

WELSH TALENT NETWORK MANAGER

BACKGROUND INFORMATION

Ffilm Cymru Wales is committed to supporting sustainable growth in the Welsh film sector and improving access to film and its benefits for the people of Wales. We work across the sector supply chain, supporting film development, production, film exhibition and film and media education, offering advice, funding, skills advancement and advocacy.

In terms of our overall company approach, we encourage filmmakers to test and prototype their ideas, collaborate with other creative industries to identify any additional IP potential within their idea, and connect with their audiences from the earliest stages of their project's development. We call this approach [Magnifier](#). And, central to all of our work is our commitment to inclusion: we champion and support equality and diversity in all of our activities and work enthusiastically to inclusion targets that reflect our bilingual nation.

The Welsh Talent Network operates within Ffilm Cymru Wales' creative team, identifying and supporting emerging talent, particularly writers, directors and producers, whilst also working with the other BFI-funded talent networks across the UK and with the BFI executive centrally.

The Welsh Talent Network provides a range of support initiatives for new and emerging talent born or based in Wales, encompassing the following three strands:

Beacons – annual short film scheme

Horizons – feature film project development or individual mentoring

Connector – film-related peer groups/networks within Wales

In addition to this, the Welsh Talent Network runs occasional targeted *Launchpad* events that aim to stimulate applications that address under-representation. Previous Launchpad's have focused on female, disabled and BAME filmmakers, for example.

For more information on Ffilm Cymru Wales please refer to [our website](#) and our [Annual Reports](#).

MAIN PURPOSE OF JOB

The Welsh Talent Network Manager will lead on the delivery of our BFI funded talent initiatives, for those working in both English and Welsh. In addition to maintaining our existing slate of Network projects, the post holder will manage the strategic development of our Network offer; work with the rest of the creative team to signpost talent to the most appropriate support, and identify and tailor support for individual writers, directors and producers that helps them to realise their potential.

The post holder will work to the Head of Creative Business and work closely with colleagues across the company, as well as BFI Network colleagues across the UK.

The Welsh Talent Network Co-ordinator works to the Welsh Talent Network Manager, providing administrative and logistical support, including talent outreach and representing the Network at appropriate events in Wales.

PRINCIPAL DUTIES & RESPONSIBILITIES

Working to the Head of Creative Business at Ffilm Cymru Wales:

- Design and delivery of the Welsh Talent Network's support initiatives for new and emerging talent, managing the BFI allocated budget and developing and entering into partnerships and co-financing arrangements where appropriate to leverage resources. Specific interventions include: our short film scheme *Beacons*; the peer-to-peer network fund *Connector*; and the feature film development and mentoring fund, *Horizons*.
- Oversight of existing Network commitments including Y Labordy (mentored directors' training, delivered by a freelance Project Co-Ordinator), Straeon Iris (LGBT Welsh language short) and the WNO Filmmaker in Residence.
- Undertake regular meetings with talent and peer-to-peer networks to scout out promising filmmakers and to exchange information and learning with support from the Welsh Talent Network Coordinator.
- Identifying and connect mentors and other partners with talent and facilitate the provision of creative and commercial feedback for awarded projects via script readers, the appointment of script editors or execs, test audiences/teasers/research and, if necessary, direct in-house support.
- Work collaboratively with BFI talent network representatives across the UK and the BFI's talent team to profile emerging talent and discuss opportunities for furthering that talent.
- Work collegiately with other colleagues in Ffilm Cymru Wales' to ensure maximum value is extracted from supported projects and initiatives, including:
 - liaising with the rest of the creative team in determining 'best fit support' for talent;
 - working with the Communications Manager to identify and develop opportunities to capture and share knowledge, such as filming Masterclasses, podcasts, e-brochures;
 - working with the Audience, Education and Regeneration Manager to identify opportunity to develop complementary education assets and/or connect talent with exhibitors.

- Adopt a collegiate and partnership approach with other national and regional bodies in order to ensure a joined-up and complementary approach to talent development across the UK.
- Speak on public platforms and represent the Network at industry events in the UK and abroad, as appropriate.
- Assess submissions (along with relevant Ffilm Cymru Wales staff) and ensure accurate and timely data gathering and reporting, working closely with our Finance Manager and preparing quarterly updates for the BFI and Board.
- Identify any gaps in representation apparent at application point in order to plan targeted outreach or support where necessary in line with Ffilm Cymru Wales' Equality, Diversity and Inclusion plan.
- Undertake other duties as may be reasonably required.

PERSON SPECIFICATION

Passionate about supporting creative and business talent to further their careers, you will have:

- Demonstrable experience in working with creative talent and supporting the development of creative work;
- Excellent creative and commercial acumen and communication skills;
- Proven project management skills;
- Relevant, current relationships within the film and creative/cultural industries at a regional, national and/or international level;
- Awareness of industry trends and key players;
- Proven abilities in partnership building and budget management;
- Able to self-manage diary, correspondence and travel;
- Bilingual – Welsh/English – is desirable.

Ffilm Cymru Wales has an Equal Opportunities Recruitment Policy. Please advise us if you have any access needs.

We would be grateful if all applicants could also complete our Equality, Diversity & Inclusion monitoring form here: <https://www.surveymonkey.co.uk/r/careersffcw>

This data is anonymous and will only be used for compliance with The Equality Act of 2010, in the furtherance of our EDI Action Plan, and to report to our stakeholders where this is a contractual requirement. This anonymised data will be treated in the strictest confidence and processed in accordance with the Data Protection Act 1998. It will be held for 1 year and then destroyed but collated analysis of that data may be kept.