



WATERSHED

BFI NETWORK Talent Executive, Watershed

Dear Applicant,

Watershed is looking for a well-connected Talent Executive with a passion for film to lead a new programme of activity to give greater support to new talent in the South West as part of BFI NETWORK, a UK wide film talent development programme. BFI NETWORK is a collaboration between the BFI, national film organisations and leading cultural venues around the UK including Watershed with a mission to discover and support talented writers, directors, producers and artists at the start of their filmmaking careers. It provides funding for short films, supports the development of first features, and offers a range of professional and creative development programmes.

About the role:

This role is an exciting opportunity to join Watershed and collaborate with partners across the South West region to discover and support writers, producers and artists working across different disciplines, at the early stages of their careers, helping to develop their storytelling abilities in film. The role will include supporting talent to access film funding; providing editorial expertise on funded projects; supporting professional development; and promoting opportunities available through BFI NETWORK and beyond. The Talent Executive will join Watershed's team and will report to the Film Hub Producer, with guidance and support from the UK wide BFI NETWORK. They will place inclusivity at the core of talent development and conduct active regional outreach, working from a grassroots level up, to ensure that the widest range of people are aware of, and can access, the funding and networks.

About you:

You will be an inclusive and engaged connector of people, passionate about film with the ability to understand new ideas and how they can be supported, developed and shared. You will be comfortable working collaboratively and creatively and able to back this up with solid project coordination, organisational skills and pragmatism. Given the geographic spread of Film Hub South West, you will enjoy travelling, flexible hours and making things happen by animating a real and virtual network. As you will oversee the commissioning and production of short films, you will need strong project management skills and experience of budgeting and effective administration. You will have an interest and preferably experience in talent development in the cultural film sector, the arts or the wider film and creative industries and have an adventurous and collaborative approach to work. Watershed encourages applications from people of all backgrounds but particularly welcomes applications from candidates from BAME backgrounds as they are under-represented within our staff team.

About BFI Film Audience Network:

As set out in the five-year strategy BFI2022, the BFI is making key changes to the BFI Film Audience Network (FAN). Supported by National Lottery funding, FAN is a unique collaboration made up of eight Hubs managed by leading film organisations and venues strategically placed around the UK, and is the backbone of the BFI's strategy to ensure the greatest choice of film is available for everyone. Providing resources, training and funding for film exhibition – with an emphasis on growing new audiences for British independent and international film – Film Hub South West will also deliver talent development activity for aspiring filmmakers and raise awareness of film culture in the region.

About Watershed and Film Hub South West

Watershed leads Film Hub South West, a growing network of over 140 cinemas and film exhibition organisations from its base in Bristol which was recently named UNESCO Creative City of Film. As Film Hub Lead Organisation (FHLO), Watershed will build on its own passion for presenting the past, present and future of cinema and track record in talent development to share expertise and support existing and new partner organisations across the South West. For cultural cinema to be for everyone, everywhere, we believe that we need a thriving and inclusive cultural film exhibition sector: one which invites and inspires everyone to engage in and shape film culture beyond the mainstream; nurtures future generations; breaks down barriers to engagement and recognises the quality and value of difference.

About BFI NETWORK Talent Executives

BFI NETWORK is a UK-wide collaboration between the BFI and film organisations and venues around the country, with a mission to discover and support talented writers, directors and producers at the start of their careers. As part of the new strategy, BFI NETWORK Talent Executives will be appointed to its Film Hubs in England. These exciting, demanding and expansive roles will focus on outreach as well as discovering and supporting new filmmakers. Looking after designated regions, based within some of England's foremost independent cinemas, arts venues and industry bodies, the role will include identifying potential talent; supporting filmmakers to access funding; providing editorial expertise on funded projects; encouraging professional development; and guidance to access opportunities available through BFI NETWORK and beyond.

For information and inspiration, visit

- BFI NETWORK <https://network.bfi.org.uk>
- BFI Film Audience Network <http://www.bfi.org.uk/FAN>
- BFI 2022 <http://www.bfi.org.uk/2022/>
- Film Hub South West / Watershed <http://www.watershed.co.uk/filmhub>

How to apply for this Position:

To apply, [read more information about Watershed](#), read the job description below then complete the [online equal opportunities monitoring form](#) and complete the online [application form](#).

CVs will not be accepted.

Alternative application format

If you need or would prefer an alternative application format, please contact hr@watershed.co.uk.

Watershed encourages applications from people of all backgrounds but particularly encourages applications from candidates from a BAME background as they are currently under-represented within our staff team.

The ideal start date for candidates is **early April 2018**

The closing date and time for all applicants is **2 March 2018 (17:00 GMT)**

We will contact short-listed candidates by **6 March 2018**

Interviews will take place on **12 March at Watershed** in Bristol.

Please note that if you have not heard from us by the above date, you have been unsuccessful and we are unable to offer you an interview. If you have specific access requirements, please get in touch.

Best wishes,



Madeleine Probst – Film Hub South West Producer

E: maddy@watershed.co.uk Watershed, 1 Canon's Road, Harbourside, Bristol, BS1 5TX

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Job description

Position: Talent Executive

Grade: 2 Circa £30K - £34K (depending on level of experience) Per Annum pro rata*
Fixed Term 12 month initial contract (4 year project subject to annual funding renewal)

Responsible to: Film Hub South West Producer, Watershed

*Full time working is preferred but flexible terms will be considered for the right candidate

Purpose of Job

The post-holder will collaborate with partners across the South West region to discover and develop talented writers, directors, producers and artists working across different disciplines at the start of their filmmaking careers. The role will be based at Watershed in Bristol, Film Hub Lead Organisation for the region as part of the BFI Film Audience Network. They will place inclusivity and outreach at the core of their approach, working from a grassroots level up, to ensure that the widest range of people are aware of, and can access, the funding and networks. The role will include supporting talent to access funding for i) short film production and ii) the development of feature film concepts; providing editorial expertise on funded projects; supporting professional development, including progress from short films towards features; and promoting opportunities available through BFI NETWORK and beyond. They will provide creative and related oversight of funded work to ensure the strongest possible outcomes from the support provided.

Principal Responsibilities

- Connect dynamic new regional talent with film funding opportunities
- Seek out, develop and track relationships with new writers, directors and producers
- Participate in assessment processes, reviewing applications and making recommendations for funding
- Give concise, confident and swift editorial feedback on funded projects, including on short film cuts, samples and other material submitted
- For short films, provide creative support and production oversight from script stage through edit and up to final delivery
- Provide oversight of production and legal issues in relation to BFI NETWORK-funded projects in your region, including regarding copyright legislation
- Conduct regional outreach including collaborations with regional arts and community organisations
- Use and promote the BFI NETWORK website, reviewing new work, engaging with talent and sharing information
- Liaise with professional development delivery partners to co-ordinate regional activity
- Identify and access in-kind resources to enrich the experience of applicants and awardees
- Promote short films funded within the region, enabling routes to exhibition and distribution
- Administrate the project activities and manage related finances, such as project expenditure and receipt of funding in liaison with the wider Watershed team
- Report to Watershed and the BFI about the funded activity, identifying any potential issues with delivery and agreeing actions
- Share information with the BFI Film Fund and other Talent Executives, including through regular meetings
- Respond to enquiries about talent development within the region

- Signpost filmmakers to additional or alternative support
- Promote other relevant initiatives such NETWORK Weekender & NETWORK@LFF, and nominate filmmakers to participate in such schemes
- Attend events, such as local festivals, as a representative where appropriate
- Participate in training and seek ways to develop the role, in negotiation with the Film Hub SW Producer
- Flexible working hours will be required involving weekends / evenings and regular travel around the region
- Be a brand ambassador and represent Film Hub South West at external events, sharing inspirational and motivational stories from those who have engaged with and benefited from their experiences with the organisation, highlighting National Lottery support.

Key Performance Indicators

- A “healthy” and inclusive talent community is being developed with a diverse range of writers, directors and producers identified and nurtured; new collaborations being formed; and participation from across the region
- Short films are successfully developed and delivered on time on budget in line with BFI guidance
- Activities and events are well delivered, promoted, documented and attended
- Stories of talent development and progression are captured and shared, raising awareness about what’s on offer, fostering peer-sharing and visibly making the case for impact
- Budgets and financial records managed well
- The Film Hub Producer, Watershed team, BFI NETWORK partners as well as funders receive timely and clear communication to the highest possible standard
- Positive working relationship with key public sector agencies, funders and industry partners
- A generous and effective member of the Watershed and Film Hub South West teams

Person Specification

Skills & Experience

Essential

- Specific experience of developing and running talent development programmes within the creative industries
- A thorough understanding of film culture and the film industry
- Creative thinker with the ability to recognise promising talent through application / related material and how to support and develop talent
- Ability to form local and regional partnerships with a wide range of organisations, within and outside of the film industry, including community partnerships
- A demonstrable and evidenced commitment to inclusion
- Highly organised with the proven ability to meet deadlines and targets while working in a busy environment
- Excellent communication skills and ability to deal effectively with people at all levels
- Experience of project management and administration, including budget management
- Experience in event promotion and network communication, including via social media
- A people person with the ability to develop and maintain good collegiate working relationships with contacts, partners and stakeholders and able mobilize networks
- A commitment to continuing professional development.

Desirable

- Experience of short film production and/or administration of creative projects
- Film industry contacts in the South West, across the UK and beyond
- Experience of reporting and evaluation

Watershed Values

The Watershed brand is unique, trusted and respected and is driven by the following shared values which are clearly articulated. Ability to master and represent Watershed's Vision and Values is therefore important. Watershed is:

Inclusive	We are people led. We listen to and engage with the broadest range of people.
Open and Honest	We provide a culture and environment that is trusting, trusted and trustworthy.
Make Things Happen	We approach opportunity and challenge creatively, collaboratively and with a can do attitude.
Entrepreneurial	We are inventive, try new ideas, experiment, learn and share.
Celebratory	We celebrate culture, creativity and wonder.

Watershed is striving to be an equal opportunities employer.



Watershed is a Social Enterprise Mark Holder. Social Enterprises are businesses whose products and services create both social and environmental benefits.



Film Hub South West is led by Hub Lead Organisation Watershed as part of the BFI Film Audience Network and funded by British Film Institute through National Lottery Funding.



Watershed is proud to be a partner of BFI NETWORK funded by British Film Institute through National Lottery Funding. For information, inspiration, and to apply for funding, visit: network.bfi.org.uk