



## Emerging Writers' Incubator

The Emerging Writers' Incubator is a nationwide initiative to develop underrepresented scripted writing talent in the Australian screen sector. The second year of the Incubator is presented by SBS, in partnership with Screen Australia, Screen NSW, VicScreen, Screen Territory, 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 underrepresented in the sector.

For the purposes of this initiative, underrepresented means those who:

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

Six successful candidates, one from each of the participating States and Territories, will be employed full time for 12 months in production companies acclaimed for their delivery of Australian drama. Placements will commence from approximately September 2022 (or as soon as possible after contracting).

## Program Overview

This year, one selected writer from Western Australian will be placed with Easy Tiger for a 12-month period, working across their entire drama slate (irrespective of commissioning network / platform).

Easy Tiger will facilitate opportunities and support the selected writer to perform and develop their skills in accordance with the role description:

- Attend writers' rooms (as deemed appropriate by the production company – as participant, note taker, or observer); and

- Participate in the production company’s development slate meetings; and
- Shadow the production company’s development producers and/or producers (as appropriate), building capacity, knowledge and honing industry / craft skills; and
- Assist with devising and writing pitches; and
- Assist with assessing creative material (e.g.: pitches); and
- Assist with creative feedback (e.g.: script notes, script feedback meetings); and
- Attend pitch meetings (as appropriate); and
- Draft funding applications for script development.

Please view Easy Tiger’s complete role description [here](#).

## Funds Available

Easy Tiger 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). Easy Tiger will be ultimately 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 writer will enter into a standard employee or contractor agreement with Easy Tiger before commencing the placement. A contribution of up to \$5,000 for the successful writer towards relocation or travel costs is also available.

*Selection is not automatic, even if an applicant can demonstrate they meet all the assessment criteria.*

## Eligibility

To be considered eligible for this program, the below general minimum eligibility applies.

### **Applicant / Company Eligibility**

The applicant must:

1. Be an early career writer from one or more of the following backgrounds:
  - identifies as a First Nations Australian;
  - are from culturally and linguistically diverse (CALD) backgrounds;
  - are Deaf or hard of hearing or People living with disability;
  - are Female or Trans/Gender diverse;
  - identifies as LGBTQIA+; and/or
  - are located in regional and/or remote areas; and

2. Meet at least one of the experience criteria:
  - Have participated as a writer in a scheme run by a major screen agency/organisation/broadcaster in Australia (e.g.: AWG Pathways, Screenability, AFTRS Talent Camp, Plot Twist Programs, 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 web series 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
3. Not have been previously engaged by Easy Tiger (or any related entity) for three months or more; and
4. Be available to undertake a fulltime paid placement for a period of 12 consecutive months; and
5. If successful, be willing / able to relocate interstate to undertake this placement
6. Meet the general eligibility requirements set out in Screenwest's Terms of Trade and Screen Australia's Terms of Trade.

## What do I need to apply?

This will be staged application process.

Applicants will need to provide:

### Stage One

1. A completed Application Form on SmartyGrants, including any additional information, documentation and materials listed in the form.
2. 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
3. Up to 1-page of your writing CV/credits.
4. A 10-page sample of screenwriting.

Screenwest will produce a long list of applicants based on these materials for SBS, Screen Australia and Easy Tiger to assess by Monday 27 June 2022.

### **Stage Two:**

Shortlisted, applicants will need to provide:

1. A full-length writing sample, ie. A script for a half hour or hour episode of television, or a feature film script.

Screenwest, SBS and Screen Australia will work with Easy Tiger to select a shortlist of writers from Western Australia, reviewing all application materials (including these full-length writing samples) from the shortlisted writers. They will select the three (3) shortlisted candidates that they wish to interview, with applicants being notified no later than Friday 29 July 2022.

### **Stage Three:**

If shortlisted for interview phase, applicants will need to:

1. Be available for an interview panel with Easy Tiger, Screenwest, Screen Australia and SBS between Monday 25 July and Friday 26 August. Interviews will take place for 3 days within this period.
2. Prior to the interview, Easy Tiger will select a narrative screen project from their slate and set a script assessment task for the three shortlisted writers. This can be an oral or written script assessment.

Interviews and tasks will be coordinated by Screen Australia.

Please note a COVID risk management plan may be requested at any time during the application, assessment or contracting process.

## **How is my application assessed?**

Eligible applications will be assessed against the following criteria:

1. 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.
2. The writer's perceived ability to successfully engage with Easy Tiger's slate across the 12-month period.

3. The standard of the supplied writing sample, and its demonstration of the abilities and skills of the writer.
4. The alignment of the writer with the diversity and inclusion aims of the initiative.
5. Previous funding to undertake a placement or equivalent program will be taken into account.

## Assessment Process & Timeline

1. Screenwest will check whether the application meets the general minimum eligibility.
2. Screenwest will produce a longlist of applicants based on the career statements, CVs and 10-page writing sample for SBS, Screen Australia and the Easy Tiger to assess by Monday 27 June 2022.
3. SBS, Screen Australia and Screenwest will work with Easy Tiger to select a shortlist of writers from that Western Australia, reviewing all application materials (including the full-length writing samples) from the shortlisted writers. They will then select the three (3) shortlisted candidates that they wish to interview, with applicants being notified no later than 29 July 2022.
4. Easy Tiger will select a narrative screen project from their slate and set a script assessment task for the three 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 Easy Tiger, Screenwest, SBS and/or Screen Australia. National interviews are estimated to take place between Monday 25 July and Friday 26 August. Interviews will be grouped by State and each State's interviews will take place within 3 days during this period.
5. Once all interviews have been completed, Easy Tiger, SBS, Screen Australia and Screenwest will discuss the shortlisted candidates and mutually agree on the selected writer, having regard to the most suitable and appropriate match between Easy Tiger 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.

### Timeline:

- Applications Open: Tuesday April 26 2022

- Applications Close: Friday 27 May 2022
- Unsuccessful Stage One and Stage Two Applicants Notified: Friday 5 August 2022
- Shortlist Interviews: Between Monday 25 July - Friday 26 August 2022
- Successful Applicants Notified: Friday 9 September 2022
- Successful writer to commence: From approximately September 2022

All partners of this Initiative acknowledge and appreciate the effort that goes into applications but given the anticipated volume will not be able to provide individual feedback on each application.

## Diversity & Inclusion

Screenwest is committed to reflecting the broad diversity of Western Australia’s community on screen and behind the camera, through stories funded and practitioners supported.

It is important that your team of key creatives authentically represent the story and characters in your application.

Screenwest recognises diversity broadly as differences in gender; age; Indigenous identity; cultural and linguistic diversity (CaLD); disability; sexuality and gender identities, including lesbian, gay, bisexual, transgender, queer, intersex and ace (LGBTQIA+); location (including regional and remote regions) and socio-economic status.

## Terms of Funding

1. Funding will be provided as a grant to Easy Tiger to pay the salary of the Selected Writer over the year placement.
2. Additional relocation funding of up to \$5,000 will be provided as a grant to the Selected Writer by Screenwest.
3. The Selected Writer will also be required to enter into a standard employee or contractor confidentiality and/or intellectual property agreement with Easy Tiger before commencing the placement. SBS, Screen Australia and Screenwest reserves its right to request a copy of these agreements at any time.

4. All intellectual property generated by the selected writer in the course of their employment with the Easy Tiger will be the property of the production company, 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 Easy Tiger 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 Easy Tiger 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 Easy Tiger 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.
5. Easy Tiger 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.
6. At both the mid-point and the conclusion of each the placements the Selected Writer and the production company will each deliver a report offering an insight into how the placement is working for each party and suggestions for the ongoing shape of the initiative. Aspects of these may be published on the Screenwest website following consultation with the parties.
7. It is a condition of funding that successful applicants co-operate with Screenwest, 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.

## Deadlines and How to Apply

Applications must be completed in full and submitted by 5:00pm AWST on Friday 27 May 2022.

Acceptance of any additional application materials after this date is subject to Screenwest's discretion.

Applications will be accepted through the [Screenwest SmartyGrants Portal](#). Do not email applications directly to individual Screenwest staff members.

An application receipt will be automatically forwarded to the applicant from SmartyGrants to confirm that Screenwest has received the application. **It is the applicant's responsibility to contact Screenwest if an application receipt has not been received within two working days**

If you are unable to apply online or experiencing difficulties, please call Screenwest on [+61 8 6169 2100](tel:+61861692100) or [1800 463 043](tel:1800463043) (WA regional callers).

Please note: the application submission portal automatically closes at 5:00pm AWST sharp on the specified due date.

## Who can I speak to about this initiative?

**Eva Di Blasio, Talent Development Manager**

**Screenwest** (*Tuesdays and Wednesdays only*)

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**E:** [eva.diblasio@screenwest.com.au](mailto:eva.diblasio@screenwest.com.au)

**Barbara Connell, Drama Development Manager**

**Screenwest**

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**E:** [barbara.connell@screenwest.com.au](mailto:barbara.connell@screenwest.com.au)

**Toll Free:** 1800 463 043 (regional callers)

[www.screenwest.com.au](http://www.screenwest.com.au)

Please note that meetings with program contacts can be in high demand. It's best to telephone or email for an appointment or general advice well before planning to apply.

Applicants are strongly encouraged to discuss their applications before applying.