



EMERGING WRITERS' INCUBATOR – SCREEN TASMANIA

The Emerging Writers' Incubator (the Incubator) is a nationwide initiative to develop underrepresented scripted writing talent in the Australian screen sector. The third year of the Incubator is presented by SBS, in partnership with Screen Australia, Screen NSW, VicScreen, Screen Tasmania, 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 November 2023 (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 **Tasmania** will be placed with **Tony Ayres Productions** in Melbourne, Victoria.

It is expected that Tony Ayres Productions 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 (see end of Guidelines).

All intellectual property generated by the Selected Writer in the course of their employment or engagement with Tony Ayres Productions will be the property of Tony Ayres Productions, 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 Tony Ayres Productions



separately in respect of such work in keeping with the Miniseries and Telemovie Agreement 2010 (MATA) (2023 rates) or Series and Serials Agreement 2008 (SASA) (2023 rates) as negotiated between the writer and Tony Ayres Productions, 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 Tony Ayres Productions 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.

Tony Ayres Productions 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: 15 May 2023
- Applications Close: Friday 16 June 2023
- Unsuccessful Stage One and Two Applicants Notified: Friday 25 August 2023
- Shortlist Interviews: Monday 18 September – 13 October
- Successful Applicants Notified: Friday 20 October 2023
- Successful writers commence: From approximately November 2023

AVAILABLE FUNDING

Tony Ayres Productions 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). Tony Ayres Productions 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 Tony Ayres Productions before commencing the placement.

A contribution toward relocation or travel from respective states (if applicable) may be available from Screen Tasmania. Please contact Screen Tasmania 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, 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 Tony Ayres Productions (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 Tasmania's [Terms of Trade](#) and Screen Australia's [Terms of Trade](#).

APPLICATIONS

Applications close Friday 16 June 2023 and can be made through Screen Tasmania'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)

HOW IS MY APPLICATION ASSESSED?

1. Writer Applications and Assessment

Stage One Assessment: Screen Tasmania 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 Tony Ayres Productions to assess by Friday 28 July 2023.

Stage Two Assessment: SBS, Screen Australia and Screen Tasmania will work with Tony Ayres Productions 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 18 August 2023.

2. Interviews

Tony Ayres Productions 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 Tony Ayres Productions and Screen Tasmania as well as SBS and/or Screen Australia. National interviews are estimated to take place between Monday 18 September and Friday 13 October. 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, Tony Ayres Productions, SBS, Screen Australia and Screen Tasmania will discuss the shortlisted candidates and mutually agree on the Selected Writer, having regard to the most suitable and appropriate match between Tony Ayres Productions 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 Tony Ayres Productions' 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 Tony Ayres Productions 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 Tony Ayres Productions before commencing the placement. SBS, Screen Australia and Screen Tasmania 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 Tony Ayres Productions 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 [Relevant State/Territory Agency], 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 your local agency Screen Tasmania -

Danielle McCarthy, Industry Development Manager - danielle.mccarthy@screen.tas.gov.au

To apply, please apply via Screen Tasmania's [SmartyGrants portal](#).



ANNEXURE A:



Position Description:

This role would involve working very closely with the development team at TAP, and would be tailored to the participant based on their existing skillset, their personal interests and strengths, and the projects that we have going at the time. In our last placement for the Emerging Writers' Incubator, the main title was '**Development Assistant**' - but our writer was able to gain additional, project-based credits as the year progressed, and we were able to find projects that were best suited to their skills and interests.

A career development plan and applicable KPIs will depend on both the writer's own strengths and aspirations as well as our confirmed projects through the placement period.

However, as per our previous placement, we would aim to use the first few months to get a sense of the writer's strengths and interests, the areas that they wish to learn about, and personal career aspirations.

Once we had a better idea of which projects were advancing, we would then look at ways to incorporate the writer in a creatively meaningful way. We note our track record in advancing the careers of creatives previously placed with TAP - with Marisa Brown and Alberto Di Troia emerging as future stars of the Australian screen industry.

Based on the duties performed by our last placement, duties carried out in this position would include:

- Reading and assessing materials being pitched to TAP - scripts, pitch docs, and other source materials
- Reading and summarising existing IP (books, comics, podcasts) for potential adaptation



- Helping prepare agendas for various meetings (within TAP, with NBCU or other potential collaborators, etc) and taking meeting notes

- Helping our Development Coordinator to manage our entire slate of projects
- Helping collate script notes and feedback on scripts and pitch documents
- Taking notes in writers rooms / creative meetings
- Putting together research documents for various projects, including conducting interviews with various experts / those with lived experience, collating web-based research, etc
- Helping write and edit project bibles, sourcing images for bibles and lookbook, and assisting in preparing pitch materials

Essential skills / experience held by potential candidates would include:

- Willingness to be involved in all elements of the development process (including the administrative duties)
- Collaborative and positive attitude
- High level of organisation and attention to detail
- Clear communication skills
- Experience in working unsupervised / remotely, as well as part of a team
- Genuine interest in the Australian TV and film landscape
- Previous experience in writing and / or creating creative work (short films / theatre etc)
- Solely interested in a career as a **writer**, *not* a writer/director.

Desirable skills / experience would include:

- Some experience in writing stage plays or screenplays (even if not produced)
- Some experience in note-taking
- Some design experience