the field of new technological languages.
- Contribute to maintaining relations with local public and private cultural entities with which the Foundation has an interest in collaborating in line with its strategic directions.

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In carrying out his/her functions, the Artistic Director – Symphony and Opera constantly liaises with the General Management, particularly regarding the image of the Foundation, communication strategies, and the economic and patrimonial aspects arising from specific productions.

Art. 2 – Admission Requirements

Candidates who meet the following requirements may submit their expression of interest to participate in the selection announced by this Notice. These requirements are mandatory, and failure to meet them will result in exclusion from the selection.

General Requirements

- Minimum 18 years of age;
- Italian citizenship or citizenship of a European Union Member State, or citizenship of a non-EU State with lawful residence in Italy under a residence permit that allows the performance of the assignment referred to in this Notice;
- Full civil and political rights;
- No criminal convictions or ongoing criminal proceedings for offences that prevent the assignment of the role under current provisions;
- No dismissals, terminations, or discharges from employment at other foundations or similar institutions.

Specific Requirements

- High artistic competence, documented by professional activities carried out in the artistic-musical field, as well as by the reputation acquired in said field and the ability to establish international contacts;
- Extensive and proven skills in the organisation of artistic production and programming, gained at public or private entities or similar cultural institutions, preferably in the field of live performance, for a minimum period of three years;
- Ability to present a programme of high artistic and cultural value, reflecting audience sensitivity and fostering loyalty while attracting new audiences;
- Documented experience acquired at performing arts institutions in programming, production, and communication, including multimedia and/or artistic planning, also aimed at younger generations;
- Specific and proven knowledge of the international artistic-musical world and the ability to collaborate with other theatres and cultural institutions in Italy and abroad;
- Excellent knowledge of one language between Italian and German;
- Excellent knowledge of the English language;
- Aptitude for teamwork and for engaging with the governance of a cultural institution as well as with local institutions and authorities;
- Availability to spend in the Trentino-Alto Adige Region a period of time adequate to the needs of the Foundation, particularly of the Orchestra.

Art. 3 – Application and Submission



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Procedures Interested parties may submit their application by **sending the participation form, which must be drafted exclusively using the “Annex A” model attached to the present Notice**, assuming responsibility and being aware that the issuance of false or untrue statements entails criminal penalties pursuant to Presidential Decree 445/2000.

The application must be accompanied, under penalty of exclusion from the procedure, by the following documents:

1. A detailed **curriculum vitae** in European format, drafted in Italian, English, or German, dated and signed, attesting to possession of the requirements referred to in Art. 1 of this Notice;
2. A signed **motivation letter** describing the candidate's interest in holding the role of Artistic Director – Symphony and Opera of the Foundation;
3. A copy of a valid **ID**.

Applications, drafted exclusively by completing Annex A to this Notice and obligatorily accompanied by the indicated attachments (curriculum vitae, motivation letter, and identity document), must be sent **no later than 12:00 noon on Monday, 09 February 2026**, under penalty of inadmissibility, by email to direzionegenerale@haydn.it or by certified email (PEC) to info@pec.haydn.it, indicating in the subject line: **expression of interest artistic direction – symphony and opera**.

Further information may be requested at the following email address:
monica.loss@haydn.it.

Submission of the application to this expression of interest implies unconditional acceptance by candidates of the final and unquestionable judgment of the Board of Directors, as well as of all the conditions expressed in this Notice.

Grounds for Exclusion

Candidates will not be admitted to participate in the selection if they incur even one of the following irregularities:

- a) Receipt of the application by the Foundation beyond the prescribed deadline, as specified in Art. 3;
- b) Omission in the application of even one of the following data: surname, first name, place of birth, date of birth, tax code, residence, candidate's email address. The omission referred to in this letter b) will be considered remedied if such data can be obtained from other documents attached to the application;
- c) Omission or lack of possession of even one of the requirements for admission to the selection referred to in Art. 2, letters a) to j);
- d) Failure to attach a duly dated and signed curriculum vitae, failure to attach a signed motivation letter, as well as failure to attach a copy of a valid identity document;
- e) Submission of an application not using the “Annex A” form attached to this Notice;
- f) Omission of unconditional acceptance of all provisions contained in this Notice;
- g) Refusal to consent to the processing of personal data pursuant to GDPR – EU



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Regulation 2016/679 and subsequent amendments.

Art. 4 – Evaluation Procedure

The Board of Directors of the Foundation will evaluate the expressions of interest through comparative assessment of the curricula submitted and, if necessary, through interviews, and may, at its sole discretion, avail itself of a specially appointed advisory Commission.

The Board of Directors may examine additional applications if those received under this Notice are, at its sole discretion, deemed unfitting. This selection procedure does not constitute an obligation to assign the role in the absence of candidates considered to possess the sought characteristics, and the Board may extend, suspend, modify, or revoke this procedure at any time, at its sole discretion.

The interview, to which candidates may be invited either in person or remotely online, will consist of verifying the knowledge declared by the candidate in the application and relating to the activities connected with the role in question. If the Board of Directors does not consider it possible to make a definitive choice among the candidates shortlisted by the Commission, it may, with justification, proceed further down the list prepared by the Commission to invite other candidates.

Art. 5 – Legal Framework and Duration of the Assignment

The assignment shall last two years and shall include responsibility for the artistic programming and activities of the Haydn Foundation in the symphonic and opera activities of the Haydn Foundation for the 2027/28 and 2028/29 seasons. It may be renewed upon expiry.

The assignment does not constitute an employment relationship, but rather a self-employed professional services contract pursuant to Article 2222 of the Italian Civil Code, and does not, either formally or substantively, give rise to any employment relationship with the Foundation.

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Art. 6 – Processing of Personal Data

The Haydn Foundation of Bolzano and Trento, as data controller, pursuant to Legislative Decree 2003/196 and EU Regulation 679/2016, informs that the data provided will be processed solely to respond to the request and for administrative and accounting purposes. Personal data provided will be processed lawfully and fairly. Data will not be subject to communication and/or dissemination without the relevant consent. At any time, the candidate may exercise the rights provided to the data subject under Legislative Decree 2003/196 and EU Regulation 679/2016 and may view the complete information notice on the website www.haydn.it.

Art. 7 – Notices and Communications

All communications relating to this Notice will be validly made to candidates by sending an email to the address indicated by them at the time of application.

Art. 8 – Code of Ethics and Privacy

The candidate declares to have read the Organisation, Management, and Control Model as well as the Code of Ethics adopted by the Haydn Foundation pursuant to Legislative Decree 231/01, published on the Foundation's website (www.haydn.it) in the "Transparent Administration" section, and to be aware of the provisions contained



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therein. The Haydn Foundation declares that non-compliance with said Model will constitute serious contractual breach and will entitle the Foundation to apply the disciplinary sanctions provided in accordance with the Foundation's personnel regulations.

Art. 9 – Final Provisions

The Foundation reserves itself the right to revoke, amend, suspend, or annul this Notice at any time. The Foundation also reserves the right to reopen the deadline set in this Notice for the submission of applications, for justified reasons. Participants in the selection are not entitled to any allowance or reimbursement for travel or accommodation expenses. This selection guarantees equal opportunities between men and women for access to employment, pursuant to Legislative Decree of 11 April 2006, No. 198. For any further information regarding this selection notice, inquiries may be sent by email to the certified address: info@pec.haydn.it.

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