

WOMEN IN GAMES 2018

FAQs

The Women in Games program (WIG) has been established to help address the low representation of women working professionally in the Victorian games industry. The program has two strands:

- / **Professional Development Support** for locally based opportunities focused on increasing technical, creative and business skills
- / **Fellowship Support** primarily for international opportunities focused on professional development leading to senior creative, management or leadership roles.

After you have had the opportunity to read through the [Program Guidelines](#) and these FAQs, we strongly encourage you to speak with Liam Routt to discuss your application:

[Liam Routt](#), Games and Digital Content Manager, 03 9660 3224.

Who is this program for?

The WIG program is aimed at Victorian women with a minimum of three years' experience in the games industry in a creative, development or production role.

- / The **Professional Development Support** strand is aimed at women who want to advance their careers in the games industry and will benefit from increasing their skills and knowledge in a number of areas such as:
 - Technical and creative
 - Strategy and business
 - Communication and management
- / We expect that **Professional Development** opportunities will be locally based.
- / The **Fellowship Support** strand is aimed at women who may already have a firm grounding in technical, creative or business skills and want to undertake further professional development that will enable them to move into senior leadership or management roles as well as key creative and specialist positions in the games industry.
- / **Fellowship Support** opportunities could be available locally or internationally.

What is the application process?

All applicants will need to complete and submit the online form by the deadline date. Your application should cover your current level of experience, your learning/professional development goals, long term goals and aspirations and what activity or activities you would like undertake with Film Victoria's WIG funding support in order to achieve those goals. Your application should also make it clear why these activities are relevant and appropriate. The application form is available [on our website](#).

What do you mean by Professional Development support? What would be an appropriate Professional Development opportunity to aim for?

Professional Development as it relates to this program will generally be:

- / An opportunity that will give you specific skills/knowledge/confidence to further your ability in your particular area of expertise of the games industry or gain additional skills in a new and related discipline
- / Focused on the career development of the applicant, such as a specialist course on specific skills in tech, marketing, business, design, communication, production and project management. These can be undertaken through a variety of methods such as:
 - Structured mentorships or coaching
 - Structured short courses in specific areas

What do you mean by Fellowship support? What would be an appropriate Fellowship opportunity to aim for? Does it have to be an international Fellowship or can I do one in Australia?

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

- / Short-term internships or placements within a related local or international business or organisation lasting from a few months up to a year or more (depending on activities) focussed on developing skills/knowledge/confidence to take on senior creative, management and leadership roles.
- / Focused on the professional career development of the applicant.

Fellowships aim to progress career development, as such they can be proposed across a broad range of areas and undertaken through a variety of methods such as:

- / Structured mentorships or coaching
- / Study in specific areas that link to career goals (e.g. short term business courses)

Fellowships can demonstrate a combined approach to activities (e.g. short, intensive training opportunity supplemented with a longer term mentorship or internship).

What is out of scope?

For the purpose of both program strands there are a number of items that are not suitable to include in the final plan such as: costs contributing to establishing a new company; costs associated with developing a specific project and enrolment in Diploma, Degree, Masters or PhD courses.

- / In the Professional Development strand other unsuitable items would be executive coaching, leadership workshops, entrepreneurship or overseas travel. In the Fellowship strand you are proposing to undertake a placement with a host company, funding may not be used as payment to the host company, but may be used to cover your costs.

How developed does my activity plan need to be at application stage?

The plan needs to clearly outline your career pathway, long term goals and the rationale for your chosen activity.

- / It should include any known details such as names, dates and costs of specific courses, where they are located, why they are relevant etc.
- / If the plan includes working with mentors or specific organisations, these individuals and companies should be identified.

Ideally you will have made initial contact with your activity provider as a first step, however you do not need to have any firm commitments or an agreement in place with them.

How many applications and/or plans can I submit? Is it better to submit a back-up? Can I apply for both a *Professional Development* and *Fellowship* opportunity at the same deadline?

The application must include either a *Professional Development* or *Fellowship* plan (not both). The program aims to support activities that give you the best chance to succeed, so you should be selective in determining the most appropriate steps to help you achieve your goal and focus on developing one detailed, well considered plan.

How many times can I apply for/receive WIG support? Can I apply for more than one opportunity at different deadlines/different years?

If you receive (or have previously received) support under the *Fellowship* strand, you cannot receive any further WIG funding.

If you receive support through the *Professional Development* strand you are able to receive one further support opportunity through subsequent round. Further support might be a second *Professional Development* grant or a *Fellowship* grant, depending on your development needs. Funding cannot be sought in consecutive years, to allow you to build on the outcomes of the previous *Professional Development* grant and reevaluate your development needs

Will this program run again in 2019?

Every year we review our programs and services, in response to marketplace trends, industry feedback and available funds. At this time we aren't able to confirm if WIG will run again in 2019.

How many places/opportunities are there?

We have allocated \$100,000 in total for the *Women in Games* program in 2018. Successful applicants to the *Professional Development* strand can receive up to \$5,000 each and up to \$20,000 is available to each successful applicant to the *Fellowship* strand. Depending on the number of applications we receive for each strand, the overall number of opportunities will vary. The number of funded opportunities will be determined by the assessment panel.

How much can/should I apply for? Do I need to contribute to the costs of the opportunity?

Applicants aren't required to contribute to the costs of their proposed opportunity, but are certainly able to if they wish or if their preferred opportunity has costs in excess of the maximum funding allowable in these program strands.

Can I apply as a team?

No. This program is for the development of individuals.

What level of experience do I need?

To be eligible for both program strands, a minimum of three years' experience in the games industry is required.

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

Film Victoria runs the *Games Professional Placement* program annually. In this program, Victorian Games Companies apply to us for support to engage a Victorian practitioner at their company. The company will then seek to fill these positions. Check our [funding decisions](#) to know which companies are likely to advertise.

We provide funding support through our International Travel program for games industry practitioners to attend specific overseas markets and conferences. The list of approved travel destinations is available [on our website](#).

We also run two programs for Games projects: *Assigned Production Investment (API) Games* and *Games Release*. You can find the program deadlines [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 courses, mentors and companies using your industry contacts and other available resources. We may be able to assist with introductions for successful applicants, but we prefer you to instigate the opportunities.

When will the approved opportunities take place?

This depends on the agreed activity plan. As a guide, we expect you to have substantially completed your activity within 12 months of funding confirmation.

EXAMPLE SCENARIOS

Below are some scenarios we hope will assist you in developing a learning/professional development activity plan for **Professional Development** or **Fellowship** support. They have been developed to inspire your approach, rather than to prescribe specific activities. Please note that this is not an exhaustive list.

When you are developing your own plan for your application, you should take a holistic approach to addressing goals, knowledge and skills gaps, and are able to include several activities where they are appropriate to your development needs.

/ Scenario 1: Solo Developer (Professional Development)

Keiko is a jack-of-all-trades, but she knows that she's better at some things than others, and that she needs to specialise. She wants to professionalise her self-taught coding skills, and she's conscious that her 3D modelling skills need to expand. Finally, she wants to enhance her business skills so she can better manage her finances as a contractor for hire.

Keiko's plan might include:

- / An online C# course she can complete at her own pace, but will give her the rigour of a set programme of study
- / She enlists the services of an expert 3D modeller as a tutor; who will identify her weaknesses and build her skills where most needed.
- / A short course covering business basics.

/ Scenario 2: Foot in the door (Professional Development)

Merindah has been working as a tester and assistant on short term contracts for a number of companies, she has taught herself how to program. So far she hasn't been able to get a job as a programmer, though – she fears that her lack of formal training is an obstacle, but hasn't been able to afford to take a course. She's started a few solo projects, but doesn't have anything finished enough to showcase her skills. She feels that she'd really benefit from working with an established programmer, to help her cement her skills and to better understand the realities of her chosen profession.

Merindah's plan might include:

- / A collection of short programming course(s) to formalize and complement her current skills
- / Enlisting the services of a programmer to act as her mentor, to help her: select the right online courses; focus the work on her solo projects to create a useful portfolio; and make connections with local studios.

- / An internship working with a small development team for a month or more as a programmer

Internships can be quite hard to arrange, so Merindah will be relying on her mentor's connections and advice to find the right team with the right opportunity. In order to get the most out of the experience, she will arrange a formal learning plan with the team prior to taking up the opportunity.

/ **Scenario 3: Ready to Start-Up (Fellowship)**

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 (e.g. financial management for non-financial managers and/or business management course)
- / 12 months mentoring with the CEO and Business Affairs manager of a leading games company.

/ **Scenario 4: International Experience (Fellowship)**

Following a career path in the design and development field, Beck wants to gain experience in production by working in a large international company undertaking a fellowship opportunity for an extended period shadowing people working in key positions and at critical points in a project's delivery.

Beck's plan and budget could include:

- / Travel and accommodation costs
- / A contribution to costs incurred whilst undertaking the placement.

/ **Scenario 5: Senior Management Role (Fellowship)**

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. The majority of the mentoring could be done via skype, however a trip to the US would be beneficial to meet in person to cement the relationship early on in the mentorship.

Francesca's fellowship plan and budget could include:

- / Travel related costs to work alongside the mentor in their place of work
- / Resources to support the mentorship (tools, memberships)
- / A short course in people management and leading teams.

ASSESSMENT

How can I be competitive? Can I discuss my application before I apply?

Ensure your activity plan addresses the assessment criteria listed in the guidelines and speak with the program manager prior to submitting your application.

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.

Will there be an interview process during the assessments?

In some cases Film Victoria may call applicants in for an interview or request further information regarding their application. These could be conducted via documentation, phone, Skype or in person if required.

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

Who will be on the assessment panels? Can I read the assessments? What if I'm unsuccessful? Do you provide written feedback on applications?

Information about Film Victoria's assessment panels is available on our website. The assessment panel and may include a combination of internal and external assessors.

Written assessments are not available to applicants, they are for internal use only. Feedback may be individually requested. However, due to the high volume of applications we are unable to provide written feedback.

TIMINGS

When is the deadline for this initiative?

See the table below for significant program dates.

All program deadlines are published in [eNews](#) and on our website as they become available.

Key dates are as follows:

Guidelines available	8 November 2017
Application forms available	10 November 2017
Applications close	1 May 2018
Shortlisted applicants advised	Week commencing 28 May
Interviews (where required)	Week commencing 11 June
Recipients advised	18 June 2018

MORE INFORMATION

Where can I find more info about this initiative?

Full guidelines are available at www.film.vic.gov.au

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

For general enquiries about these programs including the application form, contact / [Denise Bohan](#), Program Services Officer 03 9660 3261

To discuss your proposed application and activity plan, contact:

/ [Liam Routt](#), Games and Digital Content Manager, 03 9660 3224.