

GUIDELINES

EMERGING WRITERS' INCUBATOR



South Australian **Film Corporation**

The Emerging Writers' Incubator (the Incubator) is a nationwide initiative to develop historically excluded and 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 historically excluded from the sector.

For the purpose of this initiative, historically excluded means those who:

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

What is on offer?

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).

The Selected Writer from South Australia will be placed with producers Linda Ujuk and Kate Butler at KOJO Studios.

It is expected that KOJO Studios 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.

Available Funding

KOJO Studios 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). KOJO Studios 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 KOJO Studios before commencing the placement.

Who is eligible?

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 disabled;
 - are Female or female identifying;
 - identify as LGBTQIA+; and/or
 - are located in regional and/or remote areas; and
- Meet at least one of the experience criteria:
 - Have participated or been shortlisted as a writer in a scheme run by a major screen agency/organisation/broadcaster in Australia (e.g.: Film Lab, 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 KOJO Studios (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 SAFC's Terms of Trade and Screen Australia's Terms of Trade.

How do I apply?

Applications close Friday 16 June 2023 and can be made through the SAFC's online applications portal at: <https://safilm.smartygrants.com.au/>



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 Selection Process

1. Writer Applications and Assessment

Stage One Assessment: The SAFC will receive and assess all writer applications for eligibility in the first instance. SAFC will produce a long list of applicants based on the career statements, CVs and 10-page writing sample for SBS, Screen Australia and KOJO Studios to assess by Friday 28 July, 2023.

Stage Two Assessment: SBS, Screen Australia and the SAFC will work with KOJO Studios 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 four (4) shortlisted candidates that they wish to interview by Friday 18 August 2023.

2. Interviews

KOJO Studios will select a narrative screen project from their slate and set a script assessment task for the four 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 KOJO Studios and the SAFC as well as SBS and/or Screen Australia. National interviews are estimated to take place between Monday 21st of August and Friday the 1st of September 2023. 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, KOJO Studios, SBS, Screen Australia and the SAFC will discuss the shortlisted candidates and mutually agree on the Selected Writer, having regard to the most suitable and appropriate match between KOJO Studios 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.

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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 KOJO Studios' 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 by the SAFC at the shortlisting stage.

Important Dates

- Applications Open: Monday 15 May 2023
- Applications Close: Friday 16 June 2023
- Unsuccessful Stage One and Two Applicants Notified: Friday 1 September 2023
- Shortlist Interviews: Monday 18 September – Friday 13 October 2023
- Applicants Notified: Friday 20 October at the latest
- Successful writers commence: From approximately November 2023

Funding Conditions

Funding will be provided as a grant to KOJO Studios 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 KOJO Studios before commencing the placement. SBS, Screen Australia and the SAFC 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 KOJO Studios 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 the SAFC, 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.

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All intellectual property generated by the Selected Writer in the course of their employment or engagement with KOJO Studios will be the property of KOJO Studios, 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 KOJO Studios 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 KOJO Studios 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 KOJO Studios 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.

KOJO Studios 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.

Where can I find out more?

Contact Program Manager Jess Cahill on 08 8394 2012 or email jess.cahill@safilm.com.au

Accessibility Options

Please contact programs@safilm.com.au if you require these guidelines in an alternative format.



ANNEXURE 1 - Position Description

Overview of the Job

Reporting to KOJO's Creative Director/Executive Producer, you will be hands on and actively contributing to a diversified slate of brave, bold, authentic, irreverent and impactful premium Australian scripted content for audiences around the world at the same time developing your practical skills, career and professional networks.

You'll have a creative fire in your belly to tell stories and share KOJO Studios' values and vision that unapologetically prioritises ingenuity, fearlessness, curiosity, agency and authorship of voices that challenge audiences to think differently, and that will expand hearts and minds, broaden worldviews and positively contribute to the evolution of understanding the human experience.

You will work in close collaboration with KOJO's Creative Director and team of Creative Producers, as well as external Key Creatives and Partners, to develop pitch materials and scripts on both the KOJO Originals and The Alliance (KOJO Studios x Stampede Ventures) slates.

You will play an important role in the development of KOJO Studios' strategic growth pillars to boost our creator's pipeline, advance women and diversity, and grow globally.

Essential and desirable skills and experience

- Gifted and sensitive storyteller with a unique voice.
- Has a deep love of storytelling and an excellent knowledge of different content genres and formats.
- Has the ability to contribute to the generation of ideas.
- Possesses good written and oral communications skills, as well as the ability to present views and creative ideas/concepts in a clear and compelling manner.
- Can handle a fast paced but friendly and informal environment and balance aspirational demands with practical deliverables.
- Has plenty of initiative, is able to adapt quickly to new challenges and enjoys working within a small, busy team.
- Advanced computer software skills, including but not limited to Final Draft, Excel, Word, and Google's suite of programs (Sheets, Docs, Slides, Mail).
- Excellent administrative and organisational skills with strong attention to detail and the ability to maintain accurate administration systems.
- Ability to handle confidential and/or controversial information with tact and sensitivity.
- Ability to think laterally, and is curious, imaginative, resourceful and a thirst to learn.
- Generates a high level of spirit and enthusiasm throughout the company.



Career Development Plan

#1 GOAL / KPI	Generate new and expand on writing capabilities and knowledge - adapted, new and diversified - through experiential training.
ACTIVITY	<ul style="list-style-type: none"> • Work in close proximity with and assist Creative Director Creative Producer and Development Producer with general development tasks for their slate of projects at varying stages of the life cycle (ie early pitching, formal pitching, commissioning/greenlight, through to setting up development rooms and script department in production). • Participate in regular development/slate meetings, script meetings, team meetings, producer meetings and pitch meetings (where appropriate) for projects on both KOJO and The Alliance slates. • Take on the role of Development Associate within the team. • Assess and provide coverage on creative materials and scripts in development. • Collate and distribute producers' script notes and feedback. • Collate materials and draft funding applications for script development. • Assist the team with other development tasks as required.
OUTCOME	<ul style="list-style-type: none"> • New skills and capabilities developed working at close proximity with Producers of comedy series. • New knowledge and capabilities across all aspects of scripted development and production from being exposed to a production studio environment, multiplicity of talent and, approaches to and workflows specific to a scripted production. • Broader understanding of premium quality scripted production and creative practices and relations with an Australian production studio and international partners. • Experience in script assessment and writing script reports with an ability to demonstrate sound editorial judgement and sensitivity, both verbally and on paper.
TIMELINE	November 2023 - October 2024

#2 GOAL / KPI	Contribute to and Co-Write an episode of a television series.
ACTIVITY	<ul style="list-style-type: none"> • Shadow KOJO Studios' Creative Director, Development Producer and/or Creative Producers (as appropriate), building capacity, knowledge, honing craft skills and getting exposure across the writing process from concept creation to production. • Experiential training across Development, Pre-Production, Production, Shoot, and Post Production on an existing returning series. • Attend writers' rooms as a participant, note taker, or observer.
OUTCOME	<ul style="list-style-type: none"> • Receive an appropriate development and/or co-writing credit on a series.
TIMELINE	<p>Activity: November 2023 - October 2024</p> <p>Writing: March - October 2024</p>

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#3 GOAL / KPI	Pitch 1 - 2 of own projects to KOJO Studios and/or The Alliance for consideration of optioning and development.
ACTIVITY	<ul style="list-style-type: none"> ● Provide research for new concept ideas, including identifying underlying materials for adaptation. ● Read and provide coverage on new project submissions. ● Assist with devising, developing and writing pitches and sales materials.
OUTCOME	<ul style="list-style-type: none"> ● A project optioned with either KOJO Studios and/or The Alliance for development and pitching to international partners. ● Develop slate pitching skills for domestic and international markets. ● Identify and assess ideas and develop high quality programme specs/pitch documents for pitching and commissioning.
TIMELINE	<p>Activity: November 2023 - October 2024</p> <p>Pitching: September - November 2024</p>