

ANNOUNCEMENT from the CEO of the Fundació Palau de les Arts Reina Sofia, publicising the terms and conditions of the auditions for the selection of young opera singers 2026-2028

The purpose of the Fundació Palau de les Arts Reina Sofia, hereinafter "Les Arts," in accordance with Article 6 of its Articles of Association, is the programming and management of activities of an artistic nature in the theatrical spaces with which the Palau de les Arts is endowed, and in particular, among others:

- Promote the free creation and representation of the lyrical, musical, choreographic, and performing arts in all their varieties —known and future— according to their characteristic and available means, adopting and combining the necessary initiatives so that they may be cultivated in permanent freedom and perfection (section a) Article 6.1).

- To stimulate and encourage creation, research, study, and training as the main means of professional development at the Palau de les Arts (section d) Article 6.1).

In development of the provisions of section d of Article 6.1 of these Articles of Association, Les Arts has the Centre de Perfeccionament del Palau de les Arts, as an artistic-professional centre for singers and répétiteur pianists, or other disciplines related to a lyric theatre, organisationally and functionally dependent on the Artistic Direction of the entity.

The Centre de Perfeccionament is an Opera Studio that offers an advanced training activity aimed at people with high vocal and artistic qualities, as well as a consolidated technical preparation that allows their professional development and practical training in an opera house. This artistic-professional training and preparation is aimed at the professional insertion of artists in the world of opera, *Lied* and the symphonic-vocal repertoire.

The Centre de Perfeccionament is responsible for the development of the following objectives:

1. To offer all the necessary tools to achieve the optimal professional integration of its participants at the end of their stay at the Centre de Perfeccionament.
2. To offer the high technical and artistic level of learning set out in the syllabus through qualified teachers, such as musical directors, stage directors, singers, specialists in languages applied to singing, and other artists and professionals who participate in the productions and events of the current season at the Palau de les Arts.
3. Work on the different repertoires and musical styles in all their aspects with special attention to lyric.
4. To study in depth the repertoire of *Lied* or chamber song, as well as the symphonic-vocal repertoire.
5. To participate, if and when the Artistic Director considers it appropriate, in the productions and projects of the Palau de les Arts season.
6. To bring the internal activities of the Centre de Perfeccionament closer to the general public, whether at the Palau de les Arts, in the rest of the Valencian Community or in Spain.

In fulfilment of these objectives, the rules for the selection by audition of young opera singers for the seasons 2026-2028 are advertised.

1. Purpose of the call

The purpose of this call is to regulate the process for the selection and recruitment of 8 young opera singers, in order to promote their improvement and development during the seasons 2026-2027 and 2027-2028, as a training and professional integration project of Les Arts.

The specific tessituras offered are:

Tessitura	No. of recruitments offered
Soprano	3
Mezzosoprano	1
Tenor	2
Baritone	1
Bass	1

The resulting contract with the selected persons will be for an initial duration of one season (2026-2027), with the possibility of their continuity for a second season, 2027-2028, provided that the evaluation of the Artistic Direction at the end of the first season is positive.

The aim of this selection process is for participants to gain experience at a high artistic level, with the focus on boosting the launch of their careers and facilitating their professional introduction into the music world.

The objective is the integration of the artists into the daily activity of an opera house, including the performance of their first roles in the titles of the opera season of Les Arts. Thanks to the diversification of genres and styles, participants will be able to acquire the necessary artistic versatility on an international level, with repertoire ranging from Baroque to contemporary.

Any additional information or queries that candidates wish to submit may be sent to the following e-mail address centredeperfeccionament@lesarts.com.

2. Admission requirements

2.1 Those who wish to participate in the selection process for incorporating into the Centre de Perfeccionament must possess, from the day of the deadline for submitting applications until the time the employment contract is formalised and during the term of the contract, the following requirements:

2.1.1 Nationality: Spanish nationality or citizenship of one of the other Member States of the European Union, or being a foreigner legally resident in Spain. However, any person who is not in the aforementioned situations of nationality and/or residence may also apply, and must obtain the corresponding legal authorisation for a work and residence/stay permit before being hired, in the event of being selected to join the Centre de Perfeccionament. Les Arts will be able to assist the foreigner in the corresponding work and residence permit process that may be necessary.

2.1.2 Legal capacity: To have the legal capacity to contract for the provision of their work, in accordance with the provisions of Article 7 of the Workers' Statute.

2.1.3 Age¹: Be between 18 and 30 years of age for women and between 18 and 33 years of age for men.

2.1.4 Not be affected by any cause of incompatibility that would prevent them from carrying out functions under the general system with a public entity.

2.1.5 Physical and mental ability: To possess the physical and mental abilities and aptitudes necessary for the carrying out of the relevant functions or tasks. Persons with disabilities may participate in the selective procedure, under the same conditions as the rest of the candidates, as long as they can accredit the degree of functional diversity, as well as the compatibility with the carrying out of the relevant functions or tasks. Those who pass the selective tests must prove, during the probationary period, by means of an official medical certificate, that they possess the physical and mental capacities and aptitudes necessary for the carrying out of the relevant functions or tasks.

2.1.6 Qualification: Not to be disqualified by a final judgement, or as a consequence of having been dismissed for disciplinary reasons, to carry out functions similar to those of the professional category to which access is sought. In the case of people coming from other States, they must not be disqualified or in an equivalent situation, nor have been subject to a disciplinary or equivalent sanction that prevents, under the same terms in their State, access to public employment.

2.1.7 Provide proof of adequate musical and vocal training, either in a public or private centre.

2.1.8 Languages: In addition to the candidate's own language, knowledge of one or more European languages predominant in the operatic repertoire must be demonstrated.

2.2 The employment contract may not be concluded with a person who does not prove to meet the requirements and conditions laid down in this call for applications.

3. Submission of applications: form and deadline

3.1 Those wishing to participate in this selection process must fill in the application form through the website "<https://www.yaptracker.com/applications/palau-2026/>", from the publication of this announcement until 9 February 2026 at 23:59, Spanish time.

Registration will be carried out through the aforementioned website by filling in an online form, with the following compulsory information and documentation:

a) Full personal details.

b) Identity card / Passport / NIE / Work and residence permit.

c) Detailed *curriculum vitae* with passport-size photo (including studies, musical training, professional experience, repertoire, and awards).

d) Certificate of musical and vocal studies, and academic qualifications.

¹ The differentiation of the maximum age requirement by sex is based on objective reasons linked to the physiological and artistic characteristics of the development of the human voice in the field of lyrical singing. Vocal maturity is reached at different times depending on the sex, so this difference aims to guarantee real equality of opportunity between candidates, allowing for an assessment under conditions of comparable vocal maturity. This measure is considered objectively justified and proportionate, in accordance with the principles of equality, merit and ability set out in Article 14 and Article 23.2 of the Spanish Constitution, and in Article 51 of Act 4/2021, of 16 April, of the Generalitat, on the Valencian Civil Service.

In case the musical studies have been carried out with a private teacher or in a private institution, the director or teacher, under his/her responsibility, shall issue a certificate of suitability of the pupil.

e) Video recording of two arias in different language and style. The recordings provided may or may not be the same as those submitted for the audition programme. In the case of recordings of a concert or production, they must not be older than six months. The recordings must be of good sound quality and allow the candidate to be properly seen.

f) The form must indicate any work commitments already confirmed that coincide with the recruitment period, so that the Management can assess the possible effectiveness of the incorporation in the event of being selected.

g) Details of the programmes or arias to be performed in the event of being admitted to the selection process, in accordance with the details indicated in section 5.1.2.

Failure to submit the required documentation will result in the direct exclusion of the applicant. For technical problems with the registration process, please write to help@yaptracker.com.

3.2 The documentation must be issued in Valencian, Spanish, Italian, German, French or English. In the case of documents issued in another language, they must be provided with an official translation, otherwise they will not be considered.

3.3 The submission of the application implies a declaration of responsibility for meeting the requirements demanded on the date of the deadline for submission, and participation in the selection process entails:

- your acknowledgement of the authenticity of the documentation attached to your application and of the information contained in your curriculum vitae,
- their express acceptance of all that is established in the regulatory bases of this call for applications,
- your authorisation to Les Arts and, where appropriate, for the machine processing of your data, and
- your authorisation to Les Arts to publish the results of the selection process on its website.

3.4 All registered persons must provide an e-mail address for communication purposes.

3.5 The inclusion of false information in the application for this call, or falsification of the documentation provided, will lead to automatic expulsion from the process and/or the termination of the contract, if applicable, without prejudice to any legal measures that may be adopted.

3.6 The address, e-mail address and contact telephone numbers indicated in the registration form will be considered as the only valid ones for the purpose of notifications and for the call for applications, being the sole responsibility of the applicant for any errors in the inclusion of these, as well as for not communicating in writing to this entity any change of address, e-mail address and/or contact telephone number.

Candidates must pay due attention to the publication of the lists, as well as to the information on the deadlines and the requirements that Les Arts may make to them in general, through the following websites <https://www.lesarts.com/centredeperfeccionament/> y <https://lesarts.convoca.online/>.

Any possible personal requests will be made by telephone or e-mail provided by the candidates, and it is also their responsibility to pay due attention to these communications.

Throughout the selection procedure, the lists, the results of each exercise and, in short, any decision adopted by the committee and which must be known by the candidates until the end of the selective tests, will be published on the following web sites <https://www.lesarts.com/centredeperfeccionament/> and <https://lesarts.convoca.online/>, this notification shall be sufficient for all purposes.

3.7 Checking the validity of these documents may lead to the exclusion from the process of those who do not meet any of the requirements, without prejudice to the fact that Les Arts may at any time require candidates to provide the original documents for collation, even after the selective process has concluded, and may eliminate the applicant or terminate the employment relationship if any irregularity is observed.

3.8 Any factual, material or arithmetical errors that may be noted in the application may be rectified until the end of the application period, officially or at the request of the interested party.

3.9 All publications in connection with this process shall be made in such a way as to guarantee the protection of personal data.

4. Payment for participation

4.1. In order to register correctly, the participation fee detailed in this section must have been paid.

4.2. The price established is 30 euros. This payment shall be settled by bank transfer to the account of *Les Arts* held at the bank CAIXABANK with the following transfer details:

IBAN: ES39-2100-2271-2702-0017-1669

Under the transfer "Concept", the candidate must state their name and surnames, identity document number and the text "Pago inscripción audición CPPA".

Under no circumstance shall this payment for participation exempt the candidate from the electronic registration process of the application on this website. The lack of substantiation of the payment of this price or of the application for registration in due time and form on the website shall result in the exclusion of the candidate.

4.3. Exemptions from the registration payment. The following shall be exempt from payment:

a) Those persons that are registered as active job-seekers for a period of at least six months prior to the date of the call for application tests. The requirements to enjoy this exemption include not having rejected a suitable job offer in this period of time, not having refused to take part, except on justified grounds, in actions for promotion, training or

professional retraining and that, furthermore, they lack income, calculated on a monthly basis, over and above the minimum wage.

To be eligible for this exemption, interested parties must substantiate their status as an active job-seeker, and substantiate that they have not rejected a suitable job offer and that they have not refused to take part in actions for promotion, training or professional retraining by means of a certificate issued by the National Employment Institute or, as the case may be, the corresponding regional employment service, accompanied by an up-to-date report on the employment history issued by the General Treasury of the Social Security.

As regards the substantiation of income, they shall be made by a sworn statement or written promise by the applicant.

b) Those people that are members of a large family under the special regime or of a single-parent family under the special category in the terms provided for in Article 12.1.c) of the Large Family Protection Act 40/2003, of 18 November. The status of a large family under the special regime shall be substantiated by means of the corresponding up-to-date title. A certified or attested copy of the large family card under the special regime, in force, must be attached to the application.

Those people that substantiate they are members of a large family under the general regime shall be entitled to a 50% reduction in the total amount. The substantiation of this status shall be made by attaching a certified or attested copy of the large family card under the general regime, in force, to the application.

c) Persons that are victims of acts of violence against women and substantiate this status by any of the means provided for in regional legislation on violence against women within the scope of the Region of Valencia.

d) Persons with functional diversity equal to or greater than 33%. This status shall be substantiated by means of an accrediting up-to-date certificate of the disability issued by the body competent to issue such certifications. A certified or attested copy of the certificate must be attached to the application.

e) Persons in a situation of social exclusion, when this is substantiated by the competent body on social welfare of the local council of residency.

f) To be permanent staff of Les Arts.

Those candidates that are subject to one or more of these circumstances shall state this condition in the application for online registration by marking the box to this end. They must also provide, in the corresponding section on the website at the time of registration, the documentation substantiating this condition within the deadline provided for the registration.

4.4. The refund of this payment shall not be made in the event of exclusion from the selection tests for grounds attributable to the interested party.

4.5. The lack of substantiation of the payment of this participation price at the time of registration shall result in the exclusion of the candidate.

4.6. The persons that finally pass the selection tests and have applied for one of the exemptions established in this section must present a certified photocopy of the accreditation documents of said exemption. Should they not present this, they may not formalise the contract as permanent staff of *Les Arts*, without prejudice to any liability for false statements in their application for participation.

5. Admission of candidates

5.1 Once the deadline for submitting applications has expired, the provisional list of persons admitted and excluded will be published, together with an indication of the reason for exclusion on the websites indicated in Article 3.6, and a period of five working days will be granted, starting from the day after its publication on the aforementioned websites, to correct or allege what they deem relevant.

Amendment shall be made by the means indicated to the registered persons.

5.2 Once the period has elapsed and the allegations have been heard and, where appropriate, any defects have been amended, the definitive list of people admitted and excluded will be published on the aforementioned websites.

If the person concerned does not remedy the defect that has led to their exclusion within the period indicated, they will be considered to have withdrawn the application.

6. Admission tests

The selection process will consist of two compulsory and eliminatory stages:

6.1 Preliminary stage (remote)

Once the deadline for the submission of applications has expired and the final result of those admitted has been published, the committee will proceed to assess each of the recordings submitted by the candidates in the application process.

Once the assessment has been carried out, the committee will draw up a report with the provisional list of the results and an indication of PASS or FAIL. This result will be published on the websites referred to in Article 3.6. of this call.

Once the provisional result has been published, candidates will have a period of five working days in which to present their allegations through the means provided or communicated in the publication of the provisional list of results. Once the deadline has passed and the allegations have been heard, the definitive list of the results of this preliminary stage will be drawn up and published on the aforementioned websites.

In addition to the official publication, the provisional and final results will be communicated to each candidate by e-mail.

6.2 Audition stage (face-to-face)

Candidates who have passed the preliminary stage will be called to the face-to-face audition test, which will be held in two rounds, both compulsory and eliminatory.

Within a maximum period of four working days from the publication of the final result of the preliminary stage, those persons admitted and who have passed the preliminary stage must submit by e-mail to the following address centredeperfeccionament@lesarts.com a scanned copy of the scores of the pieces chosen and indicated in the registration stage. Once the deadline has passed, it will not be possible to modify any aria in the planned programme.

This stage will take place on **20 and 21 March 2026**. Candidates will be summoned by e-mail, on the date and time stipulated by the management of the Centre de Perfeccionament, for the audition, which will take place at the Teatre Martín i Soler of the Palau de les Arts Reina Sofía, located at Avinguda del Professor López Piñero (Historiador de la Medicina), n. ° 1, Valencia (Spain).

An audiovisual recording of each round shall be made for the sole purpose of recording the content of the development of the tests and possible complaints, and such recording may not be used for purposes other than those indicated in this section.

6.2.1 First round (semi-final)

Candidates will be summoned by e-mail with the date and time of the first round, which will consist of the performance of two arias: the first will be the one chosen by the candidate and indicated on the registration form, and the second will be chosen by the committee from among the following:

- 1 baroque opera aria.
- 1 aria from a Mozart opera.
- 1 opera aria in Italian.
- 1 opera aria in a language other than Italian.
- 1 zarzuela *romanza*.
- 1 piece of sacred or chamber music repertoire (*Lied, chanson, aria da camera*).

The venue for this round is the Teatre Martín i Soler of the Palau de les Arts Reina Sofía, located at Avinguda del Professor López Piñero (Historiador de la Medicina), n. ° 1 in Valencia (Spain).

The order of performance, which will be determined on the day of the audition, will be established according to the repertoire presented by each candidate, at the company's discretion, in order to guarantee an enjoyable and smooth running of the auditions.

Applicants who arrive late and are not present at the time of their performance will not be excluded, but will be placed at the bottom of the corresponding list.

Candidates who do not show up at any time on the day of the test, or who do so outside the timetable for the test, will be excluded from the selection process.

The arias must be sung from memory, strictly in the original language and key, including the recitative.

The court shall have the discretion to hear the entire arias or to limit the hearing to a part of them.

The committee will draw up a report of the results of the first round, indicating PASS or FAIL, and this result will be physically published at the access control door of the Les Arts building, and on the aforementioned websites.

6.2.2 Second round (final)

Candidates who have passed the first round will move on to the second round. For the development of this second round, they will be summoned by e-mail on the day 22 March 2026, the day before the final round, and the time of the appointment, in which they will have 30 minutes of preparation with the répétiteur pianist of Les Arts.

This round (Final Stage) will take place on **23 March 2026** in the Main Hall of the Palau de les Arts Reina Sofía, located at Avinguda del Professor López Piñero (Historiador de la Medicina), n. ° 1 in Valencia (Spain), and will consist of the performance of the aria chosen by the committee from those indicated in section 6.2.1, which will be notified in advance to each candidate by e-mail.

In this round, the committee reserves the right to ask the candidate to perform a second aria or a fragment that it considers appropriate, from among those indicated in section 6.2.1.

The mark on which the committee will assess this test is out of 10 points.

Candidates must at all times observe the instructions of the members of the committee, or of the staff of Les Arts, during the tests. Any alteration in the normal development of the tests on the part of any of the candidates will be reflected in the corresponding minutes, and the said candidate may continue with the exercise on a conditional basis until such time as the committee resolves the incident.

Travel and accommodation expenses in Valencia are to be paid by the candidates.

7. Final result

7.1. Once the audition stage has been completed with the first and second rounds, the committee will draw up a report with the provisional results of this phase, which will be published on the aforementioned websites, and a period of five working days will be granted to present allegations through the means provided or communicated in the publication of the provisional list of results. Once this period has elapsed and the allegations have been heard, the definitive list of the results of the audition will be drawn up and published on the aforementioned websites, indicating the

persons selected in accordance with the points obtained. It will be necessary to have obtained a minimum score of 8 to be considered successful in the selection process.

The result will also be communicated to each candidate by e-mail.

Candidates will be recruited to join the Centre de Perfeccionament in accordance with the order of the points obtained, and until the total number of tessituras available (eight places) has been filled. Only candidates selected to join the Centre de Perfeccionament will be contacted by telephone.

7.2. In the event that, at the end of the selection process, not enough candidates have been selected from the offer for each tessitura, the committee reserves the right to decide to use this unfilled offer for another tessitura or even to call a new selection process to complete the number of vacancies offered.

7.3. Once the selection process has been completed, the selected candidates will join the Palau de les Arts Reina Sofia, on the date to be determined by the Management, through a temporary employment contract under Royal Decree 1435/1985, of 1 August, which regulates the special employment relationship of artists who carry out their activity in the performing, audiovisual and musical arts, as well as persons who carry out technical or auxiliary activities necessary for the development of such activity, subject to a probationary period of fifteen days, and with an initial duration of one season, with the possibility of re-hiring for the following season in accordance with the provisions of Article 1 of this call, with the established monthly gross remuneration of €1600. Amount including the proportional part of the salary bonuses.

In addition, for participation in public performances of productions in the Main Hall and Auditorium Concerts, the gross amount of €100/200 per day of performance will be paid in compensation, depending on the relevance of the role to be assumed.

8. Applicant pool

8.1. Once the selection process and the period established for presenting claims have finished, in accordance with the final mark obtained by each admitted candidate, a list will be published, ordered by mark from highest to lowest, of the candidates who have passed the selection process but have not been hired because the maximum number of contracts for the corresponding tessitura has been filled, or who have not passed the selection period with a mark of 8 but have obtained a score equal to or higher than 6.

It is this order that will determine the corresponding call.

8.2. The constitution of the corresponding temporary replacement list will be published on the above websites and will remain in force for the seasons 2026-2027 and 2027-2028.

8.3. Staff who are recruited on a temporary basis shall be subject to the probationary period laid down in the employment regulations. Failure to pass the probationary period will result in exclusion from the replacement list.

9. Committee

9.1 The execution of this selection process shall be the responsibility of a committee whose members shall be appointed by the Artistic Director.

This Committee shall be composed of a chairperson and two board members.

9.2. The committee shall be responsible for resolving any incidents that may arise during the course of the process, and shall ensure that it runs smoothly.

9.3. If, at any time during the process, the technical selection board becomes aware that any of the candidates does not meet the requirements demanded, or the merits claimed, it will have to summon them for their accreditation. If they are not accredited, they will be excluded from the process, after indicating the inaccuracies or falseness claimed by the candidate.

10. Processing of personal data

The processing of personal data will be carried out in accordance with Regulation (EU) 2016/679 and *Ley Orgánica 3/2018*, on the Protection of Personal Data and Guarantee of Digital Rights, with Les Arts being responsible for the processing.

In compliance with the provisions of the General Data Protection Regulation of the European Union 2016/679, candidates will have access to their personal details at all times and may exercise their rights of access, rectification, cancellation, opposition, portability - depending on the technical possibilities - and forgetfulness under the legally established terms, from the telematic platform itself or it by writing to lopd@lesarts.com.

The cancellation of personal details provided once the procedure has started shall be understood as an expression of the applicant's wish to be permanently separated from the procedure. All personal details to be gathered by Les Arts in order to carry out this process will be included in files that will be processed for these purposes and within the scope of the powers legally attributed to Les Arts, and will be retained, adopting appropriate security measures for their protection, as long as they are necessary to complete the procedures in the course of which they were requested. Les Arts will not transfer the data to third parties except by legal imperative. The data will be published on the website in order to guarantee the transparency of the results, both of the admission list and in the different phases of the procedure, with Les Arts accepting the consent given when filling in and sending the form and accepting the Privacy Policy.

