



Crew Connects Placement Program

Guidelines

About the program

The Crew Connects Placement Program is designed to provide professional screen practitioners with credited employment in areas of critical need within the NSW screen industry.

Financed with the assistance of Screen Australia, the \$400,000 program funds the placement of emerging crew members who are keen to upskill and advance their careers into roles for up to six months with screen businesses offering the relevant development opportunities.

The aim of the program is to address the shortage of highly skilled technical roles needed for the pipeline of production in NSW.

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

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

Screen NSW is committed to promoting and supporting gender equality, diversity and inclusiveness in the NSW screen industry. We will prioritise placements that will deliver greater diversity and equality in the industry and require applicants to demonstrate diversity and inclusion in their applications.

We are 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 a credit
- **Crew** who have relevant and demonstrable professional experience in areas of screen industry demand.

This program will be open on an ongoing basis throughout the year until the budget is expended.

Key information

- Funding for companies: Up to \$50,000 to support a placement
- Opportunity for crew: Up to 6-month paid placement
- Host Company applications: [Apply here](#)
- Crew Connects Register: [Apply here](#)
- [Program page](#)

Program objectives

The objectives of the program are to:

- Develop and increase the local talent pool
- Support the development of NSW below the line crew by providing training and mentoring in a professional industry environment
- Fulfill available employment opportunities with local talent
- Support diversity and inclusion through welcoming and encouraging people from underrepresented groups to apply.

Eligibility – Host companies

Who can apply

Host companies must be:

- A NSW based company
- A physical production, post-production, VFX or animation production or company.

Host companies must either:

- Have been producing commercially financed narrative film, television, online or VR content across fiction or documentary for at least the last three years, *or*
- Have a track record of delivering work at scale and volume within post-production, animation or VFX, *or*
- Be an Australian company (please view our Terms of Trade for eligibility requirements) producing NSW-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 fulfil the crew eligibility requirements.

Applicants must also adhere to the general eligibility requirements under the Screen NSW [Terms of Trade](#).

Eligible placement opportunities

The placement opportunity must:

- Be in a role of identified industry demand (other than key creative such as writer, director, producer)
- Be at early to 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, the 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.

Funding

Screen NSW will contribute a maximum of \$50,000 towards the placement of a targeted role.

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
- The costs of employing a supervisor/mentor if required to mitigate risks involved with engaging a less experienced HOD.

Screen NSW will pay the contribution as a grant to the host.

Eligibility – Crew

Who can apply

Practitioners must have relevant and demonstrable professional experience in areas of screen industry demand, to ensure applicants are of an appropriate experience level, to take advantage of the opportunity.

Applicants must be:

- An Australian citizen
- An NSW resident
- An early to mid-career practitioner, who has the relevant professional experience to be engaged in one or more of the identified roles, as demonstrated through existing relevant qualifications and experience.

Applicants must also adhere to the general eligibility requirements under the Screen NSW [Terms of Trade](#).

Current targeted roles

- Line Producers
- Production Accountants
- Production Managers
- Post-Production Supervisors
- Location Managers
- Location Coordinators
- 1st Assistant Directors
- 2nd Assistant Directors
- Directors of Photography
- Camera Assistants
- Gaffers
- Grips
- Editors
- Visual Effects

Selection criteria

Host companies

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.

Crew

Applications by screen practitioners to be placed on the Crew Connects Register are assessed against assessment criteria including:

- Level of experience
- Commitment to pursuing a career in the screen industry
- Articulation of the skills you wish to gain from undertaking a placement and how they will deliver on your career objectives.

A host company may request Screen NSW assistance in identifying a screen crew practitioner. In this instance, Screen NSW will provide the host with a shortlist of suitable practitioners from the Register based on:

- The skills required by the host 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
- Screen NSW overall objectives of diversity and inclusion
- Whether the practitioner has received prior support from Screen NSW to undertake a similar placement.

Before you are included on a shortlist, Screen NSW will contact you to confirm your availability for the placement opportunity.

Host Companies may wish to interview shortlisted practitioners prior to selecting a practitioner and offering a placement.

Assessment process

Host companies

Your application will be assessed by the Program Manager(s).

You can expect a decision about your application to host a Crew Connects Placement within four weeks of the application submission.

If you require Screen NSW 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.

Screen practitioners

Your application for the Crew Connects Register will be assessed by the Program Manager(s).

If your application is successful, you will be included on the Crew Connects Register. This will enable you to be considered for placement opportunities. Being placed on the Register does not guarantee selection for a placement.

Award process

Host companies

Hosts will enter into a standard, non-negotiable Grant Agreement with Screen NSW, 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 with the practitioner, paying a minimum of industry standard rates.

At the end of the placement, the practitioner and the host must complete an Acquittal Report for Screen NSW, in the form provided by Screen NSW. A mid-stage report may also be required where the placement period is longer than 3 months.

Crew

Placements will usually run for a duration of three to six months, with a maximum of six months.

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.

Practitioners will be employed by the host in the specified role.

At the end of the placement, the practitioner and their supervisor must complete an Acquittal Report for Screen NSW, in the form provided by Screen NSW. A mid-stage report may also be required where the placement period is longer than three months.

Start your application

Applications for both host companies and crew are made via the SmartyGrants portal.

Host company applications: [Apply here](#)

Crew Connects Register: [Apply here](#)

Support and contact

Screen Industry and Audience team
screenindustry@create.nsw.gov.au

FAQs

What is the definition of an early-career practitioner?

Early career practitioners may have a combination of the following experience:

- Have graduated from tertiary study in film, television or digital media production
- Have up to five years post graduate screen industry experience
- May have some credits on commercially released screen industry productions
- Relevant work in a related field may be considered.

What is the definition of a mid-career practitioner?

Mid-career practitioners may have a combination of the following experience:

- Five or more years' experience in professional film, television or digital media production, usually specialising in a particular department or role
- Five to ten production credits on commercially released screen industry productions, usually specialising in a particular department or role
- May have graduated from tertiary study in film, television or digital media production
- Can demonstrate a commitment to career progression in a particular role or department.