

## Specialist Placements - Host Company Guidelines

### Essentials

#### *About this program*

The Specialist Placement program is designed provide professional screen practitioners with credited employment in areas of critical need within the Victorian screen industry.

The program addresses the shortage of highly skilled technical roles that are hindering the ability of the Victoria screen sector to increase the pipeline of production in the state.

Funding is available for established production, game development, post-production, VFX and animation companies to engage mid-career professional practitioners to be employed in an area of demonstrable industry demand within the company or on a production.

Placements can be for a maximum of six months, providing the practitioner with a credit and valuable hands-on industry experience.

VicScreen is committed to promoting and supporting gender equality, diversity and inclusiveness in the Victorian screen industry. We will prioritise placements that will deliver greater diversity and equality in the industry and requires applicants to demonstrate diversity and inclusion in their applications. All applicants should read VicScreen's [Gender & Diversity Statement](#) prior to applying.

#### *What are we looking for?*

- Companies (Hosts) who have the capacity to employ a practitioner in an area of industry need providing a significant career and professional skills development opportunity as well as credit.
- Practitioners who have relevant and demonstrable professional experience in areas of screen industry demand

#### *Who is eligible?*

Host Companies must be:

- An Australian company (please view our [Terms of Trade](#) for eligibility requirements)
- A Victorian Company
- A production, games, VFX or post-production company

That has either:

- Been producing commercially financed narrative film, television, online or VR content across fiction or documentary for at least the last three years, or

- A track record of commercial production within the games sector across development, publishing and/or marketing for at least the last three years, or
- A track record of delivering work at scale and volume within post-production, animation or VFX.

OR

- An Australian company (please view our [Terms of Trade](#) for eligibility requirements) producing Victorian-based film and television productions (including animation) of size and scale to deliver a meaningful placement.
- Where the Host is applying with a preferred practitioner, the Practitioner must be:
  - An Australian individual (view our [Terms of Trade](#) for eligibility requirements)
  - Victorian
  - A mid-career practitioner who has the relevant professional experience to be engaged in the identified technical/below-the-line role, as demonstrated through existing relevant qualifications and experience.

### ***What opportunities are eligible?***

- The Placement Opportunity must:
  - Be in a role of identified industry demand (other than key creative such as writer, director, producer)
  - Be at mid-career level
  - Employ the practitioner
  - Provide the practitioner with a credit for the role
  - Be paid at industry standard rates for the specified role
  - Have a duration no longer than six months. It is anticipated that placements will usually run for three to six months however duration will depend on the requirements of the Host and the structure of the placement.
- Placements are usually a full-time commitment, although in some circumstances flexible working arrangements can be negotiated on a case-by-case basis depending on the Host's requirements.

VicScreen reserves the right to waive any eligibility criteria in exceptional circumstances where the applicant meets the intent of the program and would otherwise be eligible.

### ***How much can you apply for?***

- VicScreen will contribute a maximum of \$50,000 towards the placement.
- Funds are to be used as a contribution to:
  - the costs of employing the practitioner at the applicable recognised industry rate including

wage, superannuation, overtime etc excluding host company overheads or capital expenditure, and

- The costs of employing a supervisor/mentor, if required to mitigate risks involved with engaging a less experienced HOD, and
- Reasonable contribution to costs for any reasonable adjustments and/or cultural safety training for Host Company (as applicable) VicScreen will pay the contribution as a grant to the Host

### ***Who can you talk to about this program?***

- If you have general queries or queries about submitting your application, please contact Nadia Macaulay, Grants Officer, 03 9660 3220.

## **The Details**

### ***What happens after you apply?***

- Your application will be assessed by the Program Manager/s.
- Host applications are assessed in line with the Assessment Criteria including:
  - The degree to which the opportunity will address an area of industry need
  - The ability of the Host Company to provide a meaningful skills acquisition opportunity including adequate supervision
  - The degree to which the opportunity will fast-track a practitioner into the role (for example by providing the practitioner with their first credit in the role and/or providing a significant increase in role scope, scale and responsibility)
  - Availability of program funds
  - How the placement opportunity will deliver greater diversity and inclusion in the industry.
- Practitioners are assessed in line with the Specialist Placement Register Assessment Criteria including:
  - Level of experience
  - Commitment to pursuing a career in the screen industry
  - Articulation of the skills they wish to gain from undertaking a placement and how the placement will deliver on their career objectives.

### ***How are placements filled?***

- Placements can be filled by a practitioner recommended by the Host who meets the eligibility criteria and is assessed, as per the criteria listed above, and approved by VicScreen.
- Alternatively, the Host may request VicScreen to recommend practitioners for the placement. VicScreen will compile a shortlist of potential candidates for the placement from VicScreen's Specialist Placement Register, VicScreen's skills database or through open call out via the

VicScreen website. In this instance, VicScreen will create a shortlist of eligible practitioners based on:

- » The skills required by the Host Company and how these match the practitioner's experience and skills
  - » How the skills expected to be gained from the placement align with the practitioner's career objectives
  - » VicScreen's overall objectives of diversity and inclusiveness
  - » Whether the practitioner has received prior support from VicScreen to undertake a similar placement
- The Host will review applications and may interview candidates from the shortlist, prior to making their selection.
  - Practitioners interested in applying for a placement should follow VicScreen on LinkedIn and/or subscribe to VicScreen's mailing list and check the [Skills Development](#) page for updates on placement opportunities.

### ***How long until a decision is made?***

- You can expect a decision about your application to Host a Specialist Placement within four weeks of the application submission.
- If you require VicScreen to advertise your placement, you can expect a decision within 8 weeks of the publication of a position description (call-out) through to confirmation of the final candidate.

### ***What happens if your application is not successful?***

- We will contact you to let you know via phone or email.
- You can get in touch with the Program Manager for feedback on your application.

### ***What happens if I get funding?***

- Hosts will enter into a standard, non-negotiable grant agreement with VicScreen, setting out the terms and conditions of the approved funding, including deliverables and credit requirements.
- Hosts will be required to enter into an employment agreement, paying industry standard rates with the practitioner.
- At the end of the Placement, the practitioner and their supervisor must complete an Acquittal Report for VicScreen (in the form provided by VicScreen). A mid-stage report may also be required where the placement period is longer than 3 months.

## ***What will help your application?***

- Read these guidelines and the [Terms of Trade](#) thoroughly and check eligibility. Terms underlined in black appear in the website glossary.
- Review the online application form – make sure you have all required documents ready to be submitted with the application.
- Make sure your application addresses the Assessment Criteria.

## **Ready to start your application?**

[Start your application](#)