

## Key Talent Placements – On a Production Guidelines

### *About this Program*

- / Film Victoria's *Key Talent Placements – On a Production* program supports skills development for writers and directors through offering paid [placements](#) to practitioners
- / Successful applicants to this program are placed on Film Victoria's Key Talent Placements Register which provides them with the chance to be put forward for placement opportunities
- / Funding is available to undertake paid placements on productions generally over six to 12 weeks, providing the opportunity to gain valuable hands-on experience
- / Director Placements provide experience in one or more of the following:
  - Observing the Director's process
  - Directing 2nd unit
  - Shadow directing main unit scenes.
- / Writer Placements provide experience in one or more of the following:
  - Note taking
  - Shadow writing one or more episodes
  - Speculative writing of an episode.
- / Film Victoria's primary focus for this program is generally on [early](#) to [mid-career](#) writers or directors.

### *What are we looking for?*

- / Writers and directors who:
  - Are committed to a career in the screen industry
  - Seek an opportunity to build on their existing credits, skills and knowledge
  - Wish to be included on Film Victoria's Key Talent Placement Register.
- / Film Victoria is committed to promoting and supporting gender equality, diversity and inclusiveness in the Victorian Screen Industry. We therefore prioritise support for applicants from diverse backgrounds.

### *Who is eligible?*

- / Applications to this program are for inclusion on the Key Talent Placements Register
- / Applicants must be:
  - An Australian individual (view our [Terms of Trade](#) for eligibility requirements)
  - [Victorian](#)
- / Applicants must be 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 [theatrically released](#), or screened at a major film festival; or
  - Been commissioned or [acquired](#) by a [broadcaster](#) or [major online content provider](#); or
  - Received substantial views/following on an online platform.
- 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 film festival
  - Nominated for an award or an award winner at a major film festival.
- Formal engagement to direct or write a [narrative](#) or [documentary](#), [live action](#) project that is currently in development with support from a [commissioning platform](#) or screen agency.
- Participated, as a writer or director, in a scheme run by a major screen agency/organisation/broadcaster in Australia. Such as:
  - AWG Pathways (writer applicants only)
  - ADG Gender Careers (director applicants only)
  - AFTRS Talent Camp
  - Plot Twist Programs
  - Cinespace Programs.
  - Impact Australia
- Been shortlisted for a major national or international screenwriting competition including an AWG competition for unproduced screenplays (writer applicants only)
- A substantial body of work in related areas (e.g. director of live action narrative TVCs or playwright).

/ Credits must be in the same role you are applying for a placement in

/ Applicants with credits/experience more than five years old are encouraged to apply if there is a reasonable explanation for the gap (e.g. childcare responsibilities)

/ Please contact the [Program Manager](#) to discuss your eligibility before submitting an application.

### **Who is not eligible?**

/ You are not eligible to apply if:

- Your credits are over five years old, unless you can provide an explanation for the gap (e.g. childcare responsibilities)
- Your only relevant credits are as co-writer or co-director, unless there are exceptional circumstances in which case an exemption may be provided
- You have previously applied for this Program but been unsuccessful unless there are significant changes to your credits
- You are already included on Film Victoria's [Professional Attachments](#) Register.

### **What can you receive funding for?**

/ A [grant](#) to offset the cost of undertaking the placement. The grant is not a wage or salary replacement.

## ***Who can you talk to about this program?***

- / Before submitting your application, you are encouraged to discuss it with one of our Program Managers – [Chris Barker](#), Talent and Skills Coordinator, 03 9660 3258 or [Jana Blair](#), Manager – Industry Skills and Inclusion, 03 9660 3273
- / If you have general queries or queries about submitting your application, please contact [Angie Tassakos](#), Program Services Officer, 03 9660 3240.

## **The Details**

### ***What happens after you apply?***

#### ***Assessment for the Key Talent Placements Register***

- / Your application will be assessed by the Program Manager/s
- / Selection for the register is competitive. Applications are assessed taking into account **Assessment Criteria** including:
  - Level of experience
  - Commitment to pursuing a career in the screen industry with a particular focus on television
  - Articulation of the skills you wish to gain from undertaking a placement and how they will deliver on your career objectives
  - Directing showreel (directors) or writing sample (writers).
- / If your application is successful, you will be included in the Key Talent Placement Register. This will enable you to be considered for placement opportunities
- / Being placed on the Register does not guarantee selection for a production placement.

### ***How long until a decision is made?***

- / You can expect a decision about your application for inclusion on the Key Talent Placements Register within six – eight weeks of the application submission.

### ***What happens if your application is not successful?***

- / We will contact you to let you know
- / If your application is not successful, you will not be included on the Key Talent Placements Register
- / You can get in touch with the Program Manager for feedback on your application.

### ***What happens once you are on the Register?***

- / Once on the Register, you may be considered for placement opportunities arranged by Film Victoria with production companies.

#### ***Assessment for a Key Talent Placement***

- / For each production placement, Film Victoria will provide the production company or broadcaster with a shortlist of suitable practitioners from the Register and Film Victoria's skills databases, based on:

- The skills required by the production and how these match the practitioner's experience and skills
  - How the skills expected to be gained from the placement align with the practitioner's career objectives
  - Film Victoria's overall objectives of diversity and inclusiveness
  - Whether the practitioner has received prior support from Film Victoria to undertake a similar placement
  - Availability of funds, diversity of the applicant and perceived need for a funded placement
  - The practitioner's credits – practitioners require:
    - [narrative fiction](#) credits for a placement on a narrative fiction project
    - [documentary](#) credits for a placement on a documentary project.
- / Before you are included on a shortlist, Film Victoria will contact you to confirm your availability for the production placement opportunity
- / Production companies may wish to interview shortlisted practitioners prior to selecting a practitioner and offering a placement.

### ***What happens if you are selected for a Placement?***

- / Placements generally run for six–12 weeks. Duration will depend on the requirements of the production and the structure of the placement
- / During a placement, you will have the opportunity to observe and participate in the writing or directing process across [pre-production](#), [production](#) and [post-production](#)
- / Flexible working arrangements can be negotiated on a case-by-case basis depending on the production's requirements
- / If selected for a placement, you will enter into a standard, non-negotiable [grant](#) agreement with Film Victoria, setting out the terms and conditions of the approved funding, including deliverables, credit requirements and any repayment obligations.

### ***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 be submitted with the application
- / Make sure your application addresses the ***Assessment Criteria***
- / Film Victoria is committed to promoting and supporting gender equality, diversity and inclusiveness in the Victorian Screen Industry and expects 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](#)**