

Key Talent Placements – In a Company Guidelines

About this Program

- / Film Victoria's *Key Talent Placements – In a Company* program supports skills development for film, television, and games practitioners.
- / Funding is available for established production and game development companies in the film, television and games sectors to engage [early](#) to [mid-career](#) practitioners to undertake a paid [placement](#) (generally for 6 – 12 months), providing the practitioner opportunity to gain valuable hands-on industry experience.
- / Film Victoria's primary focus for this program is on placements in key roles that drive productions forward and are involved in making key decisions i.e. Producer.

What are we looking for?

- / [Host Companies](#) who are growing, have the capacity to provide employment beyond the placement period and can offer the practitioner a significant career and skill development opportunity.
- / Film Victoria is committed to promoting and supporting gender equality, diversity and accessibility in the Victorian Screen Industry. We expect production companies to offer placements that will deliver greater diversity and equality in the industry.

Who is eligible?

- / Production Companies and Games Studios (Host Companies) that:
 - Are an Australian company (please view our [Terms of Trade](#) for eligibility requirements)
 - Have either:
 - Been producing commercially financed [narrative](#) film, television, online or VR content across [fiction](#) or [documentary](#) for at least three years; or
 - A track record of commercial production within the games sector across development, publishing and/or marketing for at least three years.
- / Production and game development companies may apply with a recommended practitioner/s to undertake the placement who, must at a minimum:
 - Be a [Victorian resident](#)
 - Have the industry experience necessary to fulfil the role as demonstrated by [credits](#) relevant to the placement
 - Have not been previously engaged by the [host company](#) (or any related entity) for three months or more.

What opportunities are eligible?

- / Placements that:
 - Give a practitioner the opportunity for significant career and skills development
 - Are hands-on and meaningful, allowing the practitioner to gain relevant skills, knowledge and credits

- For Games – are in a key role involved in the game development life cycle such as producer, associate producer, gameplay designer, narrative designer or writer, lead or senior artist, lead or senior programmer.
 - For Film and Television - are in key creative roles such as:
 - Producer
 - Associate Producer
 - Co-Producer
 - Series Producer
 - Writer
 - Development Executive
- / Other roles addressing an area of identified industry need will be considered on a case-by-case basis.

Who is not eligible?

- / Individual practitioners. Applications may only be submitted by companies wishing to host a placement.

How much can you apply for?

- / Film Victoria will contribute a maximum of 50% of the total cost of the placement, capped at \$50,000.
- / Cost estimates for hosting a placement can include salary, superannuation, payroll tax, insurance, Work Cover and recruitment costs.
- / Film Victoria will pay the contribution as a [grant](#).

Who can you talk to about this program?

- / Before submitting your application, you are encouraged to discuss it with [Chris Barker](#), Talent & Skills Co-ordinator, 03 9660 3258.
- / If you have general queries or queries about submitting your application, please contact [Angie Tassakos](#), Program Services Officer, 03 9660 3220.

Application Details

What happens after you apply?

- / Your application will be assessed by the Program Manager/s.
- / Applications are assessed in line with the **Assessment Criteria** including:
- The applicant's production history in terms of:
 - Level of commissions, [acquisitions](#) and [slate](#) of current and future projects that have attracted market interest (Film and television)
 - Level of activity and creative and commercial success in the relevant area of specialisation within the games sector. (Games)
 - Whether the placement will provide a significant learning and development opportunity for the practitioner
 - The specific skills a practitioner is expected to gain from the placement
 - Whether the placement will enable the practitioner to accumulate [screen credits](#)
 - The likelihood of ongoing employment for the practitioner with the Host Company after completion of the placement

- How the placement opportunity will deliver greater diversity and inclusion in the industry.
- / Preference will be given to placements based in Victoria
- / Decisions will also consider Film Victoria's availability of funds and the applicant's perceived need for Film Victoria funding.
- / If an applicant applied with a recommended practitioner for the placement, Film Victoria will assess the practitioner's:
 - Previous experience and suitability for the placement
 - Career and skills development objectives in undertaking the placement

How are placements filled?

- / Placements can be filled by a practitioner recommended by the Host Company who meets the eligibility criteria and is assessed and approved by Film Victoria.
- / Alternatively, the Host Company may request Film Victoria to recommend practitioners for the placement. Film Victoria will compile a shortlist of potential candidates for the placement from Film Victoria's Key Talent Placements Register, Film Victoria's skills database or through open call out via the Film Victoria website.
- / Where there is a call out for applications, Film Victoria will:
 - Create a shortlist of eligible practitioners who meet the placement requirements and provide this to the Host company for assessment
 - The Host Company will review applications and may interview (via phone or video) candidates from the shortlist, prior to making their selection.
- / Practitioners interested in applying for a placement should subscribe to Film Victoria's [e-news](#) and check the [Industry Skills and Business Support](#) program page for updates on placement opportunities.

How long until a decision is made?

- / If you have submitted your application with a preferred practitioner, you can expect an outcome within four to six weeks of applying.
- / If you require Film Victoria to advertise your placement, you can expect a decision within 12 weeks from the submission date of your application.
- / Decisions may be communicated by phone or email.

What happens if I get funding?

- / Host Companies will enter into a standard, non-negotiable [grant](#) agreement with Film Victoria, setting out the terms and conditions of the approved funding, including deliverables and credit requirements.
- / Host companies will be required to enter into an employment agreement, paying industry standard rates with the practitioner.

What happens if I don't get funding?

- / We will contact you to let you know the outcome of your application.
- / You can get in touch with our [Program Manager](#) for feedback on your application.

What will help your application?

- / Read these guidelines and the [Terms of Trade](#) thoroughly and check eligibility. Terms [underlined in green](#) appear in the [website glossary](#)

- / Review the [online application form](#) – make sure you have all required documents ready to submit with your application
- / Make sure your application addresses the **Assessment Criteria**
- / Film Victoria is committed to promoting and supporting gender equality, diversity and accessibility in the Victorian Screen Industry and requires applicants to demonstrate diversity and inclusion in their application. Applicants are encouraged to refer to our [Gender & Diversity Statement](#).

Ready to start your application?

[*Start your application*](#)