



GUIDELINES

Targeted Diversity Attachments

What is the program?

The SAFC is committed to supporting increased participation by people from groups underrepresented in the South Australian screen industry including; women, First Nations practitioners, Deaf and disabled, practitioners from Culturally and Linguistically Diverse backgrounds, practitioners from LGBTQIA+ communities and practitioners from regional and remote areas.

The Targeted Diversity Attachment scheme supports the SAFC's mission to build a more inclusive screen industry in South Australia, by providing paid on the job experience for diverse key creatives ,below the line crew and PDV and game developers

Who is eligible?

South Australian screen production practitioners and games developers who:

- meet the key eligibility requirements outlined in the SAFC Terms of Trade;
- are South Australian resident;
- are from a group under-represented in the South Australian screen industry in the role proposed:
 - Women;
 - First Nations;
 - Culturally and Linguistically Diverse practitioners;
 - Deaf and disabled practitioners;
 - LGBTQIA+ practitioners;
 - Practitioners from regional and remote South Australia;
- have a demonstrated commitment to a career in the South Australian screen industry;
- OR, have related experience in a parallel industry that qualifies the applicant for the specific crew role for which they are applying (such as mechanist/rigger, electrician, carpenter, hair and makeup) and are seeking to enter the South Australian Screen Industry.

Who is NOT eligible?

Applicants who:

- have already completed two paid attachments on two separate productions.



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South Australian **Film Corporation**

How will my application be assessed?

In addition to the key eligibility requirements, applications will be shortlisted for consideration based on the following assessment criteria:

- The applicant's level of experience/skill set and how these match the company's requirements;
- The likely development benefits of the attachment to the applicant's skills and career objectives;
- The short, medium and long-term goals of the applicant and their commitment to work professionally in the area/crew role represented by the attachment;
- The applicant's demonstrated commitment to working in the South Australian screen industry and the ongoing benefit to the broader South Australian screen sector;
- How the candidate delivers on the SAFC's overall objectives of gender equality, diversity and inclusivity.

Screen companies may wish to interview shortlisted applicants prior to selecting a suitable practitioner and offering an attachment.

Funding is available for up to three Targeted Diversity Attachments per year. SAFC will negotiate with SAFC-funded productions in advance to create Targeted Diversity Attachment places.

What is on offer?

The successful applicant will be attached to a supervising crew member or Department Head who is obligated to provide appropriate tasks and supervision, creating tangible opportunities to learn, observe and assist in the relevant department. The attachment may cover more than one department.

The duration of attachments will vary and is negotiated between the SAFC and the production prior to the call for applications.

Targeted Diversity Attachments are funded by the SAFC, at no less than the relevant industry award rate. Host production companies are expected to adhere to all requirements of the Fair Work Act. The production company will deduct tax and employee entitlements before their payment.

On completion of the attachment, the successful applicant and their supervisor must each submit an acquittal report (in the form provided by SAFC).



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What special conditions apply?

Targeted Diversity Attachments cannot be used to substitute a paid role.

This scheme does not replace inclusive attachment requirements from other financiers.

Targeted Diversity Attachments have the same responsibilities as all other workers to meet Work Health and Safety obligations and maintain confidentiality about all aspects of the production.

SAFC recognises that barriers may prevent practitioners from underrepresented groups from accessing programs. For a confidential discussion about your individual circumstances and/or access needs, please contact the Production and Development Team at programs@safilm.com.au or (08) 8394 2008.

How do I apply?

Targeted Diversity Attachment opportunities are mutually agreed upon by the SAFC and the Production in advance.

When opportunities become available, SAFC will issue a Call for Applications for the Targeted Diversity Attachment Scheme.

Shortlisted applicants will be contacted by SAFC staff for an interview with SAFC and the production team.

The SAFC and the Production will mutually select the best candidate for the position.

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

Where can I find out more?

For initial enquiries, please contact Kath McIntyre, SAFC Industry Development and Training Executive.

Phone: 08 8394 2008

Email: kath.mcintyre@safilm.com.au