**Talent Development Manager**

**Closing Date for Applications: 10am Monday 18th January 2021**

Thank you for your interest in the post of Talent Development Manager at Screen Yorkshire. Further information regarding this position can be found below.

To apply for this role, please send your CV and a covering letter explaining why you are interested in the role and the experience you would bring to it, to Screen Yorkshire’s Head of Creative, Caroline Cooper Charles [caroline@screenyorkshire.co.uk](mailto:caroline@screenyorkshire.co.uk)

If you would like an informal conversation about the role prior to submitting an application please email Caroline who will be pleased to arrange a time to talk with you.

All short-listed candidates will be contacted by Friday 22nd January 2021. Regrettably we are unable to respond to every individual application, so if you have not been contacted by this date please assume that you have not been successful. We anticipate that interviews will be held in the w/c 25th January 2021.

We look forward to receiving your application.

**About Screen Yorkshire**

Screen Yorkshire champions the screen industries in Yorkshire and the Humber. Our aim is to secure and support the very best projects, companies and individuals, helping to make the region one of the most sought-after destinations for production in the UK. We deliver this vision by investing financially in productions; developing talent and a skilled workforce; and fostering Yorkshire’s global reputation as an outstanding location for creatives.

Screen Yorkshire provides the Film Office services for Yorkshire & Humber and has been leading the development of the Yorkshire Screen Hub, a cluster for the screen industries, supported by the BFI through its Creative Cluster Challenge Fund. Screen Yorkshire also works with partners including ScreenSkills, NFTS and the BFI to devise and deliver industry schemes to develop regional and UK wide talent.

More recently Screen Yorkshire has become a partner in the Screen Industries Growth Network (SIGN), a unique, business-facing initiative supporting the TV, film and games industries in Yorkshire and the Humber, led by the University of York. The SIGN project is providing specific support for Screen Yorkshire’s *Flex* programme referenced below.

**Job Specification**

**Contract Term:** 3 days per week, 24 month contract

**Salary Band:** £40,000 - £45,000 pro rata

**Responsible to:** Head of Creative

**The Talent Development Manager Role**

Screen Yorkshire is looking to recruit a Talent Development Manager with significant experience in film/TV development to join its Creative Programmes team. This is a new role within Screen Yorkshire working with our Head of Creative to shape and deliver our talent development activity. In 2021 Screen Yorkshire will be expanding its development work with a new programme called *Flex,* intended toequip storytellers with the skills to hop nimbly between platforms and formats creating strongly authored and ambitious narratives. In the first year of this two- year contract the role will have a particular focus on planning and delivering the *Flex* initiative, but it will also help design our future talent programmes through to the end of 2022. The ideal candidate will be passionate about talent development, committed to creating a more diverse screen industry and have a strong regional focus. The post is supported by a part time administrator role.

The main areas of responsibility will be as follows:

* Proactively seek and track talent (including writers, director and producers) suitable for participation in *Flex* and Screen Yorkshire’s other talent and development initiatives;
* Manage the detailed planning, recruitment process, delivery and evaluation of the *Flex* programme;
* Implement the *Flex* programme and activity plans within time, cost and quality parameters;
* Employ strong editorial skills to provide notes on scripts, projects and content at all stages of development and production as relevant;
* Identify, approach and secure speakers and contributors for our development programmes (labs, workshops, writers’ rooms, showcases and mentoring), providing them with a clear brief and background information to ensure that their contributions are relevant and meaningful to the talent;
* Alongside the Head of Creative, design, develop and prioritise further new talent development initiatives;
* Work closely with the Head of Creative to identify and secure new sources of talent development funding;
* Sustain a high level of visibility and networking by attending relevant events, festivals and screenings;
* With Screen Yorkshire’s Communications Manager, create and oversee the delivery of a comprehensive communications plan, ensuring effective promotion and recruitment to our talent development initiatives;
* Contribute to effective stakeholder management, identifying and realizing connections to and mutual benefits with other partners and programmes, especially SIGN (Screen Industries Growth Network);
* Produce briefings and reports to the Screen Yorkshire Senior Management Team, Screen Yorkshire Board and the SIGN Executive Board;
* As appropriate, manage individual members of staff within Screen Yorkshire and associates from outside the company to ensure effective delivery;
* Ensure that our talent development programmes contribute to a more diverse and inclusive screen industry.

The post holder will be able to demonstrate the following:

* Significant experience in at least one of the following areas: design and/or delivery of talent development progammes, script development or another editorial role
* Demonstrable creative and commercial judgement.
* Excellent organizational and project management skills
* An established network of contacts within the screen industries and the ability to build relationships with talent, agents, producers, financiers, broadcasters, streamers, sales agents and distributors
* Proven experience of assessing projects and creative teams, understanding their quality, viability and commercial potential
* Awareness of industry trends and key players
* A commitment to developing new and emerging talent
* A good working knowledge of the screen industries and the different parts of the value chain
* Engagement with a broad range of art forms (such as theatre, literature, comedy) and an understanding of how these intersect with the screen industries
* Knowledge of production budgets, schedules and finance plans
* Excellent communication and presentation skills with the ability to deal effectively with people at all levels
* Experience of partnership building and stakeholder management
* Fully competent IT skills
* A proactive and hands-on approach
* The ability to work flexibly and independently
* A collaborative approach which contributes to effective team working

**Pension**

Pension arrangements will come into force after successful completion of a 3 month probationary period. At this time, you will be auto enrolled with the pension Screen Yorkshire operates with Royal London. Screen Yorkshire will make employer contributions of 6% of salary into the pension scheme, where employees contribute 2% of salary. You are advised to take independent financial advice before committing yourself to the scheme. Details of the pension scheme are available from the Head of Finance.

Alternatively, Screen Yorkshire’s employer contributions can be paid into any pre-existing pension arrangements that you have made, with or without an additional contribution from yourself.

**Holidays**

The full-time annual holiday entitlement is 25 days (pro rata) each calendar year. As this post is for 3 days per week, the annual holiday entitlement will be 15 days per calendar year.