

## **WOMEN'S PROFESSIONAL AND LEADERSHIP DEVELOPMENT PROGRAM GUIDELINES**

### ***About the program:***

The Women's Professional and Leadership Development program aims to support Victorian women who wish to advance their careers in the screen industry, with a specific focus on business management, decision making and leadership. Funding is available through two strands.

Depending on their level of experience and career aspirations, applicants can apply for:

- / *Professional Development* – supporting women looking to expand their management and/or business skills within their own company or to secure management or other senior roles within the Australian screen industry.
- / *Leadership Development* – supporting professional development opportunities for women looking to occupy leadership and decision making roles in businesses and organisations within the Australian Screen Industry.

The Leadership Development strand is run in partnership with the [Natalie Miller Fellowship](#).

Applications for either strand are open to women working in all sectors of the Victorian film and television sectors, including (but not limited to) production, exhibition, distribution, finance, law, business affairs, programming, sales, marketing and similar disciplines.

### ***Available funding:***

- / Up to \$5,000 is available for each *Professional Development* opportunity
- / Up to \$10,000 is available for each *Leadership Development* opportunity
- / All funding is offered as a grant
- / Applicants may also contribute to the costs of undertaking an opportunity.

### ***Before applying:***

- / Read these guidelines and the [Terms of Trade](#) which set out the core terms on which Film Victoria conducts its business
- / **Please note:** Applications may be accepted from: employees of a broadcaster/online content provider or broadcaster/online content provider related entities and employees of state or federal government bodies where Film Victoria is of the opinion that the applicant's employer could not reasonably be expected to provide the leadership/professional development opportunity
- / Read Film Victoria's [Gender & Diversity Statement](#). Film Victoria is committed to working with stakeholders to increase the representation of women practitioners working across all disciplines in the Victorian Screen industry
- / Terms [underlined in green](#) appear in the [website glossary](#)
- / Check the eligibility and successful applicant sections below
- / Review the [online application form](#) and check the [deadline date](#)
- / Applicants should ensure their desired opportunity takes into account an 8-10 week period for the application and assessment process

Contact [Madeline Getson](#), Industry Programs Coordinator, to discuss the application.

### **Eligibility:**

All applicants must:

- / Be a woman and a [Victorian resident](#).

For *Professional Development* Opportunities:

- / Have at least five years of [professional](#) employment experience in the Australian and/or international screen industry
- / Be able to demonstrate a level of career progression and outline an intended career pathway and aspirations to secure future senior management, executive and/or leadership positions in the Australian Screen Industry.

For *Leadership Development* Opportunities:

- / Have at least 10 years of [professional](#) employment experience in the Australian and/or international screen industry
- / Be able to demonstrate a level of success already achieved and outline a future career pathway and aspiration commitment to secure executive and/or leadership positions in the Australian screen industry.

### **Exclusions:**

- / Recipients of a *Leadership Development* opportunity cannot reapply to this program
- / Applicants can only apply for one opportunity per funding round
- / The program does not support:
  - Business establishment, development or overheads
  - Project or production related costs
  - Enrolment in Degree, Masters or PhD courses.

Women working in the games industry are not eligible to apply. Film Victoria provides a separate [Women in Games](#) program.

### **Application process and timelines:**

Applicants need to submit a completed application by the advertised deadline. The online application form outlines the detail applicants are required to provide. If shortlisting is required, it is anticipated to be completed within four weeks of the deadline.

Applicants may be asked to meet with the assessment panel to discuss their proposed opportunity.

Applicants can expect to be advised of the outcome of their application within eight weeks from the deadline.

### **Assessment:**

The assessment panel comprises up to three members from Film Victoria and, for the *Leadership Development* opportunity, up to three members from the Natalie Miller Fellowship.

Funding is competitive. When assessing applications the panel will consider:

- / The applicant's level and type of experience in the Australian and international screen industry, including career progression, recognised achievements and current or previously held positions of influence or leadership
- / The applicant's proposal, describing their professional development and/or leadership aspirations (as applicable)

- / Commitment to an ongoing career in the Australian screen industry through the applicant's intended career pathway
- / The funding request, and whether it is commensurate to the proposed career or professional development plan.

### ***Successful applicants:***

- / Will receive an agreement which will specify conditions, including how the grant will be cashflowed, and the deliverables required. Conditions may include (but are not limited to) an acquittal report and an industry debrief presentation at a Film Victoria event
- / Will be expected to share key findings and/or experiences for the benefit of others working in the Victorian industry
- / Must have substantially completed the opportunity proposed within 12 months of notification of approval
- / Are responsible for organising their proposed skills development activities, including any associated travel requirements
- / Recipients of a *Professional Development* opportunity may be able to apply for a second *Leadership Development* grant in a non-consecutive year.

### ***Contacts:***

#### Initial queries:

Program Services Officer, [Denise Bohan](#), 03 9660 3256

#### Program Manager:

Industry Programs Coordinator, [Madeline Getson](#), 03 9660 3237.