



Film Development Lead

Tō mātou pūtake | Our purpose

To empower and attract distinctive and diverse screen productions for all audiences.

The New Zealand Film Commission supports the development of high impact, authentic and culturally significant films for Aotearoa New Zealand; we work to sustain and strengthen economic growth for our thriving film industry; we facilitate dynamic pathways to support the development of outstanding people, projects and businesses; and we build and grow partnerships with our stakeholders.

Te mātou tirohanga roa | Our vision

Championing exceptional storytellers to create enduring taonga for Aotearoa New Zealand.

Tō Kaupapa | Your purpose

The Film Development Lead is responsible for the processes that support the New Zealand Film Commission to make quality development and investment decisions in respect of New Zealand feature films. The Film Development Lead manages the team who process and guide applications through our development funding process, they work to ensure that the films we are funding are of a high standard, and they ensure that we are driving continuous improvement in the quality of the material we receive.

The Film Development Lead is responsible for managing our communication processes in ways that are constructive and also contribute to gains in the quality of scripts being submitted to the NZFC for funding. The Film Development Lead is also responsible for managing the investment decision making process.

The Film Development Lead is expected to build relationships and use influence to help industry partners to understand what it takes to get a project funded so that they are better able to self-assess when a project is ready to be submitted for funding and the likelihood of success. This influence will be through clear communication of what we are looking for when funding projects and where projects may fail our requirements.

Tō Mahi | What you do

You are accountable for

- Supervising the work of the Investment and Development team in processing applications for feature film funding and managing the assessment of these applications. This includes assuring the quality of work produced by the team, coaching, giving feedback, developing and supporting team members to perform and to grow their capability.

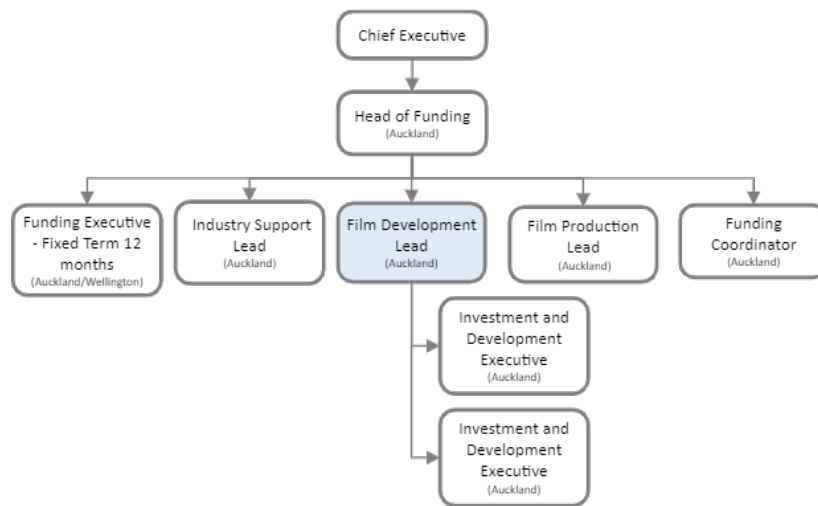
- Managing the Investment and Development budget, accurately budgeting, forecasting and managing expenditure to the approved allocation.
- Ensuring that applications for feature film funding are complete, contain all required information, and, on the advice of the Film Production Lead, that the film budgeting and financials are sufficiently robust.
- Formulating strategy and approaches to improve the quality of feature film scripts that are recommended for feature film funding.
- Supporting the script development process through appropriate funding decisions.
- Reviewing feature film scripts proposed for production funding, triaging interest in production funding, and managing the process on behalf of the New Zealand Film Commission on the projects submitted for funding.
- Supporting and advising on the process for considering unscripted film projects and the criteria for assessing the potential of these projects.
- Establishing and maintaining a framework and criteria for evaluating and prioritising applications for feature film investment funding. Through this ensuring that only applications that meet a sufficiently high standard are funded.
- In relation to NZFC funded feature films, ensuring clarity of the script approved for funding for contractual purposes.
- Championing the promotion of inclusivity in feature film production.
- Championing cultural sensitivity and respect in feature film production.
- Providing advice to the CEO and Board on the merits of feature film investment applications.
- Assessing the commercial viability and audience of feature film funding applications.
- Managing and supporting the feature film funding decision making process.
- Working with the Rights, Licensing and Royalties Executive to assess the financial performance of funded films.
- Contributing to the development of our Te Rautaki Maori strategy. Ensuring our Te Rautaki Māori objectives are delivered on through the support we provide to the industry and the funding decisions we make. Leading the team to drive a focus on the achievement of these objectives.
- Overseeing the quality of advice provided to film industry practitioners on the appropriate channels for funding, how to seek funding and how to present script and film funding applications.
- Ensuring that the process of external script assessment is effective, adds value and contributes to improved decision making and outcomes. This includes responsibility for designing a suitable communication mechanism and ensuring that our communication to applicants is considered, clear and of a high standard.

You achieve this by

- Leading inclusively, respecting and valuing the diversity and uniqueness of team members, our people and stakeholder community.
- Contributing to our strategic direction and the collective effort to influence, inspire, motivate and guide our team to success.
- Modelling and promoting the values and vision of the New Zealand Film Commission and the expectations from the Code of Conduct.
- Working in partnership with Māori as a Treaty partner, embracing Te ao Māori concepts and practices, and appropriately observing tikanga and kawa through our engagement.
- Sharing your knowledge and expertise to actively build the capability of others and providing stretch opportunities to enable that growth.

- Working collaboratively with colleagues to support the collective achievement of our goals.
- Building strong credibility with the Board, our team and our stakeholder community.
- Managing risk, identifying where it exists, and actively working to mitigate the risk.
- Ensuring there is a healthy and safe workplace and working environment for our people.
- Contributing to the sustainability of the NZFC by actively reducing our carbon footprint, supporting all NZFC sustainability initiatives, and conserving NZFC resources through the adoption of more efficient ways of working.
- Ensuring that you are aware of and comply with the requirements of the Public Records Act 2005 in relation to all official NZFC documents and communications you are responsible for on behalf of the NZFC.

Tō Turanga | Where you belong



You report to: Head of Funding
You lead a team of: Two, Investment and Development Executive
Position location: Auckland

Tō haerenga ki te angitū | Your journey to success

Behavioural Capabilities

We are passionate about our role as an industry leader and a screen production funder and we are committed to the success of our people who work to support our vision. To be successful in this position you will have demonstrated the following capabilities:

- **Leading strategically.** I think, plan and act strategically maintaining a 'big picture' focus and ability to anticipate future consequences, trends and needs.
- **Leading with influence.** I lead and communicate in a clear, persuasive, impactful, and inspiring way to convince others and to create support for our strategic direction. I adapt my approach and style to my audience.
- **Leading inclusively.** I am respectful of others and their differences, and the contributions they make. I recognise we all have differing worldviews and seek information from those with differing views to inform my work. I work in ways that foster inclusivity and create space for discussion. I role model inclusive behaviour and mitigate my own biases. I give effect to the commitments we have made in the Diversity and Inclusion strategy.

- **Engaging others.** I connect with people in a way that builds trust and effective relationships. I share ideas and information with people and I am respectful of others and their perspectives.
- **Embracing technology and a digital environment.** I support and drive successful adoption of technology solutions that improve business processes and outcomes for our customers.
- **Enhancing organisational performance.** I drive innovation and continuous improvement to sustainably strengthen long-term organisational performance and improve outcomes for customers.
- **Developing and managing processes.** I consult and engage with stakeholders to consider user perspectives and make it as easy as possible for our stakeholders to engage with us. I understand how to design processes and controls with the stakeholder experience in mind while also achieving our business outcomes.
- **Enhancing the stakeholder experience.** I understand the needs of our diverse stakeholders and apply this understanding to drive the design of our products and services.
- **Enhancing the Māori Crown relationship.** I understand the importance of our work to the Māori Crown relationship. I recognise, and encourage others to recognise, the value of applying Te Ao Māori to our work. I observe tikanga Māori appropriately when engaging with the Māori film community. I actively work to develop my te reo Māori capability. I actively give effect to Te Rautaki Māori strategy to drive the achievement of our objectives.
- **Achieving results through others.** I effectively collaborate with others and/or delegate and maintain oversight of work responsibilities to leverage the capability of direct reports and colleagues to deliver outcomes for customers. I navigate complex situations effectively while showing integrity and sensitivity towards the different ways people work.
- **Enhancing people performance and developing talent.** I value feedback and use it to critically assess my performance and identify opportunities to make changes to how I work. I provide constructive and targeted feedback and recognition. I proactively share my knowledge and collaborate with my team, my peers and colleagues to help them enhance their capability and drive their own development. I question the status quo in a way that helps me and others to enhance our performance.
- **Making effective, evidence-based decisions.** I demonstrate drive, ambition, optimism, and a delivery focus to make things happen and to achieve ambitious outcomes. I gather the right evidence/information to make quality decisions. I seek to understand the root issues or challenges when problem solving.

Specialist Technical Capabilities

To be successful in this position you will have:

- A relevant tertiary qualification in the creative arts, design or similar discipline or the equivalent gained through experience.
- Extensive experience in the film production industry. Includes working in the New Zealand film, TV, online media and/or the arts sector with experience producing, directing or writing.
- Experience analysing scripts for their commercial and/or cultural potential. The ability to visualise, interpret and assess the translation of script to screen.
- Extensive knowledge of industry participants and an effective network of relationships across the industry domestically and internationally.
- Credibility with the film industry, or the ability to quickly develop this credibility.
- Commercial acumen.