

SBS EMERGING WRITERS' INCUBATOR

WRITER APPLICANT GUIDELINES

ABOUT THE OPPORTUNITY

The Emerging Writers' Incubator (the Incubator) is a nationwide initiative to develop historically underrepresented scripted writing talent in the Australian screen sector. The second year of the Incubator is presented by SBS, in partnership with Screen Australia, Screen NSW, VicScreen, Screen Territory, Screen Queensland, Screenwest and the South Australian Film Corporation, and with the assistance of the Australian Writers' Guild.

Working with some of Australia's leading production companies, the Incubator aims to promote inclusion among Australian screenwriting talent and to provide significant work experience in drama production to writers with lived experiences that have been historically underrepresented in the sector.

For the purposes of this initiative, historically underrepresented means those who:

- identify as First Nations Australians;
- are from culturally and linguistically diverse (CALD) backgrounds;
- are Deaf or hard of hearing or People with disability;
- are Female or Trans/Gender diverse;
- identify as LGBTQIA+; and/or
- are located in regional and/or remote areas.

Six successful candidates (Selected Writers), one from each of the participating States and Territories, will be employed full time for 12 months in leading Australian production companies (Host Companies) acclaimed for their delivery of Australian drama. Placements will commence from approximately September 2022 (or as soon as possible after contracting). The intention is that Selected Writers will work across these host companies' entire drama slate (irrespective of commissioning network / platform).

INCUBATOR PLACEMENT OVERVIEW

The Selected Writer from Queensland will be placed with Hoodlum Entertainment ("Hoodlum").

It is expected that Hoodlum will facilitate opportunities and support their Selected Writer to perform and develop their skills in accordance with the indicative role description provided as Annexure A:

All intellectual property generated by the Selected Writer in the course of their employment or engagement with Hoodlum will be the property of Hoodlum, but each writer's credit, where applicable, and associated benefits will be determined by AWG standard agreements. To the extent that a writer may subsequently be engaged as a writer of an episode of television, that work will fall outside of the scope of their duties under the Initiative and will not be funded under the Initiative. Any fees due to the writer will be met by Hoodlum separately in respect of such work in keeping with the Miniseries and Telemovie Agreement 2010 (MATA) (2022 rates) or Series and Serials Agreement 2008 (SASA) (2022 rates) as negotiated between the writer and Hoodlum but at all times in accordance with the relevant industrial agreements. Where and to the extent that the Selected Writer owns original scripted projects

that existed prior to their employment relationship which they do not wish Hoodlum to own as part of this engagement, these projects must be disclosed and specifically excluded from their employment arrangement at the time their employee or contractor agreement is negotiated and agreed.

Hoodlum will be expected to outline a plan for managing the Selected Writer in accordance with the above, including setting KPIs and committing to periodic performance reviews.

IMPORTANT DATES

- Applications Open: Tuesday 26 April 2022
- Applications Close: Friday 27 May 2022
- Unsuccessful Stage One and Two Applicants Notified: Friday 5 August 2022
- Shortlist Interviews: Monday 25 July – Friday 26 August 2022
- Successful Applicants Notified: Friday 9 September 2022
- Successful writers commence: From approximately September 2022

AVAILABLE FUNDING

Hoodlum will be provided with funding of up to \$80,000 in total as the salary for the writer (inclusive of superannuation, payroll tax, insurance, workcover). Hoodlum is responsible for ensuring that the Selected Writer is paid according to all applicable legislation and industrial awards including the superannuation guarantee and workplace insurance. The successful applicant will enter into a standard employee or contractor agreement containing provisions consistent with these Guidelines with Hoodlum before commencing the placement.

A contribution toward relocation or travel from respective states (if applicable) may be available from Screen Queensland. Please contact Screen Queensland for further information.

ELIGIBILITY

Applicants must:

- Be an early career writer from one or more of the following backgrounds:
 - identify as First Nations Australians;
 - are from culturally and linguistically diverse (CALD) backgrounds;
 - are Deaf or hard of hearing or People with disability;
 - are Female or Trans/Gender diverse;
 - identify as LGBTQIA+; and/or
 - are located in regional and/or remote areas; and
- Meet at least one of the experience criteria:
 - Have participated as a writer in a scheme run by a major screen agency/organisation/broadcaster in Australia (e.g.: AWG Pathways, Screenability, AFTRS Talent Camp, Plot Twist Programs, Cinespace's Package to Pitch, Impact Australia); and/or
 - A writer or co-writer credit on a piece of completed narrative fiction (television episode, feature film, or webseries of at least 30 minutes cumulative duration); and/or

- A writer who is currently in development on a project with support from a broadcaster, major online content provider or screen agency/organisation) and/or;
- A body of work in related areas (e.g. playwright); and
- Not have been previously engaged by Hoodlum (or any related entity) for three months or more in a script department or in-house development role or similar; and
- Be available to undertake a fulltime paid placement for a period of 12 consecutive months; and
- Meet the general eligibility requirements set out in Screen Queensland's Terms of Trade and Screen Australia's Terms of Trade.

APPLICATIONS

Applications close Friday 27 May 2022 and can be made through Screen Queensland's online applications portal.

Applicants must provide:

- A completed application form, including any additional documentation and materials listed in the form;
- Up to 1-page statement outlining where you are at in your writing career and how participating in this scheme will benefit your career development; and
- Up to 1-page of your writing CV/credits;
- A 10-page sample of screenwriting (for Stage One assessment); and
- A full-length writing sample, i.e. a script for a half-hour or hour episode of television, or a feature film script (for Stage Two assessment only)

ASSESSMENT AND MATCHING WRITERS WITH SUCCESSFUL PRODUCTION COMPANIES:

1. Writer Applications and Assessment

Stage One Assessment: Screen Queensland will receive and assess all writer applications for eligibility in the first instance. They will produce a long list of applicants based on the career statements, CVs and 10-page writing sample for SBS, Screen Australia and Hoodlum to assess by Monday 27 June 2022.

Stage Two Assessment: SBS, Screen Australia and Screen Queensland will work with Hoodlum to select a shortlist of writers from that State, reviewing all application materials (including the full-length writing samples) from the shortlisted writers. They will select the three (3) shortlisted candidates that they wish to interview by Friday 29 July 2022.

2. Interviews

Hoodlum will select a narrative screen project from their slate and set a script assessment task for the three shortlisted writers. This can be an oral or written script assessment. Interviews and tasks will be coordinated by Screen Australia. The interview panel will include representatives from Hoodlum and Screen Queensland as well as SBS and/or Screen Australia. National interviews are estimated to take place between Monday 25 July and Friday 26 August. Interviews will be grouped by State and each State's interviews will take place over 3 days during this period.

3. Selection

Once all interviews have been completed, Hoodlum, SBS, Screen Australia and Screen Queensland will discuss the shortlisted candidates and mutually agree on the Selected Writer, having regard to the most suitable and appropriate match between Hoodlum and the Selected Writer. Decisions will be made within 3 days of the final interview for the relevant State or Territory and will be communicated to the Selected Writers following final consultation and confirmation with the host companies.

Assessment criteria

Each eligible applicant will be assessed taking into consideration the below criteria:

- The writer's objectives for undertaking the placement, including how it will assist their career development and what specific skills they expect to gain from the experience if successful;
- The writer's perceived ability to successfully engage with Hoodlum's slate across the 12-month period;
- The standard of the supplied writing sample, and its demonstration of the abilities and skills of the writer; and
- The alignment of the writer with the diversity and inclusion aims of the initiative.

Previous funding to undertake a placement or equivalent program will be taken into account.

TERMS OF FUNDING

Funding will be provided as a grant to Hoodlum to pay the salary (and other benefits) of the successful applicant over the year placement. The Selected Writer will be required to enter into a standard employee or contractor agreement containing provisions consistent with these Guidelines, with Hoodlum before commencing the placement. SBS, Screen Australia and Screen Queensland reserves their right to request a copy of these agreements at any time.

At both the mid-point and the conclusion of each placement the Selected Writer and Hoodlum will each deliver a report offering an update on how the placement is working for each party and sharing any suggestions for the ongoing shape of the initiative. It is a condition of funding that successful applicants co-operate with Screen Queensland, Screen Australia, and SBS in any PR and press activity relating to their participation in the Emerging Writers' Incubator. Participants may also be asked to contribute to future seminars or workshops to share their experiences and knowledge with other filmmakers.

All partners of this Initiative acknowledge and appreciate the effort that goes into applications, but given the anticipated volume of applications will not be able to provide individual feedback on each application.

For any enquiries, please contact:

Screen Queensland on 07 3248 0500 or www.screenqueensland.com.au

ANNEXURE A: POSITION DESCRIPTION – STORY DEVELOPMENT EXECUTIVE, HOODLUM

Overview

The Story Development Executive (SDE) role helps shepherd the development process for scripted material across film and television content for Hoodlum Entertainment. As such the SDE works in concert with producers, writers and on occasion directors as they work to articulate and develop their ideas. Duties include reading (a lot of reading) scripts, pitch material, treatments, books, and other IP; offering feedback on story (aka notes); attending and participating in writers' rooms and pitch presentations; conducting and coordinating research into worlds and characters, and working closely with writers throughout the process.

Desirable Qualifications:

- At least two years of writing post studies (Does not need to be full time or paid as a writer. What we want to know is you have a passion to write.)
- Excellent sense of screenplay structure, character, and analysis
- Knowledge of film/TV/theatre and the entertainment industry, and strong interest in story.
- Ability to effectively communicate and work collaboratively with all levels of creative talent and management, and with diverse personalities and work styles, is crucial
- Demonstrable flexibility, professionalism, and finesse when handling the multiple and diverse demands of a fast-paced and dynamic creative environment.
- Good taste, maturity and focus are a must
- Strong time management and organizational skills

Position:	Story Development Executive <i>When performing services on specific shows during tenure position title shall be as required by producer</i>
Responsibilities	<ul style="list-style-type: none"> • Manage the creative strategy on projects in development, helping filmmakers shape stories from concept through script with an emphasis on character and film structure • Facilitate & provide creative feedback in pitches, story sessions, screenings, notes sessions • Build & maintain relationships with writers, agents and industry executives, and other relevant creative communities, to scout emerging & diverse writing talent • Spearhead research initiatives, and help integrate ongoing research into story development • Collaborate on the story development of various ancillary projects • Writing creative and pitch materials on projects in development including (without limitation) proposals, concept documents, funding applications. • Review creative and pitch materials on projects in development • Reading development materials and preparing comments • Administration of development slate • Note taking in writers' rooms • Otherwise working with and providing support to producing team <p><i>Key Reporting to: Tracey Vieira, Secondary Reporting: Tracey Robertson and Nathan Mayfield.</i></p>

Career Development Plan

This is a 12-month appointment with opportunities to grow within the role upon demonstration of skills (which we will help you increase during the role). We will support skill growth through inclusion across all of our development activities, regular feedback, access to incredible creatives and resources in one of Australia's most prolific independent production houses.

Phase 1. The role will develop from reading and providing notes, to participating in writers' rooms and meetings. Inclusion in development and submission meeting rounds.

Phase 2. You will get to learn how to prepare pitch materials for market and start developing materials for specific projects including writing treatments, synopses and developing application materials.

Phase 3. You will take leadership in development on selected projects working closely with producers and creatives to helping to elevate content.

Key Performance Indicators

Organisational Alignment - Ability to foster collaboration across projects

Development - Elevating projects through contribution (notes, offering ideas in rooms, providing solutions)

Accountability - Independent thinking and decision making that contributes to projects' forward growth

Organisational Alignment – Ability to be a team member who can work independently but also take team members and creatives on the journey with them.

Performance Review Process

Hoodlum provides continuous feedback rather than providing an annual review. This supports our team through ensuring team members know what is expected of them (goals) and are highly motivated to achieve outcomes. This is done through a bi-weekly meeting and daily check ins.