




## Career Progression in the Screen Industry



***MAI TE PUNA WHAKAARO KA KOROPUPU AKE TE ORANGA MO TE IWI  
From the spring of thought, bubbles forth the wellbeing of the people***

The idea of the career pathway is somewhat misleading – there is a journey of progression, however, it's nonlinear and more spider web like than a winding path. With lots of elements being bonded together, connections in a distinctive pattern that form a unique web – an individualised progression for that particular person. No two people are alike, and no two career progressions are alike either.

It can take significant commitment and work over quite a long period of time and requires both mastery of craft and professional practice as well as education to progress. The person needs to learn about the ecosystem of the specific area of the screen industry they occupy or wish to occupy. Different areas have distinct knowledge and requirements. Regardless of the specific area, it's a complex system. Storytellers need to master both their specific craft skills and build an understanding of the environment *and* learn how to tell a stories.



To help you take ownership of your individual creative practice and form plans or maps of your hoped for progression, we suggest you utilise the web metaphor and weave pieces together over time. Here are some key elements:

- Develop a creative practice - the determined practicing of the specific skills that encompass the role or craft area of interest.
- Learn through observation and practice as part of employment on larger projects or on peer collaborators projects.
- Join with key creatives in a triangle core team (writer, director, producer) and collaborate to make multiple projects both funded and independently financed.
- Explore and develop “voice” with particular focus on exploration of what kind of stories, genre, theme, aesthetic, and style represent *your* voice especially in creative triangle roles.
- Engage with Funders and Commissioners and build relationships.
- Seek help to navigate the funding environment and requirements.
- Consistently submit funding applications to practice and become skilled – continue to do so regardless of outcome.
- Request and engage with feedback, evaluate it, and integrate it.
- Receive funding for projects and career progression.
- Research markets and festivals to understand distribution and sales.
- Embrace failure as a learning tool and develop a [Growth Mindset](#) as part of individual creative practice.
- Persevere to make projects outside of the funding model to learn and promote progression. Raise funds to do so if required.
- Take short course training to grow skill and expertise in specific roles (through NZ Screen Guilds and Industry Organisations, Talent Development Grants for other local and international training opportunities).
- Apply for NZFC travel funding and attend film festivals and marketplaces to grow professional understanding of the marketplace and make connections.
- Undertake dedicated practice of pitching ideas, positioning projects, and attracting finance, sales, and distribution.
- Seek mentoring in individual craft roles as writer, director, and producer on long form projects. In particular for directors on debut long form projects to foster confidence.
- Seek mentoring from New Zealand and international mentors in the process of writing and developing long form stories both feature film and series.
- Seek On the Job Development training via internships or attachments on series or features - local or international (writers generally series, directors and producers on either series or feature films).
- Seek company placement for producers within successful production companies either in New Zealand or overseas.

For a comprehensive list of all funding available from NZFC for Talent Development please email [talentdev@nzfilm.co.nz](mailto:talentdev@nzfilm.co.nz) with the subject: Talent Development Funding List

