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## What is the program?

The South Australian Film Corporation (SAFC) and Mercury CX are partnering to deliver the second round of the Master/Apprentice Mentorship Program which pairs experienced South Australian Heads of Department (HODs) with emerging/advancing crew members to provide mentoring and build professional relationships that may form the foundation of future employment opportunities.

The Master/Apprentice Mentorship Program aims to develop emerging crew in preparation for the next steps in their careers. It provides a formal mechanism for valuable advice and guidance to be exchanged between senior crew members and Heads of Department and crew members who are emerging, early career, or those looking to shift into a new area.

Growth of the below-the-line crew base is essential to the ongoing advancement of the screen industry in South Australia. The SAFC has created the Master/Apprentice program as part of its commitment to providing training and development opportunities for people working in the South Australian screen industry.

## Program Aims and Rationale

- To create a paid opportunity for South Australian HODs 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.

## What is on offer?

The Master/Apprentice Mentorship Program aims to develop emerging crew in preparation for the next steps in their careers. It pairs experienced South Australian Heads of Department (HODs) as Mentors with emerging/advancing crew members as Mentees to provide mentoring and build professional relationships.

The mentoring will include one-on-one meetings between the mentor and mentee and does not include on-set training.

After being matched, Mentors and Mentees are then required to develop a program that is mutually agreeable over a two month period.

Successful Mentees will be required to negotiate a development capability contract with their mentor before commencing; this will form the basis for the mentor's acquittal process.

If you are able to be matched, you will be notified within one week of your application.

Successful Mentors will be put in touch with their selected Mentee to arrange the first meeting within 4-6 weeks of application.

### **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 a professional when needed.
- *Teach.* Provide the skills training necessary for below-the-line crew roles.
- *Counsel.* Provide appropriate and timely advice.
- *Promote.* Be an advocate for Mentees within the industry. Put them forward for opportunities.
- *Protect.* Oversee career development and call out any bias that may be affecting your Mentee.

### **Role of the Mentee:**

- *Listen.* Your Mentor is giving you their time and insight so listen respectfully.
- *Engage.* When meeting with your Mentor take notes, clarify where unsure, and ask questions.
- *Act.* Apply what you have learned from your mentor into your own workspace.

## **Key Dates**

SAFC call for HOD/Mentor Applications:	Monday 23 August, 2021
Deadline for HOD/Mentor Applications:	Wednesday 8 September, 2021
Successful HOD/Mentors notified:	Tuesday 21 September, 2021
Mercury CX call for Mentees:	September 2021
Master/Apprentice Program commences:	October/November 2021

## **What special conditions apply?**

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

Mentees will receive in-kind mentoring.

Due to COVID-19 restricting production conditions, Mentees will not be able to work on set with the HOD and cannot be covered by existing insurance policies.

While Mercury CX seeks to match all Mentors and Mentees who apply, there are a limited number of opportunities available and the program 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?

Mentor and Mentee applications will be assessed according to individual mentoring needs according to the following criteria:

- The Mentor/Mentee level of professional experience/skill set;
- The likely development benefits to the Mentee's skills and career objectives;
- The short, medium and long-term goals of the Mentee and their commitment to work professionally in their chosen area/crew role.

The Mentees will be matched to a Mentor according to needs. While the SAFC and Mercury CX will strive to meet your requests, this may not be possible in every case.

## How do I apply?

Mentors can submit an application through the SAFC's online grant portal: [safilm.smartygrants.com.au](https://safilm.smartygrants.com.au)

Before you apply, please make sure you are familiar with SAFC's [Terms of Trade](#).

## Where can I find out more?

For further information about applying as an HOD/Mentor please contact SAFC Development and Industry Development Executive Kath McIntyre on [kath.mcintyre@safilm.com.au](mailto:kath.mcintyre@safilm.com.au) or call 8394 2008 or via the National Relay Service on 1300 555 727 then 8 8394 2008.

For further information with regards to applying as a Mentee, please contact Diana Ward at Mercury CX on [diana@mercurycx.org](mailto:diana@mercurycx.org) or call 8410 0979 or via the National Relay Service on 1300 555 727 then 8 8410 0979.