

## **FAQS: WOMEN IN GAMES FELLOWSHIP PROGRAM 2017**

These FAQs should be read in conjunction with the Women in Games Fellowship (WIGF) Guidelines.

### **Who is this initiative for?**

The WIGF is aimed at Victorian women with a minimum of three years' experience in the games industry in a creative, development or production role. The fellowship aims to accelerate the skills development of women who are committed to a career in the Victorian games industry.

### **What is a fellowship?**

While the term fellowship can cover a number of different activities, as it relates to this program a fellowship will generally be:

- / a short-term skills development opportunity with a leading company or business lasting from a few months up to a year (this excludes your current or previous employer);
- / strategically focused to advance the professional development and career potential of the applicant.

Fellowships aim to progress career development and may include a broad range of activities, such as:

- / structured mentorships or coaching;
- / targeted short courses in specific areas of need that will assist with career goals (eg. Business, finance, innovation entrepreneur courses);
- / internships or placements focused on developing specific, demonstrated skills needs with local or international companies.

Fellowships can demonstrate a combined approach to activities (eg. a short course supplemented with a longer term mentorship or internship).

### **What type of opportunities should I consider for the fellowship?**

We encourage you to tailor your plans based on what will provide the best possible outcome for your professional development needs and also address any proposed career goals.

Some types of opportunities to consider might include (but are not limited to):

- / short courses related to an area of required knowledge or expertise or skills
- / working with the guidance of an appropriate mentor (possibly remote)
- / travel within Australia to:
  - undertake a company placement;
  - meet with a mentor;
  - attend a course or conduct research
- / travel overseas to:
  - undertake a company placement;
  - attend a course;
  - attend a course or conduct research;
  - attend a relevant conference or market.

### **What is out of scope?**

The following items are not covered:

- costs contributing to establishing a new company;
- costs associated with developing a specific project;
- fellowship funds being used by a company to offset the cost of using the applicant in a paid position; or
- the cost of full or part time tertiary and post graduate courses.

### **How developed does my fellowship plan need to be at application stage?**

The plan needs to clearly outline your career development pathway and the rationale behind it.

- / It should include any known details such as names, dates and costs of specific courses, where they are located and why they are relevant.
- / If the plan includes working with mentors or specific organisations, please identify them. While it is not essential for you to approach them or have an agreement in place at the time of applying, it can make the process of arranging your fellowship a lot easier if you have confirmed that an opportunity is possible.
- / If domestic or international travel is required as part of your fellowship, your plan would need to outline research into appropriate travel requirements including any Visa applications (if applicable), and any relevant deadlines you will need to meet. You can find more information on the Department of Foreign Affairs website for [Australians travelling overseas](#).

### **How many applications and/or fellowship plans can I submit? Is it better to submit a back-up?**

The fellowship aims to support activities that give you the best chance to advance your career. Be selective in determining the best steps to help you achieve your career goals and focus on developing one detailed, well considered plan.

### **How many fellowships are there?**

It is anticipated we will be able to fund fellowships for four to five individuals 2017, with funding of up to \$25,000 per individual.

### **Can I apply as a team?**

No. The fellowship is to assist the career development of individuals.

### **How do I submit my application?**

Please ensure you have spoken with us, prior to applying. Applications should be made using the online application form available on our website. The form is now available online.

### **What level of experience do I need?**

To be eligible, a minimum of three years' experience in the games industry is required. Check the guidelines for full details or if unsure of your eligibility, contact Liam Routt, Manager - Games and Digital Content.

### **If I'm not eligible for this, what other programs do you offer?**

Film Victoria runs two programs for games projects. Assigned Production Investment (API) and Games Release. You can find the program deadlines in the funding section on our website. We also encourage you to seek opportunities provided through local organisations and support networks for independent games developers.

### **Do you have contacts that you can assist with?**

We encourage you to identify potential mentors and companies for placements using your industry contacts and other available resources. We may be able to assist with introductions for successful applicants.

### **Will this program run again in 2018?**

Every year we review our programs and services, in response to marketplace trends, industry feedback and available funds. Whilst we cannot make guarantees we hope to be able to offer this program again in 2018.

Stay up to date with all of our program announcements and initiatives for games developers through our eNews and website.

## **Example fellowship scenarios**

Fellowship plans should take a holistic approach to addressing knowledge and skills gaps, and can include several activities, if appropriate to your skills development needs. The below scenarios have been developed to inform your approach, rather than prescribe specific activities. This list is not exhaustive. Fellowship plans should help accelerate your career and help you achieve your career goals. The program is not intended to support those seeking to retrain or enter the games industry.

### **/ Scenario 1: Business skills**

Bronwyn has spent the last five years working on other people's projects and developing her skills. Confident in her technical ability, she now wants to start her own company, but would like to better understand business and management practices. Bronwyn's fellowship plan is focused on gaining the knowledge to establish her own company by filling this knowledge gap through undertaking a range of short business courses and gaining experience working in the business side of a games company.

Bronwyn's fellowship plan and budget could include:

- undertaking a series of short courses (eg. financial management for non-financial managers and/or Company Directors course)
- a short intensive business management course, supported by 12 months mentoring with a Director, senior legal staff and the finance manager of a leading games company.

### **/ Scenario 2: Internship**

A 12 month international placement in the UK. Following a career path in the design and development field, Amy wanted to gain experience in production working in a large company and identified a leading Games Development company in the UK as the best place for her to do this. Internships or placement opportunities may also include shadowing people working in key positions and sitting with teams at critical points in a project's delivery.

Amy's plan and budget could include:

- Travel
- Accommodation
- Contribution to costs incurred whilst undertaking the placement.

## / Scenario 3: Mentorship

Francesca has been a developer for four years and has worked on a number of awarded games. Francesca wants to progress her career to ultimately head up a team of developers, in order to have greater influence on project delivery. Francesca has identified a Lead Development Director of a US-based company who she would like to mentor her.

Francesca's fellowship plan and budget could include:

- Travel costs to meet the mentor at their place of work for a defined period of one on one meetings to discuss specific leadership and business strategies which.
- Travel to key international conferences and/or other skills development opportunities, which may align with travel to meet the mentor
- A short course in Leadership and/or Management

It is important to ensure the plan incorporates those activities that will best support the applicant's potential to progress their career in the games industry.

## ASSESSMENT

### **How can I be competitive?**

Ensure the fellowship plan addresses the assessment criteria.

### **Who will be on the assessment panels? Where do you get assessors from? Can I read the assessments?**

The assessment panel will be comprised of members of the Business and Skills Development Assessment Panel and may include a combination of local and international assessors from the games community.

Written assessments won't be made available to applicants, they are for internal use only.

### **Can I discuss my application before I apply?**

Yes. After you have read the guidelines and have a clear general outline of the proposed fellowship plan, and prior to submitting an application, contact Liam Routt, Manager - Games and Digital Content on 03 9660 3224.

### **What do you consider during the assessment process?**

Applications will be considered using the relevant assessment criteria listed in the program guidelines for each stage.

### **What if I can't meet with the panel in person?**

It may be possible for shortlisted applicants to speak with the panel via Skype. However, this cannot be guaranteed. It is important that you are available for all the stages of the application process so please be aware of all the key dates.

### **What if I'm unsuccessful? Do you provide written feedback on applications?**

The panel's decisions are final. Feedback may be individually requested. However, due to the high volume of applications we are unable to provide written feedback.

### **What are the opportunities beyond participating in the Women in Games Fellowship?**

Applicants are encouraged to continue to look for and create their own opportunities.

You may be eligible to apply for project funding through Film Victoria's API – Games program, or depending on its stage of development, seek support through Film Victoria's Games Release program.

## TIMINGS

### When is the deadline for this initiative?

All program deadlines are published in eNews and on our website as they become available.

### When does the Fellowship need to take place?

This depends on the agreed fellowship plan.

You will need to ensure you are available for the interviews and to be aware of deadline dates for the submission of assessment materials.

### How long will I have to execute my plan?

Ideally, the activity should take place within 12 months of the fellowship being confirmed. However, we will consider that schedules and opportunities may extend beyond the original timeframe outlined in your plan.

### Key dates are as follows:

Guidelines available for review	27 January 2017
Application forms available	24 February 2017
Applications close	24 April 2017
Shortlisted applicants advised	By 26 May 2017
Fellowship recipients announced	By 15 June 2017

## MORE INFORMATION

### Where can I find more info about this initiative?

Full guidelines are available at [www.film.vic.gov.au](http://www.film.vic.gov.au)

### Who can I speak to in more detail about this program?

For general enquiries about these programs, contact Nathan Hernandez, Programs Services Officer  
03 9660 3240 or [nathan.hernandez@film.vic.gov.au](mailto:nathan.hernandez@film.vic.gov.au)

To discuss your proposed fellowship plan, contact Liam Routt, Manager - Games and Digital Content  
03 9660 3224 or [liam.routt@film.vic.gov.au](mailto:liam.routt@film.vic.gov.au)