

KEY TALENT PLACEMENTS REGISTER – DIRECTORS AND WRITERS

PROGRAM GUIDELINES

About the Key Talent Placements Programs

Film Victoria's Key Talent Placements programs support the skills development of early-mid career directors and writers by placing them in paid, hands-on roles. Key Talent Placements provide significant practical learning opportunities, boost the number of Victorian content creators and drivers of production, and help to build more sustainable screen businesses.

The majority of Film Victoria's Key Talent Placements take place on productions, referred to as Production Placements.

Most Production Placements:

- Place practitioners on television productions (predominantly narrative fiction, with some documentary productions) which have been supported by Film Victoria
- Place practitioners on a single production, usually for a 6-12 week period
- Are for directors and writers.

Film Victoria is currently seeking expressions of interest from early-mid career Victorian directors and writers who are interested in undertaking paid Production Placements across a range of television productions in 2019.

To be considered for Production Placements, practitioners must:

- First apply to be on Film Victoria's Key Talent Placements Register – see Section One below for more information
- Meet the Key Talent Placements Register eligibility – see Section One below for more information.

Film Victoria strongly encourages directors from traditionally under-represented groups to apply.

Section One: Applying to be on the Key Talent Placements Register – Step One to Being Considered for a Production Placement

In order to be considered for Production Placements, practitioners must apply to be included on the Key Talent Placements Register (Register) by submitting an Expression of Interest (EOI).

Applicants are assessed against the eligibility and assessment criteria outlined below.

Successful applicants will be placed on the Register for the duration of that calendar year, and may be considered for opportunities as they arise, depending on the production's requirements and the practitioner's skill set and experience.

Note: While being placed on the Register makes a practitioner eligible for consideration for Placement opportunities, it does not guarantee them a Placement.

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 [theatrically released](#), or screened at a major 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 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](#) 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)
- / A substantial body of work in related areas (e.g. director of live action narrative TVCs or playwright). Please contact the [Program Manager](#) to discuss your eligibility.

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.

The deadline for applying to be on the Key Talent Placements Register is 11pm, Thursday 2 May 2019.

Applicants will be advised if they have successfully been placed on Key Talent Placements Register within six weeks of the application deadline.

Please note that Film Victoria calls for Key Talent Placements Register applications biannually.

Section Two: Production Placements

Assessment process:

Applicants who are successfully placed on the Register may be considered for Placements on a range of television productions throughout that calendar year.

Once a placement opportunity has been organised with a production company and/or broadcaster, Film Victoria will shortlist practitioners who are on its Register for consideration by the company. Shortlisted practitioners will be contacted to confirm availability. 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 a 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 production company selects the successful candidate.

Placement structure:

- / Practitioners 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, depending on the duration and structure of the Placement.
- / Flexible arrangements can be negotiated on a case-by-case basis depending on the production's requirements.
- / 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, and 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.

Before applying to be on the Key Talent Register:

- / Read these 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
- / Film Victoria strongly encourage practitioners from traditionally under-represented groups to apply
- / Check eligibility and assessment criteria outlined below, and review the [online application form](#)
- / Contact [Heather Scott](#), Program Services Officer 03 9660 3254 with any questions.

Contacts:

Initial queries:

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

Program Manager:

Industry Programs Officer, [Chris Barker](#) – 03 9660 3258.