ANNOUNCEMENT by the Director-General of the Fundació Palau de les Arts Reina Sofía, setting out the terms and conditions for auditions to select young artists (opera singers) for the 2027–2028 and 2028–2029 seasons

The purpose of the Fundació Palau de les Arts Reina Sofía, hereinafter "Les Arts", in accordance with Article 6 of its Articles of Association, is to schedule and manage artistic activities in the performance spaces provided by the Palau de les Arts, and in particular, amongst others:

- To promote the free creation and performance of the operatic, musical, choreographic and performing arts in all their forms (both existing and future) in accordance with the specific and available resources, by adopting and bringing together the necessary initiatives to ensure that these arts are cultivated in a spirit of freedom and continuous improvement (paragraph (a) of Article 6.1).

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

In accordance with the provisions of paragraph 1.d) of Article 6 of these Articles of Association, Les Arts operates the Centre de Perfeccionament del Palau de les Arts as an artistic and professional centre for singers and accompanists, or other disciplines related to opera, which reports organisationally and functionally to the organisation's Artistic Directorate.

The Centre de Perfeccionament operates as an Opera Studio offering advanced training aimed at individuals with outstanding vocal and artistic qualities, as well as a solid technical grounding that facilitates their professional development and practical training within an opera house. This artistic and professional training and preparation is designed to facilitate the professional incorporation of artists into the world of opera, the Lied and the symphonic-vocal repertoire.

The Centre de Perfeccionament is responsible for achieving the following objectives:

1. To provide all the necessary tools to ensure the optimal integration of its participants into the workforce upon completion of their time at the Centre de Perfeccionament.
2. To provide high-level technical and artistic training, as set out in the curriculum, delivered by qualified tutors, such as conductors, stage directors, singers, specialists in languages applied to singing, and other artists and professionals involved in the productions and events of the Palau de les Arts' current season.
3. To explore the various musical repertoires and styles in all their aspects, with a particular focus on opera.
4. To explore the Lied or chamber song repertoire in depth, as well as the symphonic-vocal repertoire.
5. To take part, provided the Artistic Directorate deems it appropriate, in the productions and projects of the Palau de les Arts' season.
6. To bring the Centre de Perfeccionament's internal activities to the general public, whether at the Palau de les Arts' premises, elsewhere in the Region of Valencia or across Spain.

In pursuit of these objectives, the terms and conditions for the audition-based selection of young opera singers for the 2027–2028 and 2028–2029 seasons are published below.

This invitation for applications is approved and will be conducted in accordance with the principles of equality, merit, ability, publicity, transparency, objectivity, impartiality, professionalism, technical independence and the relevance of the tests to artistic activity, as well as the principle of equal treatment and non-discrimination.

Any employment relationship that may be formalised shall be of a special artistic nature and shall be governed by Royal Decree 607/2026 of 22 July, the Workers' Statute, the collective agreement and any other applicable labour regulations, as well as by the employment contract, without prejudice to the rules and principles applicable to Les Arts as an instrumental public sector entity.

1. Purpose of the invitation for applications

1.1. The purpose of this invitation for applications is to regulate the process for the selection and recruitment of six young opera singers who will take part in the Centre de Perfeccionament's temporary artistic programme during the 2027–2028 season, with the possibility of continuation during the 2028–2029 season under the terms set out in these rules.

1.2. The places are allocated by vocal range as follows:

Vocal range	No. of places available
Soprano	1
Mezzo-soprano	2
Tenor	1

Baritone	1
Bass	1

1.3. Places may be declared vacant if no candidate achieves the minimum score or meets the required artistic standards. In exceptional circumstances, an unfilled place may be allocated to another vocal range following a reasoned proposal by the selection panel, based on proven artistic needs and provided there is a candidate from the receiving vocal range who has successfully completed the selection process. The decision shall be taken by the body responsible for resolving the invitation for applications and shall be published together with the final decision.

1.4. Continued employment during the 2028–2029 season does not constitute an automatic right. It shall be subject to the continued existence of a temporary need, budgetary availability, the artistic programme and a favourable assessment in accordance with section 10.6.

1.5. The expected start date shall be that indicated in the final decision or in the individual offer of employment, within the 2027–2028 season.

1.6. This selection process aims to enable participants to gain experience at a high artistic level, with the aim of promoting the launch of their careers and facilitating their professional entry into the world of music.

The aim is to integrate the artists into the day-to-day activities of an opera house, which includes performing their first roles in the productions of Les Arts' opera season. Given the diversity of genres and styles, participants will be able to acquire the artistic versatility required on the international stage, with a repertoire ranging from the Baroque to the contemporary era.

Enquiries may be directed to centredeperfeccionament@lesarts.com. Individual replies shall not alter the terms and conditions nor give rise to any rights other than those provided for therein.

2. Admission requirements

2.1. Applicants must meet the following requirements by the closing date for applications and must continue to meet them until the contract is formalised and, where applicable, throughout its duration:

2.1.1. Nationality: hold Spanish nationality, or be a national of one of the other Member States of the European Union, or a foreign national legally resident in Spain. Individuals who do not hold authorisation to reside and work in Spain may participate in the selection process, but their recruitment will be conditional upon obtaining and providing proof of the relevant authorisation before the scheduled start date. Les Arts may provide the necessary documentation or assistance, without this implying any guarantee of authorisation being granted or any change to the scheduled start date.

2.1.2. Legal capacity: applicants must have the legal capacity to enter into an employment contract, in accordance with the provisions of Article 7 of the Workers' Statute.

2.1.3. Age[1] : Be aged between 18 and 30 for women, and between 18 and 33 for men.

2.1.4. Incompatibilities: not be subject to any grounds of incompatibility that would prevent employment with a public sector organisation. Where applicable, the successful candidate must obtain a declaration of compatibility before commencing the incompatible activity.

2.1.5. Functional capacity: possess the functional capacity necessary to carry out the artistic activities specific to the programme, without prejudice to the right to request the reasonable adjustments and adaptations provided for in section 5.

2.1.6. Eligibility: not be disqualified by a final court judgement, or as a result of having been lawfully dismissed on disciplinary grounds, from performing duties similar to those of the professional category to which the applicant is seeking access. In the case of nationals of other states, not be disqualified or in an equivalent situation, nor have been subject to disciplinary or equivalent sanctions which, under the same terms in their own state, prevent access to public employment.

2.1.7. Training: provide evidence of sufficient musical and vocal training by means of a qualification, academic certificate or certificate issued by a competent educational or professional institution, specifying the duration and essential content of the training.

2.1.8. Language proficiency in singing: have sufficient knowledge to perform the repertoire presented in its original languages. Diction, pronunciation and linguistic accuracy will be assessed during the auditions, although an official language qualification is not necessarily required.

[1] The distinction in the maximum age requirement based on gender is grounded in objective reasons linked to the physiological and artistic characteristics inherent to the development of the human voice in the field of operatic singing. Vocal maturity is reached at different times depending on gender; therefore, this distinction aims to ensure genuine equality of opportunity amongst applicants, allowing for assessment under comparable conditions of 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 Law 4/2021 of 16 April of the Generalitat on the Valencian Civil Service.

2.2. Candidates must physically meet the requirements by the application deadline. Rectification of deficiencies will allow candidates to provide evidence of a requirement already met, but not to acquire it at a later date.

2.3. Prior to recruitment, Les Arts may request original or verifiable documentation. Fitness for work will be determined, where applicable, through the health monitoring system, whilst respecting the confidentiality of medical data. Les Arts will only receive the necessary fitness-for-work assessment.

3. Submission of applications: procedure and deadline

3.1. The application period will begin on the day following the publication of the invitation for applications and will end on 18 January 2027 at 23.59, Spanish mainland time.

3.2. Applications must be submitted exclusively via the online platform https://www.yaptracker.com/applications/palau-2027/. The platform will issue a receipt or confirmation of registration. In the event of a verified general technical fault preventing submission, Les Arts may extend the deadline or provide an alternative channel, details of which will be published on the official website.

Registration will be carried out via the specified platform by completing an online form, providing the following mandatory information and documentation:

a) Personal and contact details.

b) A copy of your identity card or passport. A residence or work permit will only be required prior to employment where necessary.

c) A detailed curriculum vitae, including a photograph, educational background, musical training, experience, repertoire and awards.

d) Supporting documentation of musical and vocal training.

e) Two video recordings of arias in different languages and styles, made within the six months prior to the application deadline. Each video must consist of a continuous performance, with no editing that alters the performance, of sufficient sound and image quality and with the candidate clearly identifiable. The recordings submitted may the same as those presented at the audition or they may be different.

f) A list of confirmed professional commitments that coincide with the anticipated period of employment. This declaration is for information purposes only and will enable the assessment of availability; it does not, in itself, constitute an automatic ground for exclusion.

g) Proposed programme for the in-person audition, in accordance with section 7.2.1.

h) Where direct entry to the final stage is proposed on the basis of objective artistic merit, supporting documentation of the prize won, specifying the competition, category, date of award, rules and regulations, composition of the jury and official result, unless such information can be verified directly by Les Arts.

Candidates proposed by the Artistic Directorate for direct entry to the final round must also complete their registration within the general deadline, submit the required documentation and meet all the requirements set out in the rules. The invitation or proposal does not replace registration nor does it, in itself, confer the right to participate in the final round.

For technical issues during the registration process, please write tohelp@yaptracker.com .

3.3. Documentation may be submitted in Valencian, Spanish, Italian, German, French or English. Documents issued in another language must be accompanied by a translation sufficient for assessment; Les Arts may require a certified translation only where necessary to verify a requirement or to formalise the contract.

3.4. Submission of an application constitutes a solemn declaration regarding the accuracy of the information provided, the authenticity of the documentation and compliance with the requirements, as well as acceptance of the terms and conditions. Data processing will not be based on general consent where necessary to manage the process, but on the legal bases set out in section 14.

3.5. The provision of false information in the application for this invitation for applications, or falsification of the documentation submitted, shall result in automatic exclusion from the process and/or the termination of the contract, where applicable, without prejudice to any legal measures that may be taken. Falsification, material concealment or tampering with documents may result in exclusion, following a hearing, or the termination of the contract in accordance with the law, without prejudice to any other liabilities.

3.6. Applicants must keep their email address and telephone number up to date. General announcements will be published on the official portal for the process: https://www.lesarts.com/centredeperfeccionament/. Other portals will be of a supplementary nature. Individual notifications will be sent to the email address provided, and proof of dispatch must be available.

3.7. Verification of the validity of these documents may result in the exclusion from the process of any candidates who do not meet any of the requirements, without prejudice to Les Arts' right to request at any time that candidates provide the original documents for verification, even after the selection process has concluded, and to exclude the candidate or terminate the employment relationship should any irregularity be observed.

3.8. Any factual, clerical or arithmetic errors found in the application may be rectified until the end of the application period, either ex officio or at the request of the applicant.

3.9. All publications relating to this process shall be made whilst ensuring the protection of personal data.

4. Application fee

4.1. To ensure successful registration, the participation fee detailed in this section must have been paid.

4.2. The fee is set at 30 euros. Payment must be made by bank transfer to Les Arts' account at CAIXABANK using the following transfer details:

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

In the "Reference" field of the bank transfer, applicants must enter their full name, identity number and the following text: "Payment for CPPA auditions 2027–2029" .

Under no circumstances will this participation fee exempt the applicant from the requirement to complete the online registration process on the website. Failure to provide proof of payment of this fee or to submit the registration application via the website in due time and form will result in the applicant's exclusion.

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

a) Individuals who have been registered as jobseekers for a period of at least six months prior to the date of the invitation for applications for the selection tests. To qualify for the exemption, applicants must not, during the relevant period, have turned down a suitable job offer; must not have refused to participate, unless for a valid reason, in career development, training or retraining schemes; and must ensure that their income received during the last completed tax year does not exceed the annual amount of the current national minimum wage, calculated as fourteen monthly payments.

To qualify for the exemption, interested individuals must provide evidence of their status as jobseekers, as well as evidence that they have not turned down a suitable job offer and have not refused to take part in career development, training or retraining schemes, all of which must be evidenced by a certificate issued by the National Employment Institute or, where applicable, the relevant regional employment service, and this certificate must be accompanied by an up-to-date employment history report issued by the General Treasury of Social Security.

As regards proof of income, this shall be provided by consulting the tax data for the most recent completed tax year. Where the person concerned objects to such consultation or where it cannot be carried out, they must provide the tax assessment certificate issued by the State Tax Administration Agency or, where applicable, a copy of the personal income tax return for that tax year. Where the person is not required to submit a tax return, they must provide a tax certificate confirming this fact, together with the relevant tax assessment certificate.

b) Individuals who are members of a special category large family or a special category single-parent family, in accordance with Article 12.1.c) of Law 40/2003 of 18 November on the Protection of Large Families. Status as a special category large family shall be proven by means of the relevant up-to-date certificate. A certified or verified copy of the valid special-category large family card must be attached to the application.

Individuals who can prove they are members of a general-category large family shall be entitled to a 50% reduction on the total amount. Proof of this status must be provided by attaching a copy of the valid general large family card to the application.

c) Individuals who are victims of gender-based violence or sexual violence, as evidenced by the legally prescribed means of proof.

d) Individuals with a disability of 33% or more. This status must be proven by means of an up-to-date certificate attesting to the disability, issued by the body authorised to issue such certificates. A certified or verified copy of the certificate must be attached to the application.

e) Individuals experiencing social exclusion, where this is certified by the competent social welfare body of the local council of their place of residence.

Applicants who meet one or more of these criteria must indicate this on the online registration form by ticking the box provided for this purpose. They must also submit, in the relevant section of the website at the time of registration, the supporting documentation proving their eligibility within the deadline set for registration.

4.4. A refund will be issued in the event of cancellation of the invitation for applications, duplicate or unauthorised payment, a general technical fault attributable to the platform or to Les Arts, or a substantial change to the conditions. No refund will be issued where the exclusion is attributable to the applicant.

4.5. Electronic copies of documentation will be accepted during registration. Les Arts may verify these and request originals or verifiable documents from successful applicants. Failure to provide proof will result in the obligation to pay the registration fee before a contract is entered into and, in the event of falsification, the corresponding liabilities will apply.

5. Equality, accessibility and reasonable adjustments

5.1. The process shall guarantee equal treatment and the absence of discrimination on the grounds of birth, racial or ethnic origin, sex, religion or belief, age, disability, sexual orientation or gender identity, gender expression, illness or health condition, language, socio-economic status or any other personal or social circumstance.

5.2. Those requiring reasonable adjustments must request them at the time of registration, describing the functional need and the measure requested. Only the strictly necessary documentation will be required. Les Arts will respond with a reasoned and confidential decision, ensuring that the adjustment does not alter the nature of the audition or the required artistic standard.

6. Admission and rectification

6.1. Once the deadline for submitting applications has passed, a provisional list of admitted and excluded candidates will be published, with a brief statement of the reason for exclusion.

6.2. A period of five working days from the day following publication will be granted to rectify any deficiencies or submit representations via the specified channel. The following may be rectified: the absence or insufficiency of supporting documents, illegibility and formal errors. The following cannot be rectified: applications submitted after the deadline, the material non-fulfilment of a requirement by the deadline or the total absence of the required recordings.

6.3. Once the representations have been resolved, the final list shall be published. Failure to rectify any deficiencies within the deadline shall result in exclusion, by means of a reasoned decision.

6.4. The provisional list shall separately identify the nominations proposed for direct entry into the final stage on the basis of objective artistic merit, specifying the competition, the prize and the year of award on which the proposal is based.

During the general period for rectification and appeals, supporting documentation for the award may be submitted or supplemented, provided that the award was given before the deadline for submitting applications.

The final list shall indicate the candidates to whom the selection panel grants direct entry to the final stage. This decision may be subject to an appeal in accordance with the terms set out in this section.

7. Entrance examinations. Selection process

7.1. The process will consist of a preliminary remote phase and an in-person audition phase, both of which are eliminatory. In general, candidates must successfully complete all phases and rounds of the process in succession, without prejudice to the possibility of direct entry to the final phase on the basis of objective artistic merit, as provided for in section 7.3.2. Decisions will be recorded in the minutes.

7.2. Preliminary stage (remote)

Once the deadline for submitting applications has passed and the final list of admitted candidates has been published, the selection panel will assess each of the recordings submitted by candidates during the application process.

Once the assessment has been carried out, the selection panel shall draw up minutes containing the provisional list of results and an indication of “PASS” or “FAIL”.

Once the provisional results have been published, candidates will have a period of five working days to submit appeals. Once this period has elapsed and the appeals have been considered, a record will be drawn up and the final list of results for this preliminary phase will be published.

In addition to the official publication, each candidate will be notified by email of both the provisional and final results.

7.3. Interview stage (in person)

Candidates who have passed the preliminary phase and those to whom the selection panel has granted direct access to the final phase in accordance with section 7.3.2 will be invited to the in-person audition phase.

Generally speaking, the in-person phase will consist of two compulsory and eliminatory rounds. Candidates admitted directly to the final phase will be exempt from the first round and will be invited to prepare with a rehearsal pianist and to take part in the second round or final phase.

Within a maximum of four working days from the publication of the final results of the preliminary round, candidates who have been admitted and have passed that round must submit, by email to centredeperfeccionament@lesarts.com, a scanned copy of the scores of the pieces chosen and specified during the registration phase. Once this deadline has passed, it will not be possible to make any changes to the arias in the planned programme.

This stage will take place between **2 and 5 March 2027.** Candidates will be notified by email, on the date and at the time stipulated by the management of the Centre de Perfeccionament, to attend the audition, which will take place at the Teatre Martín i Soler in the Palau de les Arts Reina Sofía, situated at Avinguda del Professor López Piñero (Historiador de la Medicina), No. 1, Valencia (Spain).

Les Arts will make an audiovisual recording of the auditions solely for the purpose of documenting their conduct and resolving any incidents or appeals. Access will be restricted to authorised staff and the recording will be retained for the period specified in section 14.

7.3.1. First round (semi-final)

Candidates will be notified by email of the date and time of the first round, which will take place between 2 and 3 March 2027 and will consist of the performance of two arias: one of the candidate’s own choice and another selected by the panel from the programme submitted:

- 1 aria from a Baroque or Classical opera (preferably by Mozart).
- 1 aria from an opera in Italian, composed from 1800 onwards.
- 1 opera aria in a language other than Italian, composed from 1800 onwards.
- 1 zarzuela romanza.

This round will take place at the Teatre Martín i Soler in the Palau de les Arts Reina Sofía, situated at Avinguda del Professor López Piñero (Historian of Medicine), No. 1, in Valencia (Spain).

The order of performance may be determined by technical criteria relating to the repertoire.

A candidate’s justified delay may allow them to perform at the end of the session, if this is organisationally feasible; failure to appear within the allocated audition slot will result in exclusion, unless there are circumstances of force majeure that are substantiated and accepted by the selection panel.

The pieces must be performed from memory, in the original language and key, and including the recitative where it forms part of the opera. The selection panel may listen to the entire piece or interrupt it once it has sufficient evidence, applying the same functional criteria to all candidates.

The panel will draw up a record of the result of the first round, indicating “PASS” or “FAIL”; this result will also be displayed on the access door of the Les Arts building.

7.3.2. Direct entry to the final round on the basis of objective artistic merit

In exceptional cases, candidates who, upon a reasoned proposal from the Artistic Directorate, can demonstrate relevant artistic merits that allow their vocal quality, technical preparation and suitability to participate in the final round to be considered sufficiently proven, may gain direct access to the final round without having to undergo the preliminary phase or the first round of the in-person audition.

For these purposes, the following, amongst other factors, may be taken into account:

a) The award of prizes, honours or distinctions in national or international opera singing competitions or contests.

b) Having been a finalist or having won special prizes in competitions or contests of recognised prestige.

c) Outstanding participation in advanced training programmes, academies, opera studios or other artistic specialisation initiatives organised by theatres, concert halls, festivals or musical institutions.

d) The performance of roles or programmes of particular significance in theatres, festivals, concert halls or other musical institutions.

e) Any other objective and verifiable artistic merit which, by virtue of its significance, demonstrates a vocal and artistic standard comparable to that required to pass the previous stages.

The Artistic Directorate must draw up a reasoned proposal identifying the merits and circumstances justifying direct entry. The proposed candidate must complete their registration within the specified deadline, meet all the participation requirements and provide the necessary documentation to substantiate the claimed merits.

It shall be the responsibility of the selection panel to verify the sufficiency and relevance of the accredited merits and to decide, giving reasons, whether to grant or refuse direct admission to the final stage. The decision shall be recorded in the relevant minutes.

Candidates admitted via this route will undertake the final stage under the same conditions as the other finalists and will be assessed according to the same criteria, minimum score and tie-breaking rules.

Direct admission shall not entail any additional marks, preference, reservation of a place or right to employment.

7.3.3. Second round (final)

Candidates who have passed the first round and those to whom the selection panel has granted direct admission in accordance with section 7.3.2 shall proceed to the second round or final stage. They shall all participate in this stage under the same conditions and shall be assessed according to the same criteria.

To take part in this second round, candidates will be notified by email on 4 March 2027, the day before the final phase, specifying the time of their appointment, at which they will have 30 minutes to prepare with the accompanist from Les Arts.

This round (final stage) will take place on **5 March 2027** in the Main Hall of the Palau de les Arts Reina Sofía, situated at Avinguda del Professor López Piñero (Historian of Medicine), No. 1, Valencia (Spain), and will consist of a performance of the aria chosen by the jury from amongst those listed in section 7.3.1, which will be notified to each candidate in advance by email.

In this round, the selection panel reserves the right to ask the candidate to perform a second aria or any excerpt it deems appropriate from amongst those listed in section 7.3.1.

The panel will mark this test out of 10 marks. A candidate must obtain at least 8 marks to pass the process and be eligible for selection or inclusion on the standard reserve list.

Candidates must at all times follow the instructions of the members of the selection panel or Les Arts staff whilst the tests are taking place. Any disruption to the normal conduct of the tests caused by a candidate will be recorded in the relevant minutes, and the candidate in question may continue with the exercise on a conditional basis until the selection panel has ruled on the incident.

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

7.4. Tie-breaking rules

Ties will be resolved successively by means of a brief additional audition or by a public draw, the results of which will be recorded in the minutes.

8. Final result

8.1. Once the audition phase has concluded and the final phase has taken place, the selection panel shall draw up minutes setting out the provisional result of the process, which shall be published. A period of five working days shall be granted to submit representations and, where appropriate, request access to the information contained in the file, without prejudice to the rights of third parties and the confidentiality of the deliberations.

8.2. Once the representations have been dealt with, the selection panel shall submit a reasoned proposal. The competent body shall issue and publish the final decision, setting out the successful candidates, any unfilled or reallocated posts, where applicable, and the reserve list.

8.3. A minimum score of 8 must be obtained to be deemed to have passed the selection process. The result will also be shared with each candidate by email.

8.4. Vacancies advertised may only be filled through this procedure or via the reserve list. Any other or unforeseen artistic requirements shall require the legally appropriate selection or recruitment procedure.

8.5. Special procedure for filling a vacant vocal range. Where, during the programme's term, any of the vocal ranges included in the invitation for applications becomes vacant and there is no candidate on the reserve list for the relevant vocal range who has obtained the minimum score required for recruitment, Les Arts may initiate a special, abbreviated selection procedure to fill the vacancy on a temporary basis.

The need to resort to this procedure must be justified by a report from the Artistic Directorate, identifying the vacant vocal range, the reason for the vacancy, the impossibility of filling it from the reserve list, and the artistic and temporary necessity of making the appointment.

The advertisement shall specify, as a minimum, the vocal range to be filled, the eligibility criteria, the deadline and method for submitting applications, the required repertoire, the date or period scheduled for the audition, the assessment criteria, the minimum score required and the essential terms of the contract.

In view of the urgent need to fill the post, the deadline for submitting applications may be shortened, provided it is not less than five calendar days from the publication of the notice, unless there are duly justified exceptional artistic circumstances.

Selection will be based on an assessment of the documentation and audiovisual material provided and, where the Artistic Directorate or the selection panel deems it necessary, by means of an in-person or remote audition. Applications will be assessed in accordance with the artistic criteria set out in these terms and conditions and must, in all cases, achieve the minimum score required to proceed to the final stage.

The assessment shall be carried out by the selection panel provided for in these rules or, where it is not possible to establish such a panel, by a selection body specifically appointed by the Directorate-General, comprising professionals with appropriate artistic qualifications and subject to the principles of impartiality, professionalism and technical independence.

The successful candidate may be included on the reserve list for their vocal range, in the position corresponding to the score obtained, and will be employed solely for the remainder of the programme or for as long as the temporary need that justified the procedure persists.

Participation in this procedure does not confer any right to employment. The formalisation of the contract shall be subject to fulfilment of the requirements, the availability of budgetary funds, proof of eligibility to work in Spain and the existence of a valid ground for temporary artistic employment.

9. Reserve list

9.1. A reserve list shall be drawn up comprising those candidates who have passed the final stage with a score of at least 8 points but have not been awarded a post, ranked in order of score. If Les Arts deems it necessary to maintain a supplementary list of candidates with scores between 6 and 7.99, this must be published separately and may only be used once the main list has been exhausted, following a reasoned decision and for temporary requirements compatible with the required standard.

This order shall determine the corresponding call-up.

9.2. The list shall remain valid until 31 August 2029 and, from the date of its publication, shall supplement any previous lists drawn up for the same purpose and vocal range that coincide with its period of validity, without affecting any call-ups or contracts already formalised.

9.3. Candidates will be called up in order of priority and vocal range via email and telephone. A minimum of 48 hours will be allowed to respond, except in cases of duly justified artistic urgency. Failure to respond will be deemed a waiver of the specific call-up, not automatic exclusion from the list.

9.4. Failure to pass a probationary period may result in removal from the list, provided there is a reasoned report and the person concerned is granted a hearing.

10. Recruitment and essential conditions

10.1. Selection does not in itself lead to recruitment. Recruitment will be subject to the fulfilment of requirements, authorisations, compatibility, aptitude where applicable, budgetary availability and the formalisation of a written contract.

10.2. The contract shall be a fixed-term artistic employment contract, linked to the temporary programme and the professional development plan for the 2027–2028 season. It must specify precisely the temporary nature of the role, the specific circumstances and their connection to the term of the contract, in accordance with Royal Decree 607/2026.

10.3. The probationary period shall be that prescribed by law or by collective agreement. In accordance with Royal Decree 607/2026, it may only be agreed in writing in contracts of more than ten days' duration and, for contracts of more than six months' duration, may not exceed fifteen days, unless a more favourable provision applies.

10.4. The fixed remuneration shall be €1,600 gross per month, including pro-rated special payments, without prejudice to any adjustment or increase required by law or collective agreement. The contract and payslips shall clearly distinguish between salary components, non-salary components and, where applicable, those relating to the assignment of rights.

10.5. Working hours, timetables, rehearsals, training activities, performances, breaks, leave and holidays shall be set out in the contract, calendar and work plans in accordance with the applicable regulations and collective agreement. Holidays shall be taken during the term of the contract; financial compensation for these shall only be payable where they could not legally be taken. There is no general provision for their automatic payment in August.

10.6. Any continuation of the contract for the 2028–2029 season shall be decided before August 2027, following a written assessment by the Artistic Directorate based on: vocal and technical development; progress in training; artistic quality and consistency; fulfilment of obligations; collaboration and work capacity; versatility; and suitability for the programme. The individual concerned shall be given the opportunity to be heard should the assessment be unfavourable. Continuation of employment shall require a new valid temporary basis and the corresponding contractual formalisation.

10.7. For each public performance in the Main Hall or concert in the Auditori that exceeds the activities ordinarily included in the monthly remuneration, the corresponding compensation shall be paid in accordance with the previously approved and communicated classification of roles; the amount shall be €100 or €200 gross per performance, depending on complexity.

10.8. Travel, tours, accommodation, subsistence and mileage shall be governed by internal regulations and previously communicated instructions. The selection process does not entitle the candidate to reimbursement of travel or subsistence expenses, unless expressly agreed.

10.9. Termination of the contract shall entitle the employee to compensation and, where applicable, the notice period provided for in the applicable regulations. The contract may not exclude non-waivable rights.

11. Intellectual property, image rights and digital rights

11.1. Performance, recording, reproduction, public communication, retransmission, streaming, promotional use and archiving shall be subject to the regulations on intellectual property, personal image and data protection and must be expressly governed by the contract or a specific document.

11.2. The assignment of rights must specify the terms of use, territorial scope, duration and remuneration where applicable.

11.3. Audition recordings may not be used for promotional purposes or incorporated into productions without consent or a specific legal basis other than the administration of the invitation for applications.

12. Selection panel

12.1. The selection panel shall be appointed by resolution of the competent body and shall consist of a chair, a secretary and two members. The majority must have appropriate artistic qualifications and experience. Efforts shall be made to ensure a balanced composition of women and men.

12.2. The secretary shall have a voice and a vote when acting as a member of the panel. Specialists may be included with a voice but no vote, as well as support staff for technical tasks.

12.3. The selection panel shall be constituted with the chair, the secretary and at least half of its members present. Decisions shall be taken by majority vote; in the event of a tie, the chair shall have the casting vote, without prejudice to the specific assessment rules.

12.4. Its members must act with impartiality, technical independence and confidentiality; they must declare that they have no conflict of interest and must abstain where there is a professional, teaching, representative or family relationship, or any other circumstance that may compromise their objectivity. Candidates may request the recusal of a member on legal grounds.

12.5. The minutes shall record those present, the assessment criteria, scores, any incidents, agreements reached and sufficient justification. Deliberations shall be confidential, without prejudice to the right of access to the relevant information in accordance with the applicable legal provisions.

12.6. The selection panel shall resolve any issues of interpretation arising during the process without altering the essential elements of the terms and conditions. Any substantial amendment shall be the responsibility of the convening body and shall be published with sufficient safeguards.

13. Risk prevention and protection against harassment

13.1. Contracted staff shall be subject to the applicable preventive, emergency and health monitoring measures. They shall receive the necessary information and preventive training in accordance with their assigned duties.

13.2. Les Arts' protocol on sexual harassment, harassment on the grounds of sex, discriminatory harassment and workplace harassment shall apply, as shall the current measures relating to LGBTI rights and equality. Protection mechanisms must be applied promptly and effectively, taking into account the temporary nature of the artistic relationship.

14. Protection of personal data

14.1. Data controller: Fundació Palau de les Arts Reina Sofía. Contact: Avinguda Professor López Piñero (Historiador de la Medicina), No. 1, 46013, Valencia. Data Protection Officer: lopd@lesarts.com.

14.2. Purposes: to manage registration, admission, assessment, communications, appeals, the compilation of the reserve list, recruitment, verification of requirements and compliance with legal and transparency obligations.

14.3. Legal bases: implementation of pre-contractual measures requested by the candidate; compliance with legal obligations; exercise of powers and functions associated with the organisation's status as a public sector body; and legitimate interest where appropriate and provided that the rights of the data subjects do not take precedence. Consent will only be used for voluntary and distinct purposes.

14.4. Recipients and data processors: access may be granted to providers of the platform, hosting, support and technological services under a data processing agreement. Data shall not be disclosed unless required by law or unless necessary for administrative purposes. Before publication, it must be determined whether any international transfers take place and what safeguards apply.

14.5. Publication: listings shall use an application code or anonymised identification. Full documents, contact details, date of birth, disability, medical data or grounds for exclusion that reveal special categories shall not be published.

14.6. Retention: data relating to the process and minutes shall be retained for the statutory periods of liability and archiving. Recordings of auditions shall be retained until the decision becomes final and the time limits for appeals have expired; thereafter, they shall be deleted or restricted unless required by law. Data from the list shall be retained whilst the list remains in force and for the subsequent liability periods.

14.7. Rights: access, rectification, erasure, objection, restriction and data portability where applicable, by submitting a request to lopd@lesarts.com. A complaint may also be lodged with the Spanish Data Protection Agency. The erasure of data essential to the proceedings may prevent them from continuing, subject to the data subject being informed in advance.

15. Publicity, incidents and amendments to the invitation for applications

15.1. The official website for the process will be https://www.lesarts.com/centredeperfeccionament. In the event of any discrepancy, the version published on that website shall prevail and, where applicable, the corresponding official publication.

15.2. Les Arts may amend dates or venues for justified reasons, in cases of force majeure or due to organisational requirements, whilst respecting the principle of equality and allowing sufficient time. Should the amendment be substantial, the application period may be reopened or the payment refunded.

15.3. Material, factual or arithmetic errors may be rectified by means of a publication. This power may not be used to alter vacancies, requirements, essential criteria or working conditions without the appropriate procedures being followed.

16. Appeals procedure and jurisdiction

16.1. Any appeals provided for in these terms and conditions shall be submitted via the electronic channel indicated in each publication. The final decision shall specify the applicable appeal procedure, the competent body and the time limits, taking into account the Foundation’s status as a private-law entity and its affiliation with the public sector.

16.2. Disputes arising from the employment relationship shall fall within the jurisdiction of the labour courts.

FINAL PROVISION. Implementation

These terms and conditions shall take effect upon publication. The contract shall be governed by the legislation in force on the date of formalisation and, in particular, by Royal Decree 607/2026 of 22 July, which comes into force on 25 May 2027.