

KEY TALENT PLACEMENTS REGISTER - DIRECTORS & WRITERS GUIDELINES

About the program:

The *Key Talent Company Placements* and *Key Talent Production Placements* programs aim to support the skills development of early-mid career directors and writers. Placements provide significant hands-on learning opportunities, boost the number of Victorian content creators and drivers of production and help to build more sustainable screen businesses.

On a biannual basis Film Victoria seeks Expressions of Interest (EOI) from early to mid-career [Victorian](#) directors and writers who wish to be considered for paid placements within that calendar year either at a host company or on a range of productions. [Company Placements](#) 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. Production Placements place practitioners on a single production, usually for a 6-12 week period.

Successful applicants will be placed on Film Victoria's *Key Talent Placements Register* (Register) for the duration of that calendar year, and may be considered for opportunities as they arise, depending on the company or production's requirements and the practitioner's skill set and experience.

Note: The majority of Film Victoria placements are Production Placements, and occur on television projects (predominantly narrative fiction, with some documentary productions). These guidelines provide detail on the assessment process and placement structure of Production Placements. More information on Company Placements can be found in the *Key Talent Company Placements* guidelines.

These guidelines are divided into two sections:

- / Section One covers the eligibility and assessment process to be placed on the Register
- / Section Two covers the assessment process for registrants to be considered for a Production Placement and how Production Placements are structured.

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 [Heather Scott](#), Program Services Officer 03 9660 3254 with any questions.

Section One: Register

- / The deadline for upcoming EOI Register applications will be published on [Film Victoria's website](#)
- / Applicants will be advised of the EOI outcome within six weeks of the deadline.

Eligibility:

In order to be considered for a place on the Register, applicants must be [Victorian](#) and an early to mid-career director or writer who can demonstrate at least **one** of the following within the last five years:

- / A director or writer [credit](#) on 30 cumulative minutes of [live action](#), [narrative fiction](#) or [documentary](#) content that has:
 - Been screened at a major festival; or
 - Been commercially distributed or exhibited, and/or sold to a recognised commissioning platform or
 - Received substantial views/following on a web channel.
- / A director or writer [credit](#) on at least two [narrative fiction](#) or [documentary](#), [live action short](#) films. At least one of these short films needs to have achieved one of the following:
 - Funded by an Australian screen agency
 - Part of the official selection at a major national or international film festival
 - Nominated for an award or an award winner at a major national or international film festival
- / Formal engagement to direct or write a [narrative](#) or [documentary](#), [live action](#) television, [online](#) or [feature](#) film project that is currently in development with support from a commissioning platform or screen agency.
- / Selection for one of the following programs:
 - AWG Pathways (writer applicants only)
 - ADG Gender Careers (director applicants only)
 - Programs supported under Screen Australia's Gender Matters Brilliant Careers, e.g. Smart for a Girl - ROAR
 - AFTRS Talent Camp
 - Plot Twist – TV/Online Lab
 - Cinespace – Story Lab
- / Shortlisting for a major national or international screenwriting competition including an AWG competition for unproduced screenplays (applicable to writer applicants only)

Applicants who do not meet the eligibility criteria listed above, but can demonstrate a substantial body of work in related areas (e.g. director of live action, narrative TVC's) over the last three years should contact the [Manager - Industry Skills and Inclusion](#) to discuss.

Applicants whose credits are over five years old, but can provide an explanation for the gap, e.g. childcare responsibilities, are encouraged to apply.

Exclusions:

- / Generally, co-writer and co-director [credits](#) cannot be accepted. In exceptional circumstances an exemption may be provided.
- / Applicants who have previously applied for the Register but were unsuccessful may only reapply if there have been significant changes to their recent credits.

Assessment process:

Acceptance onto the Register is competitive. When reviewing applications Film Victoria will consider the applicant's:

- / Level of experience

- / Commitment to pursuing a career in the screen industry with a particular focus on television
- / Articulation of the skills they wish to gain from a Placement and how they will advance their career development objectives
- / Directing showreel (directors) or writing sample (writers).

Please note that placement on the Register does not guarantee future shortlisting for a placement opportunity.

Section Two: Placements

Assessment process:

Applicants that are successfully placed on the Register have the opportunity to be considered for Placements on a range of television productions throughout that calendar year. Registrants will be contacted to confirm availability before being included on any shortlist.

Once a placement opportunity has been organised with a production company and/or broadcaster, Film Victoria will review registrants for inclusion on a shortlist for consideration by the company. The applicant's suitability for inclusion on the shortlist will be considered in terms of:

- / The skills required by the production and how these match the practitioner's current experience/skill set
- / How the skills expected to be gained from the opportunity align with the practitioner's career objectives
- / Film Victoria's overall objectives of diversity and inclusiveness.

Prior support from Film Victoria to undertake placements of a similar nature will also be taken into consideration.

Please note: To be considered for a Placement an applicant must have:

- / Narrative fiction credits for Placement on a narrative fiction project
- / Documentary credits for a Placement on a documentary project.

Finalised shortlists are provided to productions for their consideration, in conjunction with the broadcaster. The production company may hold interviews with the shortlisted candidates. The company selects the successful candidate.

Placement structure:

- / Applicants selected by a production company to undertake a Placement will spend a minimum of 6-12 weeks observing the writing or directing process across pre-production, production and post-production.
- / Final Placement duration will be subject to the agreed structure of the Placement and relevant production dates
- / Director Placements are structured to provide one or more of the following opportunities:
 - Observing the Director's process
 - Directing 2nd unit
 - Shadow direct main unit scenes
- / Writer Placements are structured to provide one or more of the following opportunities:
 - Note taking
 - Shadow writing one or more episodes
 - Speculative writing of an episode

- / Depending upon the success of the Placement and the availability of further opportunities, some directors or writers may be shortlisted for further Placements, on the same or different projects, particularly where increasing levels of responsibility are offered.
- / The practitioner will contract with Film Victoria where a grant will be provided to support the practitioner to undertake the Placement. The grant is not a wage or salary replacement, but is intended to offset the cost of undertaking the Placement.

Contacts:

Initial queries:

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

Program Manager:

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