



**New Zealand**  
FILM COMMISSION



Te Tumu Whakaata Taonga

# New Zealand Film Commission Te Tumu Whakaata Taonga

## **‘On-the-Job’ DEVELOPMENT** - Information document -

May 2018

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We encourage you to read this information document to assess whether you are eligible and if this opportunity is the right one for you.

Please feel free to get in touch as we can offer helpful advice and guidance.

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## Introduction

As part of our work to support the New Zealand film industry, the New Zealand Film Commission Te Tumu Whakaata Taonga helps filmmakers find pathways to progress and build their careers through its talent development programme. The programme is focused on the progression of talent and is made of three elements:

- 'Making projects'
- 'On-the-Job' development
- Training for craft and skills development

This trifecta approach is a well proven method for the progression of talent. It offers a mix of developing by doing, being supported by those with more experience, and learning new skills.

This information document is for 'On-the-Job' development. For opportunities in 'Making projects', please see [Fresh Shorts](#), [Catalyst He Kauahi](#) and [Interactive Development Fund guidelines](#). For training please see [Talent Development Grants](#).

The number of opportunities for 'On -the-Job' development will be dependent on funds available and the number of projects going into production.

## 'On-the-Job' development overview

The NZFC recognises the important role 'On-the-Job' development plays in helping talent to develop new skills, build and widen their network of contacts and progress their careers. There are three elements to the NZFC's 'On-the-Job' development:

1. Internships/Attachments
2. Professional Placements
3. Mentorships

### 1. Internships/Attachments

The NZFC requires all New Zealand feature film productions receiving NZFC production funding of over \$500,000 to provide at least two internships/attachments on their production to enable emerging and mid-career New Zealand filmmakers to gain experience on a New Zealand feature film. Interns and attachees will be managed by a head of department within the production. Although internships/attachments will be predominately for 'above the line' talent (*writer, director and producer*), the NZFC may consult with the production to discuss other department areas to help with the development of talent for identified areas of need across the wider industry.

International productions receiving the 5% uplift grant will also have internships/attachments that will be dealt with through a similar process as above. These are available to mid-career and established talent.





## 2. Professional Placements

These are designed to enable New Zealand filmmakers who have demonstrated considerable commitment to their field of choice in the film industry and yet have a clear need for further skills development. This funding is focused on delivering support for exceptional national or international placement opportunities within established production companies for writers, directors and producers. Placements will not be production specific with a flexible timeline and commitment.

## 3. Mentorships

These are a bespoke form of support to enable the progression of mid-career filmmakers who have achieved a significant level of success with their work. Each mentorship is individually tailored to the needs of the mentee, with the aim of finding a mentor who is well placed with the appropriate skills and experience to help with the specific challenges the mentee faces in their creative and professional development. The matching process is done in close consultation with the mentee and potential mentors, with careful consideration to try and achieve the best possible outcomes.

## Process

Talent who wish to be considered for 'On-the-Job' development need to sign up to the NZFC talent register by logging their information in the [Provider Information](#) tab of their [NZFC online application portal profile](#) – you can create a new account if you don't already have one at [funding.nzfilm.co.nz](https://funding.nzfilm.co.nz). **You can not apply for individual opportunities.**

[Click to log your details in the Talent Register](#)

Once the NZFC have identified the opportunity with the production, company or mentor, the NZFC Talent Development Team will review the talent register and prepare a shortlist of names for each position.

*Note: there are no deadlines for the 'On-the-job' development. When opportunities arise they will be acted on throughout the year.*

### Internships/ Attachments and Professional Placements

The production or company will review the shortlist, undertake interviews and select the preferred candidate. The final decision will not be made by the NZFC. If producers find candidates who may not be registered they can refer them to the talent register and notify Talent Development.

### Mentorships

Mentors will be chosen by the NZFC over the course of the year and matched with talent from the register via a shortlisting process overseen by the mentor. Working with both parties the NZFC will agree the terms and conditions of the mentorship including the focus, timeline commitment and anticipated outcomes.

## Eligibility

*To be eligible for all 'On-the-Job' development you will need to sign up to the [NZFC talent register](#).*

As part of this register you will need to provide information to verify your career position; new, emerging, mid-career, established or international profile. This eligibility criteria has been created to





help clarify eligibility for all NZFC talent development support. You can sign up to the register and make updates at any time.

- **Internships** are open to emerging talent.
- **Attachments** are open to mid-career talent.
- **NZ professional placements** are open to emerging and mid-career talent.
- **International professional placements** are open to mid-career and established talent.
- **Mentorships** are open to mid-career talent.

The NZFC has a commitment under Te Rautaki Māori to work in partnership with the Māori filmmaking community to achieve mutually agreed aspirations. New filmmakers from underrepresented communities may apply.

The NZFC also has a commitment to gender equality across the industry and to supporting a diverse range of talent to further their careers; including those who identify as LGBTQi, gender diverse, people with a disability and/or from an ethnically diverse background.

This means all short listed talent lists provided by the NZFC to the productions, companies and mentors to choose from will reflect these commitments. It may also result in dedicated internships/attachments, placements and mentorships specifically for Māori, women, those who identify as LGBTQi, gender diverse, people with a disability and/or from an ethnically diverse background.

## What you can apply for

### Internships/Attachments

The length of an internship/attachment will be between four and ten weeks, with up to \$10,000 maximum per internship/attachment. This will be a grant from the NZFC to the production to cover the costs of the internship/attachment and will not form part of the financing of the film. The producer will warrant the role is supplementary and that the grant will be used solely to pay the intern/attachee a fee and to cover expenses related to the internship/attachment.

### Mentorships

The length of the mentorship will vary depending on the individual needs of the mentee and the availability of the mentor. There is up to \$10,000 available for each mentorship. The grant will be used solely to pay a fee to the mentor and to cover expenses related to the mentorships as agreed by all parties.

### Professional Placements

The length of a professional placement will be agreed between the NZFC and the production company, but may be up to 12 weeks in total. These may be consecutive weeks, or spilt into different periods. There is up to \$12,000 maximum available for New Zealand based placements and up to \$30,000 available for international placements. The production company will warrant this placement role is supplementary to the organisation and that the grant will be used solely to pay the person placed a fee and to cover expenses related to the placement.

NZFC funding and support is discretionary – that is, the NZFC chooses where best to apply the limited funding and resources. Decisions are final. The criteria applied may change from time to time, but decisions will be consistent with the New Zealand Film Commission Act 1978.





## We are here to help

This information document is intended to help you assess whether you are eligible and if this type of talent development is right for you. You are welcome to discuss this with the Talent Development team. Contact them via email [profdev@nzfilm.co.nz](mailto:profdev@nzfilm.co.nz)

## Relationship to other NZFC funding

You will not be eligible for any 'On-the-Job' opportunities if you have any overdue contractual or reporting obligations to the NZFC.

## Next steps

Once an 'On-the-Job' opportunity has been agreed with all parties they will enter into a funding agreement with the NZFC. No payments will be made until this has happened. As part of these agreements, both parties will be required to deliver a final report to help inform future 'On-the-Job' opportunities. The NZFC will check in with all parties at agreed times throughout the process to ensure the 'On-the-job' opportunity is meeting the expectations of all involved.

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If you have any questions, please contact our Talent Development team by email [profdev@nzfilm.co.nz](mailto:profdev@nzfilm.co.nz).

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