

City of Kyoto Symphony Orchestra: New Member Recruitment

November 8, 2024

1. RECRUITING POSITION

Part	Viola
Intake	One person
Position	Principal

2. ELIGIBILITY

- (1) Applicants must have been born on May 2, 1964, or later, regardless of his/her academic background and nationality.
- (2) A person who fulfills any of the following criteria is ineligible to apply:
- An adult ward or a person under curatorship
 - A person who has been sentenced to imprisonment without work or imposed on a heavier penalty, and has not finished serving the sentence, or the person's term of probation has not terminated.

3. SELECTION DETAILS

(1) The First Audition

Date and Time	Thursday, July 24, 2025
Back-up date	Wednesday, July 23, 2025
Venue	City of Kyoto Symphony Orchestra Rehearsal Studio
Result Announcement	The results will be posted on the bulletin board at the studio after the first audition.
Audition Repertoire	<ul style="list-style-type: none">• C.P.Stamitz: 1st movement of "Viola Concerto" No.1 in D-major (with cadenza, without Repeat)• One concerto of the applicant's choice from the following three concertos. Cadenza must be performed if included in the concerto.<ul style="list-style-type: none">①Bartok: 1st movement of "Viola Concerto"②Walton: 1st movement of "Viola Concerto"③Hindemith: 1st movement of "Der Schwanendreher"• Orchestral excerpts

*If there are many applicants, the first audition will be divided into two days, making the back-up date an audition date.

*Specify the performance area on the day.

*Please prepare your own piano accompanist for the audition.

(2) The Second Audition

(A) Examination on Solo Performance Techniques

Date and Time	Friday, July 25, 2025
Venue	City of Kyoto Symphony Orchestra Rehearsal Studio
Result Announcement	The results will be posted on the bulletin board at the studio after the Examination on Solo Performance Techniques.
Audition Repertoire	<ul style="list-style-type: none">• C.P.Stamitz: 1st movement of “<i>Viola Concerto</i>” No.1 in D-major (with cadenza, without Repeat)• One concerto of the applicant’s choice from the following three concertos. Cadenza must be performed if included in the concerto.<ul style="list-style-type: none">①Bartok: 1st movement of “<i>Viola Concerto</i>”②Walton: 1st movement of “<i>Viola Concerto</i>”③Hindemith: 1st movement of “<i>Der Schwanendreher</i>”• Orchestral excerpts

*Specify the performance area on the day.

* Please prepare your own piano accompanist for the audition.

(B) Examination on Orchestra Performance Techniques

The successful candidates in the examination (A) will take part as extras in the City of Kyoto Symphony Orchestra concert(s).

Dates and Venue	Appear in performances Approximately until the end of January 2026. (up to 30 times/including rehearsals/venue to be specified each time) Details will be notified to those who pass the second test performance skills examination (Solo Performance Techniques).
Result Announcement	The results will be sent to each applicant by post.

*In case the final judgment is made in examination (A), examination (B) will not be given.

(C) Oral Examination for the Candidates Who Have Passed (A) or (A)&(B)

The results will be sent to each candidate by post.

(3) Physical Examination

The candidates who have passed the second audition of performance techniques are required to submit a health certificate from a medical institution by the designated date.

○Details such as the meeting time for the first audition will be announced after the application deadline. Details for the second audition (Solo Performance Techniques) will be announced on the day before the exam when the results are announced. Please note that

we cannot accept requests for exam times.

○The orchestral excerpts used in the first audition and second audition (Solo Performance Techniques) will be sent after the application deadline.

Please contact us if you have not received your orchestral excerpts by Thursday, July 3, 2025.

(4) Notes

- (a) Selection methods are subject to change according to the number of applicants.
- (b) We will not provide any interpreters for the auditions.
- (c) We cannot inform anyone of any results on the phone.
- (d) We may cancel our offer of employment if we find out that the candidate who has passed the final audition is ineligible to apply for the position.

4. APPLICATION PROCEDURES

Application Form	Please download an application form on the City of Kyoto Symphony Orchestra official website. Official Website 《 https://www.kyoto-symphony.jp/ 》 If you wish to have the printed form, please visit the office during its opening hours or send us a post enclosing a self-addressed envelope of the size 120mm x 235mm with a 110-yen stamp on it. Posting of printed application forms are only available for applicants whose postal addresses are in Japan.
How to Apply	Please fill in the application form and stick your headshot photo facing to the front on the form. The photo must be taken within the last 3 months. Please submit your application form directly or post it to the office. If you post it, please write 'Application Form' in red on the front side of the envelope and send it by simplified registered mail.
Where to Submit	City of Kyoto Symphony Orchestra 86-1, Izumoji Tatemoto-cho, Kita-ku, Kyoto 603-8134, JAPAN Tel: +81-(0)75-222-0347
Application Period	From Friday, November 8, 2024, to Friday, May 23, 2025. *The application form must arrive at the office by Friday, May 23, 2025.
Office Hours	From 8:30 a.m. to 5:00 p.m. on weekdays The office is closed on Saturdays, Sundays, and national holidays.

5. SCHEDULED DATE OF EMPLOYMENT

December 1, 2025

*This date may be postponed if there are any unavoidable reasons.

**If we conduct an examination on orchestra performance techniques in the second audition, The hiring

date is scheduled for May 1, 2026, but is subject to change.

6. DUTIES AND CONDITIONS

- (1) The position is the Principal Viola player of the City of Kyoto Symphony Orchestra.
- (2) You are to be engaged as a musician at Kyoto City Music Art Cultural Promoting Foundation, and the period of probation is for 6 months after signing a contract.

7. SALARY

Age	Base Salary	Additional Base Salary	Duty Allowance	Total
22	153,200 JPY	15,320 JPY	91,200 JPY	259,720 JPY

- (1) The above-mentioned salary is an example of a standard initial monthly salary as of April 1, 2024.
- (2) Additional allowances such as a family allowance, a conveyance allowance, and a housing allowance will also be provided monthly according to each employee's conditions.
- (3) The average age of the orchestra members is 49 years old, and the average monthly salary is 398,314 JPY including allowances, as of April 1, 2024.
- (4) In addition, bonuses (an extra pay) will be offered. The total amount of bonuses actually paid in 2023 was as much as a total of 4.5 months' salary. However, the amount varies according to the time of employment, etc.
- (5) Concerning employee benefits, you can become a member of the Japan Health Insurance Association and the Employee's Pension as well as a member of the Kyoto City Employees Welfare Union.
- (6) If you have work experience, the number of years of your previous work may be added to your career as a member of the orchestra.
- (7) We have a retirement allowance system. The retirement age will gradually rise from 2024 to 65 years old from the end of 2031.