

Games Development Internships 2022

Essentials

About this Program

VicScreen has partnered with Sledgehammer and Robot Circus to offer an 18-month paid internship opportunity for early career Victorian creatives from traditionally under-represented backgrounds, in game production and development to help fast-track their careers to becoming digital game producers.

The VicScreen Internship will help to build game development skills and knowledge of the current independent and AAA studio sector, games funding and production environment within Australia and Victoria.

This program is open to people who come from culturally and linguistically diverse (CaLD) backgrounds, are First Peoples of Australia, are living with disability or are trans/gender diverse.

VicScreen is committed to promoting and supporting gender equality, diversity and inclusiveness in the Victorian screen industry and for these opportunities, require applicants to demonstrate diversity and inclusion in their application. All applicants should read VicScreen's [Gender & Diversity Statement](#) before applying.

Internship structure:

Dates and venues are subject to change based on the needs of the host organisations and the successful candidates:

- Stage 1: 6 months experience within the Content & Talent (Games) team at VicScreen supporting their work providing funding to games projects across all stages of development and release.
- Stage 2: 6 months experience at Sledgehammer working in the production team supporting various internal projects.
- Stage 3: 6 months experience at Robot Circus working in the production team on various internal and client projects.

Successful applicants must be able to start the internship in the second half of 2022, pending COVID impacts on host organisational premises.

The internship is a full-time program. Flexible arrangements may be negotiated on a case-by-case basis.

Internship overview (see appendix A for more information):

VicScreen:

- VicScreen is the State Government agency that provides strategic leadership and assistance to the film, television and digital media sectors of Victoria. We invest in projects and people and promote Victoria as a world-class production destination nationally and internationally.
- The internship is within the Content & Talent (Games) team at VicScreen, which provides funding across development, production investment, and industry development.
- The intern can expect to shadow the Games & Digital Media team through their assessment process and will be given the opportunity to sit in on developer discussions, observe assessment meetings, discuss funding outcomes and gain insight and understanding on how funding agencies work from the inside.

Sledgehammer:

- Placement in the Production team
- Embedded in Sledgehammer major project.
- Shadow production phase of a project's lifecycle

Robot Circus:

- Internship to run across all areas of the studio, from production, marketing and development, to give the Intern a wide perspective on how a small studio operates
- Shadow producer to assist with production of several projects

Important dates:

- Deadline for applications 8 September 2022
- Shortlisted applicants will be interviewed by representatives from VicScreen, Robot Circus and Sledgehammer during the week commencing 17 October 2022
- Successful applicants notified the week commencing 24 October 2022
- It is intended the internship will commence in second half of 2022, however this timing is subject to discussions of specific career goals and aspirations of successful candidates and schedules of organisations.

Before you apply:

- Read these guidelines and the [Terms of Trade](#) which set out the core terms on which VicScreen conducts its business. **Terms underlined in purple** appear in the [website glossary](#).
- Check eligibility and review the online application form. Please contact us if you have any difficulties completing the online application form

- Contact [Jana Blair](#), Manager – Industry Skills & Development with any questions.

Available funding:

- The successful candidate will be employed by VicScreen at a VPS 2.1.1 (\$55,439 plus super) and will then be seconded to each of the host game companies.
- In addition to the above, the successful candidate may be provided with:
 - An all-access pass to attend a local or international industry conference either in person or virtually (dependant on timing of internship and travel restrictions)
 - The opportunity to undertake an appropriate screen business professional development course
 - An independent mentor to provide general support and guidance as required throughout the internship.

Eligibility:

Applicants must be [Victorian](#) aspiring games producers who are either

- First Peoples of Australia
- People living with a disability
- People from culturally and linguistically diverse (CaLD) backgrounds
- Trans and Gender Diverse, including Intersex individuals

And can also demonstrate the following:

- Experience in the games development industry in a creative, development or production role. The experience can be professional, hobbyist, semi-professional, independent or fringe work.

Exclusions:

- Applicants who are currently employed or have been employed directly by any of the host companies for six months or more within the last two years are not eligible to apply.

Assessment:

Assessors will consider the applicant's:

- Previous games sector experience and what they can bring to the internship
- Commitment to the games industry and passion for the creation of digital games as a long-term career objective
- Objectives for undertaking the internship, including how it will assist their career development and what specific skills they expect to gain from the experience

- Previous funding to undertake a placement or equivalent will be taken into consideration.

VicScreen, Sledgehammer and Robot Circus will shortlist applications and conduct interviews (in person or via phone or video).

Successful applicants:

- Will be required to enter into an employment agreement with VicScreen
- Will be required to enter into written agreements with each of the host companies, including non-disclosure agreements
- Will be involved in the development of a work placement plan detailing the roles and tasks to be undertaken and the skills, knowledge and experience the individual can expect to gain during the internship
- Will not be eligible for any further support under VicScreen's talent development programs (including but not limited to professional attachment, key talent placement.)
- Will not be eligible to apply for any VicScreen funding while an employee (including but not limited to development and production investment) whilst employed by VicScreen.

Other relevant information:

- Employment arrangements are flexible and may be negotiated, in advance, on a case-by-case basis
- Across the period of the internship, the position will be located in the Melbourne CBD.
- The successful candidates will be engaged as staff members of VicScreen and therefore, all VicScreen policies, together with the Victorian Public Sector Code of Conduct will apply
- Employment Terms and Conditions are as prescribed in the VicScreen Enterprise Agreement 2016, or any approved updates to these arrangements
- VicScreen is an equal opportunity employer and actively encourages diversity in the workforce
- All staff are expected to be proficient in the use of general word processor and spreadsheet software (e.g. Word and Excel), internet browsers, email (e.g. Outlook).

Who can you talk to about this program?

- Grants Officer - [Fergus Harte](#), 03 9660 3286
- Program Manager - [Jana Blair](#), Manager - Industry & Skills Development, 03 9660 3273

APPENDIX A – WHAT EACH HOST CAN OFFER

VicScreen

Games and Digital Media Team:

- Reading game project funding proposals.
- Observing meetings with potential applicants.
- Observing assessment meetings.
- Discussing outcomes with games staff.
- Observing feedback meetings.
- Reading and discussing milestone reports.
- Assisting in responding to inquiries.

General:

- Data entry into VicScreen systems.
- Insight into VicScreen's funding programs.

Sledgehammer

- The activities listed here are indicative of the types of activities that may be experienced. The activities are not limited to those listed below but may be included:
 - Assist in team management and facilitation to task and bug tracking within JIRA
 - Observe and take part in planning meetings, alignment weeks, epic and task planning and prioritisation
 - Take part in daily team stand-ups and function within a large-scale agile production environment
 - Record meeting minutes, book and plan team meetings, update production team with actions, decisions, blockers and changes
 - Work with QA team to ensure bugs are recorded, tasked and resolved, and that builds are stable and deployed through the build pipelines

Robot Circus

- Internship to run across all areas of the studio, from production, marketing and development. Intern will gain a wide perspective of how a small studio operates
- Shadow producer to assist with production on a range of projects
- Assist in team management and facilitation of task and bug tracking using a range of production tools

- Attend and observe daily stand-ups, production meetings, design meetings
- Monitor and manage sprints, checking in with team members to facilitate the delivery of each sprint
- Work with producers to prioritise tasks, identify bottlenecks, and look for efficiencies in the schedule
- Spend time with each team member to learn their process and have the opportunity to shadow them. Gain exposure and develop skills in each discipline
- Assist with marketing, social media, and community management

Ready to start your application?

[Screen Development Internships Application](#)