



EMERGING WRITERS' INCUBATOR *WRITER APPLICANT GUIDELINES*

ABOUT THE OPPORTUNITY	2
INCUBATOR PLACEMENT OVERVIEW	2
IMPORTANT DATES	3
AVAILABLE FUNDING	3
ELIGIBILITY.....	3
APPLICATIONS	4
ASSESSMENT AND MATCHING WRITERS WITH SUCCESSFUL PRODUCTION COMPANIES:	5
ASSESSMENT CRITERIA	5
TERMS OF FUNDING	6
FOR MORE INFORMATION	6
ANNEXURE A:	7

ABOUT THE OPPORTUNITY

The Emerging Writers' Incubator (the Incubator) is a nationwide initiative to develop 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 Territory, Screen NSW, VicScreen, 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 underrepresented in the sector.

For the purposes of this initiative, 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 the Northern Territory will be placed with Brindle Films.

It is expected that Brindle Films 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 Brindle Films will be the property of Brindle Films, 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 Brindle Films 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 Brindle Films 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 Brindle Films 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.

Brindle Films 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

Brindle Films 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). Brindle Films 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 Brindle Films before commencing the placement.

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 [for South Australia only: or been shortlisted] 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 web series 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 Brindle Films (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 Territory's [Terms of Trade](#) and Screen Australia's [Terms of Trade](#).

APPLICATIONS

Applications close Friday 27 May 2022 and can be made through <https://screenterritory.smartygrants.com.au/SBSEWI> .

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 Territory 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 Brindle Films to assess by Monday 27 June 2022.

Stage Two Assessment: SBS, Screen Australia and Screen Territory will work with Brindle Films 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

Brindle Films 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 Brindle Films and Screen Territory 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, Brindle Films, SBS, Screen Australia and Screen Territory will discuss the shortlisted candidates and mutually agree on the Selected Writer, having regard to the most suitable and appropriate match between Brindle Films 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 Brindle Films'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 Brindle Films 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 Brindle Films before commencing the placement. SBS, Screen Australia and Screen Territory 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 Brindle Films 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 Territory, 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 MORE INFORMATION

For more information contact Sebastian Angborn, Screen Industry Development Manager.

E: Sebastian.angborn@nt.gov.au / P: 08 8999 6302

ANNEXURE A:

POSITION DESCRIPTION FOR SELECTED WRITER AT BRINDLE FILMS

Title Development Co-ordinator

Essential and desirable skills and experience for the role

Essential

A proven commitment to the NT screen industry
Demonstrates behaviour that is useful to a work environment which respects and promotes cultural diversity
A desire to create stories and some experience with creative writing – not necessarily paid work
Demonstrated ability to communicate across a range of sectors, industry organisations, including government departments and agencies and represent Brindle in the wider community
Strong computer skills including Word, Excel and online research
Strong organisational skills and the ability to work within deadlines
A self-starter with initiative, able to work unsupervised

Desirable

An understanding of current Australian financing models for project development
An understanding of protocols undertaken when working with Aboriginal material and when entering Aboriginal communities.

Indicative career development plan including timelines and KPIs

The career development plan for the Selected Writer will be a combination of on-the-job training and self-managed writing tasks. The job tasks required of the Development Co-ordinator are:

- Assist producers with the development of the slate as appropriate including drafting funding applications for script development, liaising with writers, drafting acquittal reports for projects with development funding, administration and tracking deadlines for writers and funding rounds. **KPI – quarterly performance reviews**
- Participate in development slate meetings
- Research for projects on the slate
- Ensure community consultation and liaison with the appropriate people takes place with all projects undertaken (this is required of all Brindle staff and is not specific to this position)
- Attend writers' rooms as participant, note taker or observer. **KPI – attend 2 writers rooms (Brindle writers' rooms or other/interstate writers' rooms)**
- Assist with devising and writing pitches
- Assist with assessing creative material, both projects originated at Brindle and projects pitched to Brindle.
- Develop and maintain a working knowledge of the Australian screen industry relevant to the position, for example reading relevant industry online media, watching webinars, and attending conferences/markets with Brindle. **KPIs – 1. Attend SPA Screen Forever 2023. 2. Watch 12 webinars over the year.**
- Write own projects and receive feedback from Brindle. **KPI – to be confirmed with Selected Writer and initiative funders but could be a) write the first draft of a feature film in the year, b) develop a drama series or documentary series and create Bible with episode outlines and character outlines, c) write and develop an online series and create Bible with episode outlines**

and character outlines. Ownership of project/s written for this KPI will be shared between Brindle and the Selected Writer, and Brindle has 'first look' at producing the project/s.

- The Selected Writer will be required to travel to Alice Springs for some face-to-face engagement with Brindle from time to time. The dates and timeframes for this engagement can be agreed in writing between all the parties once the Selected Writer commences with Brindle.
- Other tasks as required

Aboriginal people are encouraged to apply.