Appendix No. 1 to Instruction No. 06/2026

Resident Singer Programme Regulations

1. Definitions.

1) **Regulations** - these regulations of the Resident Singer Programme;
2) **Artists Training Centre** - a team within the Development Department;
3) **Programme assumptions** - the document published on the Opera's website;
4) **Artist residency** - participation in the activities of the Programme under the substantive supervision of the Opera;
5) **Singer** - a person undergoing artistic residency at the Krakow Opera during the artistic season;
6) **Director** - the director of the Krakow Opera;
7) **Artistic season** - in accordance with Article 11a of the Cultural Activity Organization and Performance, a period beginning on 1 September and ending on 31 August of the following calendar year;
8) **Announcement** - announcement of recruitment for the Programme;
9) **Residency Tutor** - an employee or partner of the Krakow Opera appointed by the Director to supervise the artist residency;
10) **Appointment Panel** - a team appointed by the Director to evaluate applications submitted to the Programme.

2. General provisions.

1) The Programme is organised by the Krakow Opera in Krakow, with its registered seat at ul. Lubicz 48, 31-512 Kraków.
2) The Programme is implemented within the framework of the Artists Training Centre.
3) The purpose of the Programme is to promote individual artistic careers based on the experience and reputation of the institution, to meet the need for an effective process of development of individual world-class professional advancement of opera singers, and to encourage Polish opera houses and music theatres to start cooperation with young singers.

3. Residency Conditions.

1) The Programme shall last for one artistic season.
2) During the artistic season, **at least one Singer** may take part in the residency.
3) The Artists Training Centre in consultation with the Residency Tutor shall submit to the Director for approval a schedule of the Residency and a list of activities enabling the Resident to take an active part in and have contact with the artistic teams of the Krakow Opera.
4) After the end of the season, the Residency Tutor shall submit a report on the Programme to the Director with a message to the Head of Development Department.
5) Based on the Residency Tutor’s report, the Opera will issue a written recommendation for the Singer after the end of the season.

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6) If the recommendation approved by the Director is positive, the Opera may conclude a civil contract with the Singer for participation in rehearsals and performances at a remuneration set by the Director. The Singer's remuneration shall include in particular: preparation of pieces, participation in ensemble rehearsals, tutoring sessions with the pianist and resident tutor, rehearsals with the assistant director, and performance in repertoire performances indicated by the Opera (one opening night and two further performances). The Opera shall not reimburse other costs, including the Singer's travel and accommodation, unless it has additional funds available for this purpose in the given edition of the Programme.

4. Applications.

1) The selection of a Singer for the Programme is done through an open recruitment, conducted in the form of a **two-stage competition**.
2) Applications may be submitted by graduates of the Voice and Drama Faculties at Music Academies in Poland or abroad and other universities providing education in classical singing, who hold a master's degree and who are under 35 years of age by the recruitment closing date.
3) The recruitment closing date will be announced on the Opera's website.
4) Applications to participate in the Programme shall be submitted by email and shall include:
    a) Artistic CV with a copy of the master's degree diploma;
    b) Audio/video material - 2 opera arias from different periods and epochs in their original languages and an acting etude based on a poem or a part of prose (video recording sent according to the guidelines): the camera should be facing the Applicant, showing his/her whole body; the recording shall include all of the above mentioned pieces, each piece shall be performed in its entirety, drinking water between the pieces is allowed; the recording shall not be longer than 20 minutes; editing of the musical layer of the material is not allowed, the recording shall not be processed or edited, cutting between the pieces is not allowed; the recording shall not be older than two years from the closing date of the recruitment specified in the announcement of the given edition of the Programme;
    c) Consent to the processing of personal data (https://www.operakrakowska.pl/rodo)
    d) At least two recommendations.

5) The audio/video material shall be uploaded to YouTube. The recording shall be made available in such a way, to allow the material to be played without the need for registration and password. A link to the recording, previously uploaded to YouTube, shall be included in the Programme application email.

5) The recruitment consists of two stages:
    a) **Stage I:** formal and artistic assessment of the submitted applications by the Appointment Panel.
    b) **Stage II:** preparation by the shortlisted candidates of one opera aria (different from that presented in Stage I) and an acting etude (from Stage I), and presentation of the prepared repertoire before the Appointment Panel during live auditions at the Opera's premises.
6) Candidates admitted to Stage II shall be notified thereof by email. The Opera shall not reimburse candidates' travel or accommodation costs. The Director may decide to cover the travel and/or accommodation costs of candidates for Residents in Stage II of a given

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edition of the Programme, provided that additional funds for this purpose are available.

7) Applications shall be assessed both formally and artistically.
8) Formal and artistic assessment of the applications submitted for the Programme shall be carried out by the Appointment Panel.
9) Applications with one of the following formal shortcomings shall be rejected and shall not be assessed materially:
    a) failure to meet the conditions set out in the Regulations;
    b) exceeding the application closing date;
    c) submitting an application to an e-mail address other than the one specified in the announcement;
    d) submitting an application in a form other than that specified in the Regulations and the announcement;
    e) failure to comply with the requirements for making an audio/video recording available.
10) The final decision on admission to the Programme shall be taken by the Director based on the Appointment Panel's recommendation. The Director's decision cannot be appealed.

5. Personal Data Protection.

1) The Controller of the personal data provided by Applicants is the Krakow Opera in Krakow (hereinafter in this paragraph: "The Controller").
2) For any matters relating to the processing of personal data by the Controller, applicants may contact us at the following email address: opera@opera.krakow.pl
3) Applicants' personal data will be processed for the following purposes:
    a) preparing, conducting and conclusion of the recruitment (the legal basis for processing: Article 6(1)(f) of the GDPR);
    b) archiving and protection against claims against the Controller (the legal basis for processing: Article 6(1)(f) of the GDPR, i.e. the legitimate interests pursued by the Controller in recording cultural output and protecting the Controller's rights);
    c) promotion by publishing on the website the personal data of participants who have been selected as Singers (in accordance with Article 6(1)(f) (GDPR; the processing is necessary for the legitimate interest pursued by the Controller in promoting its statutory activities);
    d) promotion through the dissemination of promotional material containing personal data (in particular image and voice) (the legal basis for processing: 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 conclusion of the recruitment. The Opera may decide to further process selected personal data for the purpose set out in section 3b for no longer than until the end of the year in which 6 (six) years have elapsed since the conclusion of the recruitment. The personal data processed for the purpose set out in section 5.3(d) will be processed for the entire duration of the use of the artistic performances.
5) The Applicant has the right to request from the Controller to:
    a) access their personal data;

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b) rectify their incorrect personal data;
c) erase their personal data;
d) restrict the processing of their personal data;
e) lodge a complaint with the competent data protection supervisory authority or with the President of the Personal Data Protection Office in Poland (https://uodo.gov.pl);
f) transfer personal data;
g) withdraw consent for the processing of personal data at any time, whereas the withdrawal of consent shall not affect the lawfulness of processing based on consent before its withdrawal;
h) object to the processing of their personal data if processing is based on a legitimate interest pursued by the Controller or a third party.

6) The provision of personal data specified in the Regulations and in the announcement of the recruitment is required to take part in the recruitment.

6. Final provisions.

1. By submitting an application for recruitment, the Applicant declares that they have read the content of these Regulations and accepts their provisions.
2. he full and latest Regulations are available on the Krakow Opera website at www.opera.krakow.pl, under the Education, Artists Training Centre tab.
3. All content contained in advertising and promotional materials regarding the Programme is provided for information purposes only, and in case of any doubts the provisions of these Regulations shall prevail.
4. The Director, acting on his own initiative or at the request of the Appointment Panel, may announce a supplementary recruitment procedure. In the event of a supplementary recruitment procedure being announced, applications submitted after the original deadline shall be considered to have been submitted on time.
5. The Opera may amend the Regulations. The previous rules shall apply to recruitment announced before the date of change of the Regulations, unless the new ones are more favourable to the Applicants.

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