

## KEY TALENT COMPANY PLACEMENTS

### ***About the program:***

The *Key Talent Company Placements* program supports the skills development of mid-career film and television practitioners in key creative roles by providing hands-on learning opportunities through a placement at an established production company. Film Victoria's current focus is on writers, directors and producers.

Host Companies can seek to employ a practitioner on more than one project for a period of 6-12 months, which will ideally lead to ongoing employment within the company. Placements boost the number of Victorian content creators and drivers of production, and help to build more sustainable screen businesses.

### ***How placements are filled:***

Applications to this program are driven by the Host Company, who must outline the proposed placement role and:

- / Request Film Victoria compile a shortlist of candidates either from their placement registers and skills databases or through an open call out via the Film Victoria website, or;
- / Recommend one or more preferred candidates who meet the eligibility criteria for Film Victoria's consideration.

Note: Placements offered through this program are open to practitioners working in the film and television sectors. The Film Victoria [Games Company Placement](#) program provides opportunities for games industry professionals.

### ***Available funding:***

- / Film Victoria will contribute a maximum of 50% of the total cost of the placement, capped at \$50,000
- / Film Victoria will pay the contribution to the Host Company as a [grant](#)
- / The Host Company will employ the practitioner, at industry standard wages, for the duration of the placement
- / Applications can be received from Host Companies at any time.

### ***Before applying:***

- / Read these opportunity guidelines and the [Terms of Trade](#) which set out the core terms on which Film Victoria conducts its business. Terms [underlined in green](#) appear in the [website glossary](#)
- / Read Film Victoria's [Gender & Diversity Statement](#). Film Victoria is committed to promoting and supporting gender equality, diversity and inclusiveness in the Victorian Screen industry
- / Check eligibility and the [online application form](#)
- / Contact [Jana Blair](#), Manager – Industry Skills and Inclusion, 03 9660 3273.

## **Eligibility:**

Host Companies seeking to provide a *Company Placement* must:

- / Meet the company applicant requirements set out in Film Victoria's [Terms of Trade](#)
- / Have been producing commercially financed narrative film, television, online or VR content across drama or documentary for at least the last three years.

Eligibility requirements for practitioners will vary dependent on the opportunity, however at a minimum the practitioner must:

- / Be a [Victorian resident](#)
- / Have substantial credits relevant to the placement opportunity.

## **Assessment process and timelines:**

Where the Host Company wishes Film Victoria to advertise their proposed opportunity, Film Victoria will assess the company's application and, where the application is successful:

- / Work with the company to create a position description and call out
- / Create a shortlist for the company from applications received, based on the eligibility and assessment criteria listed in the call out.

Host Companies may conduct interviews (via phone or video) with their preferred candidates from the shortlist, and will then notify Film Victoria of their decision.

Companies should allow up to 12 weeks from their application submission for confirmation of the final candidate.

Where the company submits an application with a shortlist of their preferred candidate/s, Film Victoria will assess both the company and practitioner's suitability concurrently. Companies can expect an outcome within 4-6 weeks of submitting an application.

## **Assessment criteria:**

In assessing a Host Company's application, Film Victoria will consider:

- / The company's ability to provide a significant learning and development opportunity for a practitioner
- / The specific skills a practitioner is expected to gain from the experience
- / The company's production history in terms of commissions and acquisitions and their slate of current and future projects that have attracted market interest
- / How the proposed placement will enable the practitioner to accumulate screen credits and the likelihood of on-going employment.

If the Host Company is applying with preferred candidate/s, Film Victoria will also consider the practitioner's:

- / Level of experience and suitability for the requirements of the role
- / Objectives for undertaking the placement, including how it will assist their career development

Preference will be given to placements that are based in Victoria.

Film Victoria is committed to promoting and supporting gender equality, diversity and inclusiveness in the screen industry. We therefore encourage companies to offer placement opportunities that will target greater diversity and equality in the industry and will consider these factors at assessment stage.

### ***Funding arrangements:***

Film Victoria will enter into an agreement with the Host Company that specifies conditions, including how the grant will be cashflowed and the required deliverables.

Host Companies will be required to enter into an employment agreement with the practitioner.

Practitioners will be responsible for making all arrangements to undertake the placement.

### ***More information:***

Practitioners interested in undertaking a placement should subscribe to Film Victoria's [e-news](#) and check the [Industry Skills/Business](#) program page for updates.

Film Victoria also runs the [Key Talent Production Placements](#) program, which provides skills development opportunities for writers and directors through paid placements on a range of television productions. Further information on this program can be found on [Film Victoria's website](#).

### ***Contacts:***

Initial queries:

Program Services Officer, [Heather Scott](#) 03 9660 3254

Program Manager:

Manager – Industry Skills and Inclusion, [Jana Blair](#) 03 9660 3273.