



What is the program?

The SAFC and Mercury CX are partnering to deliver a Master/Apprentice Mentorship Program as a COVID-19 response measure that seeks to provide direct support to South Australian Heads of Department (HODs) during a time when production is on hold.

This program provides an opportunity for South Australian HOD's to identify emerging/advancing crew members, provide mentoring and build professional relationships that may form the foundation of future employment opportunities. In this way the program also supports the professional development and career pathways of emerging talent.

Program Aims and Rationale

To create a paid opportunity for SA HOD's affected by COVID-19 and build connections between established and emerging crew.

To provide a framework to help underpin the expansion of below-the-line talent, essential to the ongoing growth and sustainability of the screen industry in South Australia.

To build capacity in the South Australian screen industry and support skills enhancement for emerging crew.

Who is eligible?

Expressions of Interest from South Australian HODs wishing to participate in the program have now closed.

Applications are sought from below-the-line crew (Mentees) interested in receiving mentoring from a HOD in their chosen department. Eligible Departments include: Production, Camera/Lighting, Sound, Assistant Directing, Script Supervision, Grips, Data Wrangling, Art Department/Set building, Costume, Hair and Makeup, Locations and Accounting.

Those interested in gaining knowledge and increasing their understanding of these specialisations and positions under each Head of Department are encouraged to apply.

Mentees must:

- Meet the key eligibility requirements outlined in the SAFC Terms of Trade;
- Be a South Australian Resident;

- Have a clear, demonstrated commitment to a professional career in the screen industry in the area they are applying for (e.g. Guild/Union Membership, paid credits on professional film and television projects, credits relevant to the crew role on short films outside secondary or tertiary education);
- **Not** be a fulltime student.

N.B. All Mentors are credited, resident South Australian Heads of Department (HODs) and have already completed an Expression of Interest Form with the SAFC.

Only applicants that meet the key eligibility criteria will be accepted.

What is on offer?

Mentees are provided with an-kind opportunity to gain knowledge and build a professional relationship.

The Mercury CX will seek submissions from Mentees who meet the above criteria and match them with a relevant and appropriate HOD mentor. The Mentor and Mentee will then develop a Mentorship Plan in consultation with the Mercury CX.

The Mentorship Plan will be completed over an 8-week period. The frequency of contact and nature of the mentorship is to be determined by the Mentor and Mentee. A mentorship plan template will be provided and must be signed by all parties (Mentor, Mentee and Mercury CX) prior to commencement.

Both the Mentor and Mentee will be required to complete an acquittal form at the end of the program.

Timeframe

Wed	24 June	Mercury CX calls for applications.
Wed	8 July	Deadline for submitted applications.
Mon	13 July	Mercury CX confers with Mentors to select mentees.
Wed	15 July	Mentees will be notified by Mercury CX.
Fri	24 July	Mentorship plans completed and signed by Mentor and Mentee.
Mon	27 July	Program Commencement.
Fri	18 Sept	All mentorship programs complete, acquittals submitted to SAFC and Mercury CX.

Mercury CX will provide ongoing support as required by the Mentor and/or Mentee.

Role of the Mentor

- *Motivate.* Encourage the exploration of ideas and risk taking in learning
- *Support and listen.* Offer emotional support when needed and know when to refer on to others
- *Teach.* Provide the skills training outlined in the plan
- *Counsel.* Provide appropriate and timely advice.
- *Promote.* Be an advocate for your Mentee within the industry. Put them forward for opportunities.

- *Champion.* Oversee career development and call out any bias that may be affecting your Mentee.
- *Follow-Up.* Connect your Mentee to the next steps. Refer to other HODs, if applicable.

Role of the Mentee

- *Listen.* Your Mentor is giving you their time and insight so listen up with respect.
- *Engage.* When meeting with your Mentor, take notes, clarify where unsure, and ask questions.
- *Act.* Apply what you have learnt from your Mentor into your own work.
- *Follow-Up.* Act on opportunities created by your Mentor.

What special conditions apply?

Mentors will be paid a mentoring fee of \$2,000.

Mentees will receive in-kind mentoring.

Due to COVID restricting production conditions, Mentees will not be able to work on set with the HOD and cannot be covered by existing insurance policies.

While the Mercury CX seeks to match all mentors and mentees who apply, there are a limited number of opportunities available and we may not be able to accommodate all applicants. Priority will be given to departments where there is evidence of skills shortages

How will my application be assessed?

Mentee applications will be assessed across the following criteria:

- The Mentee's level of experience;
- The likely benefits to the Mentee's skills and career objectives;
- The short, medium and long-term goals of the Mentee and their commitment to working professionally in South Australia in their chosen area/crew role.

The Mercury CX and SAFC is committed to supporting increased participation by people from under-represented groups in the screen Industry including ; women, First Nations, Deaf and disabled, practitioners from Culturally and Linguistically Diverse backgrounds, LGBTQIA+ and regional and remote South Australians.

Mentors will be selected to meet the Individual mentoring needs of Mentees. Mentees will be matched to a Mentor according to availability of mentors.

How do Mentees Apply?

Applications are invited to submit their application by registering [here](#).

Where can I find out more?

For further information please email Kath McIntyre at Mercury CX: k.mcintyre@mrc.org.au Or call 8410 0979 to discuss your eligibility.