Appendix No. 1 to the Order No. 18/2025

Regulations of the Ballet-Resident Programme.

1.Basic terms.

1. **Regulations** – this document specifying the rules for the functioning of the "Ballet-Resident" Programme.
2. **Artist Training Centre** – a team within the Development Department of the Krakow Opera, responsible for implementing the Programme.
3. **Programme** – a document describing the detailed objectives and structure of the Programme, published on the Krakow Opera website.
4. **Artistic residency** – a process of professional and artistic development of a young ballet dancer carried out at the Krakow Opera.
5. **Resident** – a person qualified for the Programme and participating in the Residency in accordance with these Regulations.
6. **Opera** – the Krakow Opera as the organiser of the Programme.
7. **Ballet Ensemble** – the ballet ensemble of the Krakow Opera.
8. **Director** – Director of the Krakow Opera.
9. **Ballet Director** – Ballet Director of the Krakow Opera.
10. **Residency Coordinator** – an employee or collaborator of the Opera appointed by the Ballet Director and the Director, providing organisational, substantive and artistic support to the Residents and coordinating the course of the Programme.
11. **Recruitment Committee** – a team appointed by the Director, the Ballet Director and the residency coordinator, responsible for assessing applications and selecting candidates.
12. **Recruitment notice** – an official announcement published by the Opera with information about recruitment dates, conditions and requirements.
13. **Artistic season** – in accordance with Article 11a of the Act on Organising and Conducting Cultural Activities, the period that begins on 1 September and ends on 31 August of the following calendar year.

2.General provisions

1. The Krakow Opera in Krakow, with its registered office at ul. Lubicz 48, 31-512 Krakow is the organiser of the "Ballet-Resident" Programme.
2. The Programme is implemented as part of the activities of the Artist Training Centre and the Ballet Ensemble.
3. The aim of the Programme is to provide young dancers with opportunities for professional and artistic development based on the experience and reputation of the Krakow Opera, in particular by introducing the Residents to the realities of professional work in an artistic institution – familiarising them with the rhythm of rehearsals, the structure of the ensemble, the principles of communication and organisation of stage work, improving their professional qualifications through cooperation with the ballet director, teachers and choreographers, enabling the Residents to participate in rehearsals, premiere and performance processes, and promoting young ballet artists within the Polish stage artists community.

3.Residency terms and conditions and rules of participation

1. A given edition of the Programme lasts one artistic season, with the exception of the pilot edition, which begins in January 2026 and lasts until 31 August 2026. For unforeseen reasons, the duration of a given edition may be changed by the Director.
2. In a given edition of the Programme, a maximum of **four Residents** may participate in the residency.

3. The residency schedule and the Residents' activity plan are developed by the coordinator and the ballet director, who send it to the Artist Training Centre operating within the Krakow Opera, which is then approved by the Director.

The residency programme includes:

a) participation in classical dance classes;
b) participation in rehearsals preparing for repertoire performances;
c) participation in the process of preparing a ballet premiere with the choreographer;
d) performance in selected performances, concerts or repertoire shows;
e) individual consultations.

4. The Resident provides their own accident insurance for the duration of their participation in lessons.
5. The Resident is obliged to follow the instructions and guidelines of the teacher conducting the lesson or rehearsal.
6. In the event of a positive recommendation by the Director, the Opera may conclude a civil law contract with the resident for participation in rehearsals and performances for remuneration determined by the Director. The remuneration includes, in particular: participation in rehearsals preparing for repertoire performances, participation in the process of preparing the role with the choreographer, performance in the specified performances in the programme (one premiere performance, three revivals)
7. The programme includes an onboarding stage – an organisational meeting with the ballet director and coordinator before the start of the residency.
8. The ballet director evaluates the Resident's work on an ongoing basis.
9. After completing the Programme, the residency coordinator prepares a report on the implementation of the programme, which, after receiving an opinion from the ballet director, is approved by the Director. Based on the report and the opinions of the teachers and the ballet director, the residency coordinator prepares a written recommendation for the Resident, confirming participation in the programme, the scope of artistic activity and the progress made during the residency.

4.Recruitment for the Programme

1. The participation in the Programme is open and takes place through public notice.
2. The Participants in the recruitment process must be of legal age.
3. The deadline for submitting applications will be given in a notice on the Opera's website.
4. Applications should be sent electronically to the address indicated in the notice, attaching:
   a) an artistic CV containing contact details, height, a portrait photo and 2-3 dance photos (showing the silhouette, body lines and proportions);
   b) consent to the processing of personal data (https://www.operakrakowska.pl/rodo);
   c) link to a video recording (YouTube – private mode, up to 15 minutes), containing: a short classical variation, a short contemporary or neoclassical variation, 3–5 minutes of barre work, 3–5 minutes of centre work: adagio, pirouettes, petit and grand allegro.

   The audio-video material must be posted on YouTube. The recording must be made available in a mode that allows the material to be retrieved without the need to register or enter a password. The link to the recording, previously posted on YouTube, should be included in the content of the application e-mail to the Programme.
5. The recruitment consists of two stages:
   a) **Stage I (online)**: formal assessment and preliminary substantive selection of applications by the recruitment committee.
   b) **Stage II (audition)**: participants are invited to participate in a lesson, a presentation of a classical and contemporary variation, and a short conversation with a committee selected by the Director. Music materials for the presentation should be prepared independently in digital form.

6. The final decision on admission to the Programme is made by the Director based on the recommendation of the ballet director and the development department director.

The Director's decision (at the request of the ballet director) is final and non-appealable.

5. Personal data protection

1. The controller of the personal data provided by the Participants is the Krakow Opera in Krakow (hereinafter referred to in this paragraph as the "Controller").
2. In all matters related to the processing of personal data by the Controller, the participant may contact at the following e-mail address: opera@opera.krakow.pl
3. The participants' personal data will be processed for the following purposes:
   a) organising, conducting and deciding on the recruitment process (the basis for processing is Article 6 (1) (f) of the GDPR, i.e. the legitimate interest of the Controller in fulfilling its public promise – the competition notice);
   b) archiving and protecting against claims against the Controller (the basis for processing is Article 6 (1) (f) of the GDPR, i.e. the legitimate interest of the Controller in preserving cultural heritage and protecting the Controller's rights);
   c) promoting by publishing on the website the personal data of the participants who have been selected as the Residents (in accordance with Article 6 (1) (f) of the GDPR, processing is necessary for the purposes of the legitimate interests pursued by the Controller, consisting in the promotion of its statutory activities);
   d) promoting by distributing promotional materials containing personal data (in particular image and voice) (the basis for processing is Article 6 (1) (a) of the GDPR, i.e. consent).
4. Personal data processed on the basis of consent will be processed until such consent is withdrawn, and in other cases until the recruitment process is completed. The Opera may decide to further process selected personal data for the purpose specified in point 3b, but no longer than until the end of the year in which 6 years have passed since the Competition was decided. Personal data processed for the purpose specified in point 5.3)d) will be processed for the duration of the use of artistic performances.
5. The Participant of the recruitment has the right to request from the Controller:
   a) access to their personal data
   b) rectification of their incorrect personal data
   c) deletion of their personal data
   d) restriction of personal data processing
   e) lodging a complaint with a supervisory authority competent for their usual place of residence or with the President of the Personal Data Protection Office of the Republic of Poland (https://uodo.gov.pl)
   f) data portability
   g) withdrawal of consent to the processing of personal data at any time, whereby the withdrawal of consent will not affect the lawfulness of the processing carried out on the basis of consent before its withdrawal
   h) object to the processing of personal data – where the processing is based on one of the legitimate interests pursued by the Controller or by a third party
6. Providing the data indicated in the Regulations and the recruitment notice is necessary to be admitted to the recruitment process.

6. Final provisions

1. By submitting the application, the Participant declares that the Participant has read the text of these Regulations and accepts their provisions.
2. The current text of the Regulations and the Programme is available on the website of the Krakow Opera (www.opera.krakow.pl) in the Education, Artist Training Centre tab.All promotional materials relating to the Programme are for informational purposes only; in the event of any discrepancies, the provisions of these Regulations shall prevail.

3. The Director, independently or at the request of the committee, may announce supplementary recruitment. If a supplementary recruitment is announced, applications submitted after the original deadline shall be deemed to have been submitted within the deadline.
4. The Opera reserves the right to amend the Regulations; the existing rules apply to recruitments started before the date of the amendment, unless the new rules are more favourable to the Participants.

Appendix No. 2 to the Order No. 18/2025

Ballet-Resident Programme.

1. The idea of the programme

The Krakow Opera's "**Ballet-Resident**" Programme was created for young ballet artists at the beginning of their professional careers. Its idea is to create conditions for a smooth transition from the stage of artistic education to professional stage work in a cultural institution. A residency at the Krakow Opera gives participants the opportunity to enhance their stage experience, learn about the specific functioning of a ballet ensemble, and develop their individual artistic potential under the supervision of teachers, choreographers, and dancers.

The programme is part of the educational activities of the Krakow Opera and is carried out as part of the **Artist Training Centre**, in cooperation with the **Krakow Opera Ballet Ensemble**.

2. Objectives of the programme

The objective of the Programme is to support the professional and artistic development of young dancers by:

1) enabling them to gain practical experience in stage work at an artistic institution;
2) familiarising the participants with the organisation of rehearsals, performances and work in a ballet ensemble;
3) developing technical and interpretative skills through regular lessons, rehearsals and participation in the repertoire of the Krakow Opera;
4) providing individual pedagogical support;
5) involving the Residents in artistic projects of the Krakow Opera;
6) promoting young artists and supporting their further professional careers.

3. Duration and structure of the programme

1) **Duration of residency:** 1 opera season
2) **Number of participants:** up to 4 dancers selected through an open recruitment process.
3) **Venue of implementation:** Krakow Opera – Ballet Ensemble.
4) **Stages:**
    a) **Preparation (onboarding) stage**
        1) organisational meeting with the ballet director and the residency coordinator;
        2) familiarisation with the repertoire plan of the Krakow Opera.
    b) **Artistic residency stage**
        1) classical dance lessons;
        2) participation in designated revival rehearsals of selected repertoire performances;
        3) participation in the process of preparing a ballet or opera premiere;
        4) work with choreographers, teachers and the ballet director.
    c) **Presentation and educational stage**
        1) Participation in repertoire performances and shows of the Krakow Opera selected for the programme.
    d) **Evaluation and conclusion**
        1) Individual summary meeting with the Coordinator and Ballet Director.

4. Programme Participants

The Participants must be of legal age. The programme is intended for artists starting their stage careers who have a high technical level, stage potential and are ready to work in a ballet ensemble.

5. Artistic supervision and mentoring

Each Resident is under the care of a Residency Coordinator – an experienced member of the Krakow Opera Ballet Ensemble, who supports the participant in the process of adapting to work at the institution, consults on preparations for rehearsals, and helps with technical and artistic development. Artistic supervision is a key element of the programme – its aim is to develop stage awareness, teamwork and artistic independence.

6. Results and evaluation

The Resident's progress is evaluated based on:

1) active participation in rehearsals and lessons;
2) involvement in the premiere and repertoire processes;
3) opinion of the ballet director, coordinator and ballet teachers;
4) teamwork skills.

After completing the Programme, the Resident receives a written recommendation prepared by the residency coordinator and approved by the ballet director and the Director of the Krakow Opera.

7. Organisational and financial conditions

1) The Opera may conclude a civil law contract with the resident for participation in rehearsals and performances for remuneration determined by the Director.
2) The Remuneration covers participation in rehearsals, performances, concerts and educational events in accordance with the residency plan approved by the Director of the Krakow Opera.
3) The Opera does not cover travel and accommodation costs.

8. Importance of the Programme

The "**Ballet-Resident**" programme is an important element of the Krakow Opera's young artists' development strategy. It strengthens the link between artistic education and stage practice, enables young dancers to gain experience in ballet and opera repertoires, and simultaneously supports the Opera in fulfilling its educational and social mission – promoting the art of ballet among diverse audiences.

9. Contact

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