



A CAREER ENHANCING SCHEME  
FOR WOMEN IN TECHNICAL ROLES IN  
THE FILM & TV INDUSTRY

## GUIDELINES, TERMS AND CONDITIONS

### PURPOSE OF THE PROJECT

WIFT-TECH is a career enhancing scheme, a pilot project to support, upskill and elevate 6 women<sup>1</sup>, during 5 months, through quality practical workshops, learning-by-doing training, and support from influential professionals that we call *allies*.

The project has a personalised approach where the applicant is involved in the development of their own training and support, based on their needs, background, skills and so on, as well as the industry's needs. We focus on developing their talent and enhance their professional career to be able to consolidate themselves professionally in the film and TV industry.

The programme is aimed for women working in the film and TV industry within the following departments: camera, lighting, editing and vfx (later to include other departments).

### OBJECTIVES

- To ease the barriers that prevents women from developing their career in film and TV.
- Generate diversity, inclusion and equity in the film and TV industry, with special attention to women who belong to disadvantaged and minority groups.
- Improve women's employability in the professional film and TV sector.
- Facilitate access to professional productions for women wanting to develop their career further.
- Create an effective and inclusive community/network of women to concretely support women's careers in technical departments (e.g. camera, lighting, editing and VFX).
- Promote the professional career of women in the film and TV industry.
- Increase the number of women in the industry that reached their desired job position, with higher roles and in position of power.
- Facilitate professional development also for women who live outside of larger urban regions.

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<sup>1</sup> By using the word "women+" we refer to all women (trans, intersex and cis) as well as all those who experience oppression as women (including non-binary and gender non-conforming people) and all those who identify as women.

## WHO CAN APPLY

- The project is available to women+ that have been working in film & TV industry for at least 2 years within one or more of the following departments:
  - a) Camera
  - b) Lighting
  - c) Editing
  - d) VFX
- Special attention will be directed to reach out to professional women from marginalised groups. To attain this, we will work alongside a variety of collaborators, from organisations such as Fackförbundet Scen & Films to community groups and alternative organisations that are already working towards diversity in visual arts, media, film and TV.

## SELECTION CRITERIA

Once the deadline for submitting applications is over, a Selection Committee (made up of 3 professionals from the industry) will evaluate the applications considering the following criteria:

1. Need to prove a minimum of 2 years of experience in the audio-visual sector in at least one of the following departments:
  - a) Camera
  - b) Lighting
  - c) Editing
  - d) VFX
2. Must live in Sweden
3. Must send their updated CV as PDF document before the scheme's deadline
4. Their career objectives and intentions: applicants will be selected based on their motivation and potential in professional growth.

The Committee will select the 6 candidates, who will participate in the program. We will contact the accepted candidates to schedule an interview and personalise their career support, they will then meet with the ambassadors.

All the applicants will be contacted via email to be informed if they have or not been accepted to the program.

The decision of the Selection Committee is final, the successful candidates will be published on [WIFT.se](http://WIFT.se)

## **OPEN FOR SUBMISSIONS AND DEADLINE**

WIFT-tech will announce the invitation for submissions and the terms and conditions of the WIFT-tech 2022 program among its partners, WIFT.se and social media channels on 10 October 2022.

The period for submitting applications will be open until 23 October 2022 at 23.59 CET.

## **DURATION OF THE SCHEME**

The program runs for 5 months, from 1 November 2022 till 1 April 2023

## **CONTENTS AND ACTIVITIES**

At the beginning of the program, the applicants will be interviewed and together with WIFT-tech we will create a tailored support based on WIFT-tech 3 strategies:

- Work-based-training
- Practical workshops
- Support and guidance

The applicant will be then matched with one or two of our 4 ambassadors

A program of joint activities will be schedule for the duration of the program, these can be networking events, workshops, seminars etc; sometimes only a few applicants will be invited, or the whole group representing WIFT-tech participants.

- We ask the applicants to commit towards participating in all the activities we offer to them.
- The participant must attend all the training organised on their specialty. If they for exceptional reasons, cannot attend, they must notify the coordinator by email at least 5 days before the training.
- The participant must attend to at least one meeting a month with their designated ambassador.
- Towards the end of the scheme we will ask the applicant to submit an evaluation of their experience.

WIFT-tech is committed to developing and promoting equal opportunities. We will provide financial support when needed, for any additional cost (limited) that may occur for the applicant to have access to the activities WIFT-tech organises. This can be for example, travel costs, accommodation costs, carer costs, etc.

Our financial support will be discussed and planned during the first interview process. For a single or special support request, the participant must notify the program coordinator with at least 5 days in advance.

## **PARTICIPANTS' OBLIGATIONS AND COMMITMENTS**

1. By participating in this project automatically implies full and unconditional acceptance of WIFT-tech scheme terms and conditions.
2. Any abusive or fraudulent use of these terms and conditions will lead to the disqualification of the participant.
3. For everything not foreseen in these bases, WIFT Sweden will have the capacity to exercise the final decision.

In addition, throughout the program participants must commit to:

1. Actively participate in the activities developed by WIFT-tech and/or the ambassador throughout the program, as well as the meetings organised for all the participants.
2. Maintain an attitude of respect towards everyone involved in this scheme, including responsibility in attending all the meetings.
3. Actively participate in the workshops and/or other trainings organised by WIFT.
4. Provide supportive information if required by WIFT-tech to demonstrate for instance experience level, need for financial support, inability to attend an event, workshop etc.

Any questions or comments contact us: [wift-tech@wift.se](mailto:wift-tech@wift.se)