

BSO Player Selection Policy

Ballarat Symphony Orchestra (BSO) is committed to ensuring that player selection is based on individual merit and that its player selection process is clear and transparent.

Expression of interest

1. Individuals who wish to play with the BSO can register their interest through the BSO website contact form or via the BSO Facebook page messenger application.
2. A BSO Committee representative will respond to the contact and advise the relevant section Convenor and Principal Conductor. The BSO Committee representative will communicate relevant details about the selection and audition process to the prospective player.
3. All player selection requirements are clearly identified on BSO website and are subject to annual review.

Audition and assessment

4. The prospective player will be invited to participate in the first and second rehearsals for the upcoming BSO concert. These rehearsals will constitute the formal audition process. The prospective player will be provided with relevant pieces of music at least one week prior to the first rehearsal.
5. The prospective player will be seated next to the relevant section Convenor and close to the Principal Conductor or another nominated member of the section for the duration of the first and second rehearsals.

Table 1 - BSO Player Selection Requirements

Performance standard	AMEB Grade 5 or equivalent experience
Other requirements	<ul style="list-style-type: none">- Be able play in tune and comfortably on their instrument in keys of up to 5 sharps and flats- Demonstrate a secure rhythmic proficiency- Demonstrate adequate sight-reading skills- Demonstrate musical maturity and musicianship- Be able to look at and follow section leader and Conductor whilst playing- Competency in establishing suitable fingerings and executing of high position shifts (strings)

6. During the first and second rehearsal, the section convenor and Principal Conductor will assess the following:
 - a. Musical style, accuracy of performance and following the directions of music
 - b. General intonation, rhythm, dynamics and tone production
 - c. Staccato, sautille and spiccato bowings for strings
 - d. Legato and tonguing for wind and brass

7. At the end of the second rehearsal the Convenor and Principal Conductor will confer and make a formal recommendation to the BSO committee regarding the suitability of the prospective player. Recommendations will be based on merit.
8. The section Convenor and Principal Conductor will make every effort to manage any actual or perceived conflict of interest when performing their role as selectors. They are required to show no bias towards or against their own students.

Results, offers and appeals

9. Based on the audition results the BSO Committee at its discretion may choose to offer the prospective player a position with the Orchestra, or in the event that the prospective player is unsuccessful in auditioning, advise the prospective player accordingly.
10. In the event that a prospective player is successful, they will be invited to continue rehearsals as a member of the BSO.
11. In the event that a prospective player is unsuccessful, the BSO Committee will make an offer to provide constructive feedback via the relevant section convenor. It is at the prospective player's discretion whether they choose to accept or decline this offer of feedback. There is no limit to the number of times a prospective player can apply to join the orchestra.

Confidentiality

12. All information obtained through the selection 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 anyone other than the player.

Scope

13. This policy applies to prospective players who are new to the BSO. It does not apply to existing members of the BSO.