



2020 GUIDELINES

Animation and VFX Trainee Placement Program

The Animation and VFX Trainee Placement Program provides skills development opportunities in the animation and visual effects industry. Through the program Screen NSW will provide subsidies to leading NSW companies to employ trainees in either a creative or technical field for six-month placements. The intention of the placement is to provide real working experience in film, television and interactive projects.

Objectives:

1. Develop and increase the local talent pool in the creative and technical area of digital production
2. Support the development of animation and VFX talent by providing training and mentoring in a professional industry environment.
3. Fulfillment of available employment opportunities with local talent.
4. Support diversity & inclusion through welcoming and encouraging people from underrepresented groups to apply.

Who is eligible to apply?

- Applicants must be a NSW resident.

NSW resident refers to a person residing in NSW for at least six months prior to making an application.

Applicants selected are likely (but not required) to have one or more of the following:

- A background in screen production (film, TV, video games)
- digital media training;
- a degree from an accredited fine arts or screen media course;
- A portfolio demonstrating experience in CG production or software engineering.
- experience as an artist, designer or software engineer with the desire to cross over into animation and VFX.

How do I apply?

You can apply for the Animation and VFX Trainee Placement Program using our online application form:

<https://screennsw.smartygrants.com.au/animationvfxtraineeprogram>



How are applications assessed and selected?

A panel made up of Screen NSW representatives and independent industry representatives assesses the applications, and compiles a shortlist within four weeks of the application closing date.

Applicants are selected to the shortlist based on: the merits of their application, the selection criteria (pg.3), and in competition with all of the other applications.

The shortlisted materials are then circulated to the participating companies for consideration. Each company reviews the materials and nominates candidates that they would like to interview.

From those interviews the company decides which applicants, if any, they would like to offer a traineeship. Screen NSW liaises directly with the companies throughout the process, and contacts applicants if an interview is requested, or if a placement is offered.

A maximum of five placements may be made in each round. However, the maximum number may not be reached, as the opportunities that are available are dependent on the needs of the companies involved.

Selection criteria – What sort of skills are companies looking for?

Screen NSW has developed the selection criteria, and the general terms and conditions of the traineeships, in collaboration with participating companies.

Teamwork and good communication skills are absolutely essential. An understanding of film and/or television production processes is not required but is highly regarded. The criteria below are an example of the skills companies are looking for. Preference will be given to applicants whose submissions address the criteria in their selected area of focus. Meeting the criteria does not guarantee a placement through the Program.

SELECTION CRITERIA and POSITION DESCRIPTIONS

| Production | |
|-----------------|---|
| Main Objective: | <p>The Production team are responsible for the efficient, day-to-day facilitation of processes, procedures, outputs and deliverables of digital artists.</p> <p>In partnership with the department supervisor/lead they are also responsible for motivating a team of artists, increasing efficiency, and streamlining processes where appropriate.</p> <p>The production trainee will gain exposure to many different areas of a production as</p> |



| | |
|--|---|
| | well as tools to support the projects, including industry-standard scheduling/documenting project software such as Shotgun. |
|--|---|

| Digital Artist | |
|------------------------|--|
| Main Objective: | <p>A digital artist is responsible for the day-to-day generation of assets/shots to a creative or technical brief in support the Director’s vision. The digital artist should ensure there is a consistent level of quality and delivery within established timelines. A digital artist can be specialised to a specific department or work more broadly as a generalist.</p> <p>The digital artist trainee will be given hands on experience creating assets in software like Maya, Houdini, Nuke and Mari etc.</p> |

| Editorial | |
|------------------------|--|
| Main Objective: | <p>Edit supports the delivery of film sequences, audio deliveries and track input/output versions from both internal and external clients. They ensure an updated edit of the film/sequence is maintained and may assist in defining story and timing for sequences as well as rough dialogue/music.</p> <p>The edit trainee will use a variety of tools such as Avid and Final Cut Pro.</p> |

| Technical Director | |
|---------------------------|--|
| Main Objective: | <p>TDs are responsible for supporting creative and visual objectives through pipeline troubleshooting, user support, technical direction, and tool development. They will work closely with a craft group and R&D teams to ensure a standardised approach.</p> <p>The TD trainee will be given experience in Animation and VFX pipelines as well as program in Python or other applicable programming languages.</p> |

| R&D Engineer | |
|-------------------------|--|
| Main Objective: | <p>R&D engineers create software that supports the production of critically acclaimed and award-winning animated feature films. R&D enables new and innovative workflows, techniques and technologies for greater creative results or to get the most of our artists’ time and expertise.</p> <p>The R&D trainee will do programming in C++, Python or Java, as well as be exposed to a wide variety of technology. They will work on the production pipeline, gain hands-on working experience assisting in the development of software tools and systems that are used to create animated feature films.</p> |





What happens if I am placed with a company?

Successful applicants are attached as trainees for a 6-month period and are formally employed by the company concerned. The intention is to provide real working experience in film, television and interactive projects where suitable work is available.

Screen NSW meets with the trainee and the company at the beginning of the placement to discuss the goals and expectations, and at the end of the 6 months, to discuss the outcome. We also check-in at the midway point, to get feedback about the trainee's progress.

The companies involved provide on-the-job training according to a plan agreed by the company and Screen NSW. The general framework will include:

- a short period of assessment;
- specific training on particular computer-based tools as required;
- allocation to a mentor or a particular project (depending on strengths and requirements);
- association with a project team; and
- increasing complexity of tasks.

Each trainee is employed on a fixed-term temporary engagement for six months. The first four weeks are a probation period, and during this time the company has the right to terminate the employment. Following successful completion of the probation period, the traineeship continues the full six months. The salary rate is agreed between the company and Screen NSW and is in line with applicable industrial awards and legislation. Usual superannuation benefits apply. The aim of the traineeship is to increase employability in the animation and digital visual effects field. However, the traineeship is not intended to lead to a formal qualification and there are no guarantees of employment after the traineeship has been completed. The company is free to re-employ the trainee at the end of the traineeship period if they wish, and if suitable work is available, on terms and conditions to be agreed by the trainee and the company.

What happens if my application is not successful in this round?

Unsuccessful applicants will have the opportunity to get feedback from the assessment panel. Applicants who are not successful in one round are welcome to apply to subsequent rounds.

Who should I contact if I have any questions?

Please contact Amelia Carew-Reid, Manager, Screen Industry Development

Phone: 02 8289 6417

Email: Amelia.Carew-Reid@create.nsw.gov.au