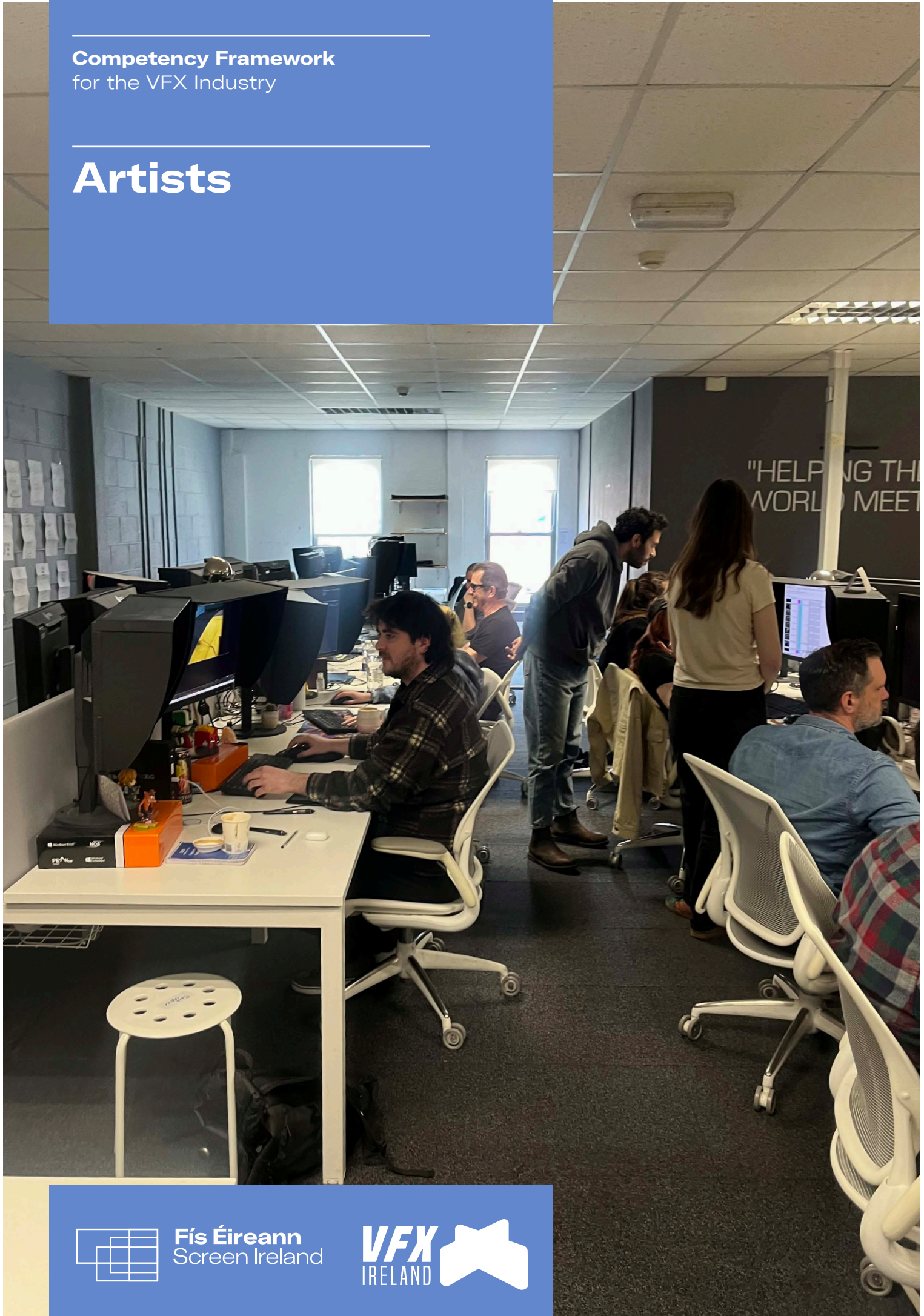


Competency Framework
for the VFX Industry

Artists



Fís Éireann
Screen Ireland





Artists

Roles

1. Animator	4	17. Lead Compositor	72
2. Animator Supervisor	8	18. Matchmove Artist	76
3. Asset Supervisor	12	19. Matte Painter	80
4. CG Generalist	16	20. Modeller (Modeler)	84
5. CG Supervisor	20	21. Modelling (Modeling)	88
6. Compositor	24	Supervisor	
7. Compositing Supervisor	28	22. Motion Graphics Designer	92
8. Concept Artist	32	23. Rigger	96
9. Creative Director	36	24. Rigging Supervisor	100
10. Creature FX Artist	42	25. Roto (Rotoscope) & Prep Artist	104
11. Environment Artist	46	26. Technical Supervisor	108
12. Environment Supervisor	50	27. Texture Artist	112
13. FX Artist	54	28. VFX Supervisor	116
14. Head of Department (2D or 3D)	58	29. VFX On-Set Supervisor	120
15. Layout Artist	64		
16. Layout Supervisor	68		

Animator

Role Summary:

An Animator is responsible for bringing characters, creatures, and objects to life through movement and performance in animated films, television shows, commercials, and other visual media projects. They use a combination of artistic skill and technical knowledge to create believable and engaging animations that convey emotion, personality, and storytelling.

Key Tasks:

1. Planning and blocking out animation sequences
2. Creating character movements and performances
3. Refining animation for fluidity and realism
4. Collaborating with other departments to achieve creative goals
5. Incorporating feedback and revisions into animations
6. Meeting project deadlines and production milestones

Task statements

Key Task 1:

Planning and blocking out animation sequences

Associated activities

- ✓ Reviewing storyboards and animatics to understand the sequence of shots and actions
- ✓ Planning the timing and pacing of animation sequences to convey mood and emotion
- ✓ Blocking out key poses and movements to establish the overall structure of the animation
- ✓ Iterating on blocking based on feedback from supervisors and directors

Key Task 2:

Creating character movements and performances

Associated activities

- ✓ Studying reference materials such as live-action footage and animal behaviour to inform animation
- ✓ Rigging characters and setting up controls to enable movement and expression
- ✓ Keyframing character animation by posing keyframes to define movement and performance
- ✓ Adding secondary animation elements such as cloth, hair, and accessories to enhance realism

Key Task 3:

Refining animation for fluidity and realism

Associated activities

- ✓ Adjusting timing and spacing of keyframes to create smooth and natural movement
- ✓ Adding in-between frames and breakdown poses to refine motion and transitions
- ✓ Polishing animation by adding subtle details such as weight shifts, anticipation, and follow-through
- ✓ Iteratively refining animation based on feedback and artistic direction

Key Task 4:

Collaborating with other departments to achieve creative goals

Associated activities

- ✓ Communicating with directors, supervisors, and other artists to understand project requirements
- ✓ Collaborating with modellers, riggers, and texture artists to ensure consistency and quality
- ✓ Integrating animations into scenes and shots to work within the overall visual style
- ✓ Participating in reviews and dailies to present work and receive feedback

Key Task 5:

Incorporating feedback and revisions into animations

Associated activities

- ✓ Receiving feedback from supervisors, directors, and peers and incorporating revisions
- ✓ Iterating on animations based on feedback to address notes and suggestion
- ✓ Maintaining version control and organisation of animation files to track changes and updates
- ✓ Maintaining version control and organisation of animation files to track changes and updates
- ✓ Collaborating with other departments to implement changes and updates as needed

Key Task 6:

Meeting project deadlines and production milestones

Associated activities

- ✓ Estimating time and effort required to complete animation tasks and sequences
- ✓ Managing workload and prioritising tasks to meet project deadlines and milestones
- ✓ Communicating progress and potential delays to supervisors and production management
- ✓ Adapting to changes in project scope, schedule, and priorities while maintaining quality standards

Competencies Required

Core Competencies	Technical Competencies		Leadership Competencies	Personal Development Competencies
Adaptability to Change	VFX Pipeline		Leading Teams	Continuous Learning and Improvement
Communication	VFX Software Suites		Managing Budgets	Industry Knowledge
Decision Making	Knowledge of Photography and Cinematography		Managing People	Managing Self & Resilience (Wellbeing)
Managing Deadlines	Rigging		Mentoring and Coaching	Self-Awareness
Problem Solving	2D	Compositing Software	Strategic Thinking	Working as a Freelancer/ Self-Employed
Quality Oriented	3D	Digital Sculpting Software	Working Inclusively	Working Under Pressure
Time, Task and Resource Management	3D	Lighting Techniques		
Working Collaboratively	3D	Rendering Engines		
Working Independently	3D	Shading and Material Creation		
	3D	Texture Mapping		
	3D	3D Modelling and Animation Software		
	3D	Groom Techniques		

Animator Supervisor

Role Summary:

An Animator Supervisor in the VFX industry oversees the animation department, ensuring that all animated elements meet the creative and technical standards of the project. They lead a team of animators, providing artistic direction, feedback, and support throughout the production process. Animator Supervisors collaborate closely with directors, VFX supervisors, and other department heads to achieve the desired animation quality and style.

Key Tasks:

1. Leading and managing the animation team to deliver high-quality animated sequences on time and within budget
 2. Providing artistic direction and feedback to animators to ensure the animation meets creative and technical requirements
 3. Collaborating with directors and VFX supervisors to establish animation goals, style guidelines, and performance benchmark
 4. Conducting reviews and approvals of animation work-in-progress to ensure adherence to project standards
 5. Mentoring and training animators to enhance their skills and foster professional growth within the team
 6. Overseeing the development and implementation of animation pipelines, tools, and workflows
 7. Communicating with clients and stakeholders to address project requirements, feedback, and concerns
-

Task statements

Key Task 1:

Leading and managing the animation team to deliver high-quality animated sequences on time and within budget

Associated activities

- ✓ Assigns tasks and schedules to animators based on project priorities and deadlines
- ✓ Monitors progress and performance of the animation team to ensure project milestones are met
- ✓ Provides guidance and support to animators to overcome challenges and obstacles during production
- ✓ Conducts regular team meetings and reviews to track progress, address concerns, and celebrate achievements
- ✓ Collaborates with production management to allocate resources and budget effectively

Key Task 2:

Providing artistic direction and feedback to animators to ensure the animation meets creative and technical requirements

Associated activities

- ✓ Sets artistic goals and performance standards for animation sequences based on project requirements
- ✓ Reviews animation work-in-progress to assess quality, consistency, and alignment with creative vision
- ✓ Provides constructive feedback and direction to animators to address issues and improve performance
- ✓ Collaborates with directors and VFX supervisors to refine animation style and technique
- ✓ Encourages creativity and innovation within the animation team while maintaining project objectives

Key Task 3:

Collaborating with directors and VFX supervisors to establish animation goals, style guidelines, and performance benchmarks

Associated activities

- ✓ Participates in pre-production meetings to define animation requirements, goals, and objectives
- ✓ Works closely with directors and VFX supervisors to develop animation style guides and reference materials
- ✓ Establishes performance benchmarks and quality standards for animation sequences
- ✓ Communicates animation requirements and expectations to the animation team to ensure alignment with project vision
- ✓ Adjusts animation goals and guidelines as needed based on client feedback and project revisions

Key Task 4:

Conducting reviews and approvals of animation work-in-progress to ensure adherence to project standards

Associated activities

- ✓ Reviews animation blocking, roughs, and polished sequences to evaluate performance, timing, and character appeal
- ✓ Provides detailed feedback and revisions to animators to address technical errors, performance issues, and creative concerns
- ✓ Ensures consistency and continuity across animation sequences within a project or series
- ✓ Approves final animation shots for delivery based on established criteria and client expectations
- ✓ Collaborates with composers and other departments to integrate animated sequences into final shots

Key Task 5:

Mentoring and training animators to enhance their skills and foster professional growth within the team

Associated activities

- ✓ Identifies strengths and areas for improvement for individual animators within the team
- ✓ Provides personalised coaching, mentorship, and support to help animators develop their skills and achieve their career goals
- ✓ Facilitates training sessions, workshops, and skill-building exercises to enhance animation techniques and workflows
- ✓ Encourages collaboration and knowledge-sharing among team members to promote continuous learning and development
- ✓ Recognises and rewards exceptional performance and contributions from animators

Key Task 6:

Overseeing the development and implementation of animation pipelines, tools, and workflows

Associated activities

- ✓ Collaborates with technical directors and software developers to design and optimise animation pipelines and workflows
- ✓ Identifies opportunities for automation and process improvement to streamline animation production
- ✓ Tests and evaluates new animation tools, plugins, and techniques to enhance efficiency and quality
- ✓ Provides feedback and recommendations to the technical team to address workflow bottlenecks and technical challenges
- ✓ Ensures that animation pipelines are scalable, reliable, and compatible with other production systems

Key Task 7:

Communicating with clients and stakeholders to address project requirements, feedback, and concerns

Associated activities

- ✓ Attends client meetings and presentations to discuss animation goals, progress, and deliverables
- ✓ Acts as a primary point of contact for clients and stakeholders to address animation-related inquiries, feedback, and revisions
- ✓ Provides regular updates and status reports to clients and stakeholders to keep them informed of project progress
- ✓ Negotiates contracts, budgets, and timelines with clients and vendors to ensure compliance with project requirements
- ✓ Addresses client feedback and requests in a timely and professional manner to maintain positive relationships

Competencies Required

Core Competencies	Technical Competencies		Leadership Competencies	Personal Development Competencies
Adaptability to Change	VFX Pipeline		Leading Teams	Continuous Learning and Improvement
Communication	VFX Software Suites		Managing Budgets	Industry Knowledge
Decision Making	Knowledge of Photography and Cinematography		Managing People	Managing Self & Resilience (Wellbeing)
Managing Deadlines	Rigging		Mentoring and Coaching	Self-Awareness
Problem Solving	2D	Compositing Software	Strategic Thinking	Working as a Freelancer/ Self-Employed
Quality Oriented	3D	Digital Sculpting Software	Working Inclusively	Working Under Pressure
Time, Task and Resource Management	3D	Lighting Techniques		
Working Collaboratively	3D	Rendering Engines		
Working Independently	3D	Shading and Material Creation		
	3D	Texture Mapping		
	3D	3D Modelling and Animation Software		
	3D	Groom Techniques		

Asset Supervisor

Role Summary:

An Asset Supervisor in the VFX industry oversees the creation and management of digital assets used in visual effects productions. They lead a team of artists responsible for modelling, texturing, and rigging assets such as characters, props, and environments. Asset Supervisors collaborate closely with other department heads to ensure that assets meet project requirements and adhere to established quality standards.

Key Tasks:

1. Leading and managing the asset team to deliver high-quality digital assets on time and within budget
2. Providing artistic direction and technical guidance to artists to ensure assets meet creative and technical requirements
3. Collaborating with production and department heads to define asset requirements and priorities
4. Conducting reviews and approvals of asset work-in-progress to ensure adherence to quality standards
5. Mentoring and training artists to enhance their skills and foster professional growth within the team
6. Overseeing the development and implementation of asset pipelines, tools, and workflows

Task statements

Key Task 1:

Leading and managing the asset team to deliver high-quality digital assets on time and within budget

Associated activities

- ✓ Assigns tasks and schedules to asset artists based on project priorities and deadlines
- ✓ Monitors progress and performance of the asset team to ensure project milestones are met
- ✓ Provides guidance and support to artists to overcome challenges and obstacles during production
- ✓ Conducts regular team meetings and reviews to track progress, address concerns, and celebrate achievements
- ✓ Collaborates with production management to allocate resources and budget effectively

Key Task 2:

Providing artistic direction and feedback to animators to ensure the animation meets creative and technical requirements

Associated activities

- ✓ Sets artistic goals and performance standards for animation sequences based on project requirements
- ✓ Reviews asset work-in-progress to assess quality, consistency, and adherence to design specifications
- ✓ Provides constructive feedback and direction to artists to address creative and technical issues
- ✓ Collaborates with production designers and supervisors to refine asset designs and concepts
- ✓ Ensures that assets meet technical specifications and requirements for integration into the production pipeline

Key Task 3:

Collaborating with production and department heads to define asset requirements and priorities

Associated activities

- ✓ Participates in pre-production meetings to define asset requirements, goals, and objectives
- ✓ Works closely with production designers, directors, and department heads to establish asset priorities
- ✓ Develops asset lists, schedules, and delivery plans based on project timelines and milestones
- ✓ Communicates asset requirements and expectations to the asset team to ensure alignment with project vision
- ✓ Adjusts asset priorities and schedules as needed based on production changes and client feedback

Key Task 4:

Conducting reviews and approvals of asset work-in-progress to ensure adherence to quality standards

Associated activities

- ✓ Reviews asset models, textures, and rigs to evaluate accuracy, detail, and overall quality
- ✓ Provides detailed feedback and revisions to artists to address design, topology, and performance issues
- ✓ Ensures consistency and continuity across asset sets within a project or series
- ✓ Approves final assets for delivery based on established criteria and client expectations
- ✓ Collaborates with rigging, animation, and other departments to integrate assets into the production pipeline

Key Task 5:

Mentoring and training artists to enhance their skills and foster professional growth within the team

Associated activities

- ✓ Identifies strengths and areas for improvement for individual artists within the team
- ✓ Provides personalised coaching, mentorship, and support to help artists develop their skills and achieve their career goals
- ✓ Facilitates training sessions, workshops, and skill-building exercises to enhance asset creation techniques and workflows
- ✓ Encourages collaboration and knowledge-sharing among team members to promote continuous learning and development
- ✓ Recognises and rewards exceptional performance and contributions from artists

Key Task 6:

Overseeing the development and implementation of asset pipelines, tools, and workflows

Associated activities

- ✓ Collaborates with technical directors and software developers to design and optimise asset pipelines and workflows
- ✓ Identifies opportunities for automation and process improvement to streamline asset production
- ✓ Tests and evaluates new asset creation tools, plugins, and techniques to enhance efficiency and quality
- ✓ Provides feedback and recommendations to the technical team to address workflow bottlenecks and technical challenges
- ✓ Ensures that asset pipelines are scalable, reliable, and compatible with other production systems

Competencies Required

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CG Generalist

Role Summary:

A CG Generalist in the VFX industry is a versatile artist, highly skilled in multiple aspects of 3D content creation, including modelling, texturing, lighting, rigging, animation, and rendering. They work across various stages of the production pipeline, contributing to the creation of characters, environments, and visual effects. CG Generalists play a key role in ensuring that all 3D elements are produced to a high standard, seamlessly integrated into the final output, and aligned with the creative vision of the project.

Key Tasks:

1. Modelling and Texturing 3D Assets
2. Rigging and Animating 3D Assets
3. Lighting and Rendering Scenes
4. Troubleshooting and Optimising Workflows
5. Contributing to Project Goals

Task statements

Key Task 1:

Modelling and Texturing 3D Assets

Associated activities

- ✓ Create 3D Models: Develop detailed 3D models of characters, environments, props, and other assets based on concept art and design specifications, ensuring they align with the project's artistic direction
- ✓ Apply Textures and Materials: Use texture painting and procedural techniques to create realistic or stylised textures and materials for 3D models, enhancing the visual quality of the assets
- ✓ UV Mapping: Efficiently unwrap and map 3D models to ensure textures are applied correctly and without distortion, optimising for both realism and performance

Key Task 2:

Rigging and Animating 3D Assets

Associated activities

- ✓ Build Rigs: Create flexible and robust rigs for characters and objects, enabling realistic movement and deformation within animation sequence
- ✓ Animate 3D Models: Produce fluid and believable animations for characters, creatures, and objects, ensuring that motion aligns with the intended emotional and narrative context
- ✓ Skinning and Weight Painting: Apply skinning techniques and weight painting to ensure smooth deformation of models during animation, maintaining the integrity of the character's silhouette and detail

Key Task 3:

Lighting and Rendering Scenes

Associated activities

- ✓ Setup Lighting Rigs: Design and implement lighting setups in 3D scenes to achieve the desired mood, atmosphere, and visual style, paying attention to shadow quality, light interaction, and colour temperature
- ✓ Render Scenes: Execute rendering tasks using industry-standard software, such as Arnold, V-Ray, or Redshift, optimising settings for both quality and efficiency to meet production deadlines
- ✓ Adjust and Troubleshoot: Continuously adjust lighting and rendering settings based on feedback and technical requirements, resolving any issues related to noise, artefacts, or render times

Key Task 4:

Collaborating with Other Departments

Associated activities

- ✓ Communicate Across Teams: Engage in regular communication with other departments, including concept artists, modellers, animators, and compositors, to ensure a cohesive workflow and integration of assets
- ✓ Participate in Dailies: Attend dailies and review sessions, presenting work for feedback and implementing changes as directed by the VFX Supervisor or Director
- ✓ Sync with Pipeline: Ensure all assets and scenes are properly synced with the production pipeline, adhering to file naming conventions and organisational standards to facilitate smooth transitions between departments

Key Task 5:

Troubleshooting and Optimising Workflows

Associated activities

- ✓ Identify Technical Issues: Proactively identify and address technical issues related to modelling, texturing, rigging, or rendering that may affect the production timeline or quality
- ✓ Optimise Assets: Streamline and optimise 3D assets to reduce polygon count, texture size, and render times without compromising visual fidelity, ensuring efficiency in the pipeline
- ✓ Document Solutions: Maintain documentation of common issues and solutions, contributing to a knowledge base that supports continuous improvement and efficiency across the team

Key Task 6:

Contributing to Project Goals

Associated activities

- ✓ Align with Creative Vision: Work closely with the VFX Supervisor and creative leads to ensure all work aligns with the overall creative vision of the project, contributing ideas and solutions that enhance the final output
- ✓ Meet Deadlines: Manage time effectively to meet project deadlines, balancing multiple tasks and priorities while maintaining a high standard of work
- ✓ Continuously Improve: Seek out opportunities for professional development, staying up-to-date with the latest industry trends, software updates, and techniques to continually improve the quality of your work

Competencies Required

Core Competencies	Technical Competencies		Leadership Competencies	Personal Development Competencies
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Working Independently	3D	Shading and Material Creation		
	3D	Texture Mapping		
	3D	3D Modelling and Animation Software		
	3D	Groom Techniques		

CG Supervisor

Role Summary:

A CG Supervisor oversees the technical and creative aspects of computer-generated imagery (CGI) production within the VFX industry. They are responsible for managing the CG team, ensuring that projects are delivered on time and to the highest standards of quality. CG Supervisors collaborate closely with directors, VFX supervisors, and other key stakeholders to translate creative visions into technically feasible solutions.

Key Tasks:

1. Leading and managing the CG team to ensure the successful execution of CGI elements for visual effects shots
2. Providing technical direction and guidance to artists and technical staff to achieve project objectives
3. Overseeing the development and implementation of CG pipelines, tools, and workflows
4. Collaborating with other departments to integrate CG elements seamlessly into live-action footage
5. Reviewing and approving CG work-in-progress to ensure adherence to creative and technical standards
6. Conducting R&D activities to explore new techniques, technologies, and methodologies for CG production
7. Communicating with clients and stakeholders to address project requirements and concerns

Task statements

Key Task 1:

Leading and managing the CG team to ensure the successful execution of CGI elements for visual effects shots

Associated activities

- ✓ Assigns tasks and allocates resources to CG artists based on project priorities and deadlines
- ✓ Sets clear expectations for performance and quality standards and provides ongoing feedback and support to team members
- ✓ Monitors progress and addresses any issues or obstacles that may arise during production
- ✓ Coordinates with other departments, such as animation, modelling, and lighting, to ensure seamless integration of CG elements
- ✓ Conducts regular team meetings and reviews to track progress, address concerns, and celebrate achievements

Key Task 2:

Providing technical direction and guidance to artists and technical staff to achieve project objectives

Associated activities

- ✓ Defines technical requirements and standards for CG production based on project specifications and creative briefs
- ✓ Offers expertise and troubleshooting support to CG artists and technical staff to overcome challenges and achieve desired results
- ✓ Collaborates with technical directors and software developers to develop custom tools and solutions to streamline workflows
- ✓ Provides training and mentorship to junior CG artists to enhance their technical skills and knowledge
- ✓ Conducts performance evaluations and provides career development guidance to team members

Key Task 3:

Overseeing the development and implementation of CG pipelines, tools, and workflows

Associated activities

- ✓ Designs and maintains CG pipelines and workflows to optimise efficiency and productivity
- ✓ Identifies opportunities for automation and process improvement to streamline production processes
- ✓ Collaborates with pipeline developers and software engineers to implement new tools and features into the production pipeline
- ✓ Tests and validates pipeline updates and enhancements to ensure reliability and compatibility with existing systems
- ✓ Conducts regular reviews and audits of the pipeline to identify areas for optimisation and refinement

Key Task 4:

Collaborating with other departments to integrate CG elements seamlessly into live-action footage

Associated activities

- ✓ Works closely with directors, VFX supervisors, and production designers to understand project requirements and creative objectives
- ✓ Collaborates with animators, compositors, and other departments to ensure seamless integration of CG elements into live-action plates
- ✓ Provides input on set design, lighting, and cinematography to facilitate the integration of CG elements into live-action environments
- ✓ Coordinates with on-set VFX supervisors and technicians to capture accurate data and reference materials for CG integration
- ✓ Conducts regular reviews and feedback sessions with cross-functional teams to ensure alignment and consistency across departments

Key Task 5:

Reviewing and approving CG work-in-progress to ensure adherence to creative and technical standards

Associated activities

- ✓ Conducts regular reviews of CG work-in-progress to assess quality, accuracy, and alignment with project requirements
- ✓ Provides constructive feedback and direction to CG artists to address issues and improve shot quality
- ✓ Ensures consistency and continuity across CG elements within a sequence or project
- ✓ Collaborates with the director and client to incorporate feedback and revisions into CG shots
- ✓ Approves final CG shots for delivery based on established criteria and client expectations

Key Task 6:

Conducting R&D activities to explore new techniques, technologies, and methodologies for CG production

Associated activities

- ✓ Stays updated on industry trends, advancements, and best practices in CG technology and techniques
- ✓ Evaluates new software tools, plugins, and hardware solutions for potential integration into the production pipeline
- ✓ Collaborates with the R&D team to test and evaluate new tools and workflows in a production environment
- ✓ Shares insights and recommendations with the production team on how to leverage emerging technologies for improved efficiency and creativity
- ✓ Participates in industry conferences, workshops, and training programs to expand knowledge and skills in CG production

Key Task 7:

Communicating with clients and stakeholders to address project requirements and concerns

Associated activities

- ✓ Attends client meetings and presentations to discuss project goals, progress, and deliverables
- ✓ Acts as a primary point of contact for clients and stakeholders to address project-related inquiries and feedback
- ✓ Provides regular updates and status reports to clients and stakeholders to keep them informed of project progress
- ✓ Negotiates contracts, budgets, and timelines with clients and vendors to ensure compliance with project requirements
- ✓ Addresses client feedback and requests in a timely and professional manner to maintain positive relationships

Competencies Required

Core Competencies	Technical Competencies		Leadership Competencies	Personal Development Competencies
Adaptability to Change	VFX Pipeline		Leading Teams	Continuous Learning and Improvement
Communication	VFX Software Suites		Managing Budgets	Industry Knowledge
Decision Making	Knowledge of Photography and Cinematography		Managing People	Managing Self & Resilience (Wellbeing)
Managing Deadlines	Rigging		Mentoring and Coaching	Self-Awareness
Problem Solving	2D	Compositing Software	Strategic Thinking	Working as a Freelancer/ Self-Employed
Quality Oriented	3D	Digital Sculpting Software	Working Inclusively	Working Under Pressure
Time, Task and Resource Management	3D	Lighting Techniques		
Working Collaboratively	3D	Rendering Engines		
Working Independently	3D	Shading and Material Creation		
	3D	Texture Mapping		
	3D	3D Modelling and Animation Software		
	3D	Groom Techniques		

Compositor

Role Summary:

A Compositor integrates various elements such as live-action footage, CG renders, and special effects to create seamless and visually stunning scenes. They work closely with VFX supervisors, artists, and directors to achieve the desired look and feel of each shot, ensuring consistency and quality throughout the project.

Key Tasks:

1. Compositing visual effects elements to create final shots
2. Matching colour, lighting, and camera movements for seamless integration
3. Implementing effects such as green screen removal, tracking, and rotoscoping
4. Collaborating with other departments to troubleshoot and refine compositing work
5. Ensuring technical and artistic standards are met for each shot
6. Incorporating client feedback and revisions into compositing work
7. Optimising workflows and tools to improve efficiency and productivity

Task statements

Key Task 1:

Compositing visual effects elements to create final shots

Associated activities

- ✓ Combine live-action footage, CG renders, matte paintings, and other visual effects elements using compositing software
- ✓ Create multi-layered compositions with proper blending modes, masks, and transparency effects
- ✓ Apply colour grading, colour correction, and image manipulation techniques to achieve the desired look and style
- ✓ Composite 2D and 3D elements seamlessly to create convincing and cohesive visual effects shots

Key Task 2:

Matching colour, lighting, and camera movements for seamless integration

Associated activities

- ✓ Match the colour, lighting, and perspective of each element to ensure consistency with the background plate
- ✓ Adjust colour temperature, exposure, and contrast to blend CG elements with live-action footage
- ✓ Utilise camera tracking and match-moving techniques to align CG elements with the camera movement and perspective

Key Task 3:

Implementing effects such as green screen removal, tracking, and rotoscoping

Associated activities

- ✓ Remove green screens or other background elements from footage using keying and matte extraction techniques
- ✓ Perform 2D and 3D tracking to match the movement of CG elements with the live-action camera
- ✓ Rotoscope elements such as characters or objects to isolate them from the background and apply effects or adjustments

Key Task 4:

Collaborating with other departments to troubleshoot and refine compositing work

Associated activities

- ✓ Work closely with CG artists, matte painters, and animators to exchange elements and ensure proper integration
- ✓ Provide feedback and guidance to other departments on how to optimise their work for the compositing process
- ✓ Address technical and artistic issues that arise during the compositing phase and propose solutions

Key Task 5:

Ensuring technical and artistic standards are met for each shot

Associated activities

- ✓ Follow production guidelines and specifications to ensure consistency and quality across all shot
- ✓ Perform quality control checks to identify and correct any errors or artefacts in the compositing work
- ✓ Adhere to project deadlines and delivery schedules while maintaining high standards of workmanship

Key Task 6:

Incorporating client feedback and revisions into compositing work

Associated activities

- ✓ Review client notes and feedback on completed shots and make necessary revisions or adjustments
- ✓ Collaborate with supervisors and directors to implement creative changes while maintaining project requirements
- ✓ Communicate effectively with clients to ensure their vision and expectations are met throughout the compositing process

Key Task 7:

Optimising workflows and tools to improve efficiency and productivity

Associated activities

- ✓ Identify opportunities to streamline compositing workflows and enhance productivity
- ✓ Develop and implement scripts, plugins, or automation tools to expedite repetitive tasks
- ✓ Stay updated on the latest compositing techniques, software updates, and industry trends to continuously improve skills and workflow efficiency

Competencies Required

Core Competencies	Technical Competencies		Leadership Competencies	Personal Development Competencies
Adaptability to Change	VFX Pipeline		Leading Teams	Continuous Learning and Improvement
Communication	VFX Software Suites		Managing Budgets	Industry Knowledge
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	3D	3D Modelling and Animation Software		
	3D	Groom Techniques		

Compositing Supervisor

Role Summary:

A Compositing Supervisor oversees the compositing team and is responsible for ensuring the quality, consistency, and efficiency of the compositing work on visual effects projects. They collaborate closely with VFX supervisors, directors, and clients to achieve the desired look and style of each shot, while also managing the compositing pipeline, providing leadership and guidance to the team, and resolving technical and artistic challenges.

Key Tasks:

1. Leading and managing the compositing team
2. Setting and maintaining quality standards for compositing work
3. Providing artistic and technical direction to achieve project goals
4. Collaborating with other departments to ensure seamless integration of elements
5. Reviewing and approving compositing work for accuracy and consistency
6. Mentoring and training junior compositors
7. Developing and optimising compositing workflows and tools

Task statements

Key Task 1:

Leading and managing the compositing team

Associated activities

- ✓ Assign tasks, prioritise work, and allocate resources to meet project deadlines
- ✓ Conduct regular team meetings to communicate goals, expectations, and updates
- ✓ Provide feedback, guidance, and support to team members to foster professional growth and development

Key Task 2:

Setting and maintaining quality standards for compositing work

Associated activities

- ✓ Establish and communicate clear quality benchmarks and standards for compositing across all projects
- ✓ Conduct regular reviews and evaluations of compositing work to ensure adherence to quality standards
- ✓ Implement corrective actions and provide constructive feedback to maintain and improve quality levels

Key Task 3:

Providing artistic and technical direction to achieve project goals

Associated activities

- ✓ Collaborate with VFX supervisors, directors, and clients to understand project requirements and creative vision
- ✓ Provide creative input and direction to achieve the desired look, style, and mood of each shot
- ✓ Offer technical expertise and solutions to address complex compositing challenges and achieve project goals

Key Task 4:

Collaborating with other departments to ensure seamless integration of elements

Associated activities

- ✓ Work closely with CG artists, matte painters, animators, and other departments to exchange elements and ensure proper integration
- ✓ Coordinate with production management to resolve scheduling conflicts and prioritize tasks
- ✓ Communicate effectively with other departments to address technical and artistic issues and ensure project cohesion

Key Task 5:

Reviewing and approving compositing work for accuracy and consistency

Associated activities

- ✓ Conduct regular reviews of compositing work to ensure accuracy, consistency, and alignment with project requirements
- ✓ Provide constructive feedback and guidance to compositors to improve their work and maintain quality standards
- ✓ Approve final shots for delivery to clients or for further revisions based on feedback

Key Task 6:

Mentoring and training junior compositors

Associated activities

- ✓ Provide mentorship, guidance, and support to junior compositors to help them develop their skills and grow professionally
- ✓ Offer constructive feedback, coaching, and learning opportunities to enhance the abilities and confidence of junior team members
- ✓ Facilitate knowledge sharing and skill development within the team through training sessions, workshops, and collaboration

Key Task 7:

Developing and optimising compositing workflows and tools

Associated activities

- ✓ Identify opportunities to streamline compositing workflows and improve productivity
- ✓ Develop and implement new techniques, scripts, tools, or plugins to enhance efficiency and effectiveness
- ✓ Stay updated on industry trends, software updates, and emerging technologies to continuously improve workflow processes and techniques

Competencies Required

Core Competencies	Technical Competencies		Leadership Competencies	Personal Development Competencies
Adaptability to Change	VFX Pipeline		Leading Teams	Continuous Learning and Improvement
Communication	VFX Software Suites		Managing Budgets	Industry Knowledge
Decision Making	Knowledge of Photography and Cinematography		Managing People	Managing Self & Resilience (Wellbeing)
Managing Deadlines	Rigging		Mentoring and Coaching	Self-Awareness
Problem Solving	2D	Compositing Software	Strategic Thinking	Working as a Freelancer/ Self-Employed
Quality Oriented	3D	Digital Sculpting Software	Working Inclusively	Working Under Pressure
Time, Task and Resource Management	3D	Lighting Techniques		
Working Collaboratively	3D	Rendering Engines		
Working Independently	3D	Shading and Material Creation		
	3D	Texture Mapping		
	3D	3D Modelling and Animation Software		
	3D	Groom Techniques		

Concept Artist

Role Summary:

A Concept Artist is responsible for visualising and designing key elements of a project, including characters, environments, props, and visual effects. They collaborate with directors, art directors, and other team members to develop concepts that align with the project's creative vision and requirements. Concept Artists use their artistic skills and imagination to create compelling visual concepts that serve as the foundation for the final product.

Key Tasks:

1. Generating concept art for characters, environments, props, and visual effects
2. Collaborating with directors and art directors to develop the visual style and direction
3. Iterating on concepts based on feedback and revisions
4. Creating mood boards, colour schemes, and style guides
5. Providing support to other departments throughout the production process
6. Keeping up-to-date with industry trends and techniques

Task statements

Key Task 1:

Generating concept art for characters, environments, props, and visual effects

Associated activities

- ✓ Brainstorming and generating ideas for characters, environments, props, and visual effects based on project requirements and creative briefs
- ✓ Sketching and illustrating initial concept designs using traditional or digital techniques
- ✓ Creating detailed concept art that captures the essence, personality, and functionality of characters, environments, and props
- ✓ Exploring different design variations and iterations to explore creative possibilities and refine concepts

Key Task 2:

Collaborating with directors and art directors to develop the visual style and direction

Associated activities

- ✓ Participating in meetings and discussions with directors, art directors, and other key stakeholders to understand the project's creative vision and goals
- ✓ Presenting concept art and design proposals to communicate visual ideas, themes, and aesthetics
- ✓ Incorporating feedback and direction from directors and art directors to refine and evolve concept designs
- ✓ Collaborating with other artists and departments to ensure consistency and coherence in the visual style and direction

Key Task 3:

Iterating on concepts based on feedback and revisions

Associated activities

- ✓ Receiving feedback from directors, art directors, and other team members on concept designs and incorporating changes as needed
- ✓ Revising and refining concept art based on feedback, ensuring that designs meet project requirements and vision
- ✓ Collaborating with artists and departments to address technical considerations and feasibility of concept designs
- ✓ Maintaining version control and documentation of concept iterations and revisions

Key Task 4:

Creating mood boards, colour schemes, and style guides

Associated activities

- ✓ Compiling reference materials, mood boards, and visual references to inform and inspire concept art and design direction
- ✓ Developing colour schemes, palettes, and visual motifs that establish the mood, tone, and atmosphere of characters, environments, and scenes
- ✓ Creating style guides and design documents that outline visual guidelines, aesthetics, and specifications for artists and departments to follow
- ✓ Ensuring consistency and continuity in visual elements across characters, environments, and props

Key Task 5:

Providing support to other departments throughout the production process

Associated activities

- ✓ Collaborating with modellers, texture artists, and animators to ensure that concept designs are translated accurately into 3D models, textures, and animations
- ✓ Providing additional artwork, sketches, or reference materials as needed to support the production pipeline and address specific challenges or requirements
- ✓ Assisting with visual development and pre-production tasks, such as storyboarding, previs, and layout, to establish the overall look and feel of the project
- ✓ Communicating with other departments to address any questions, issues, or feedback related to concept designs and visual development

Key Task 6 :

Keeping up-to-date with industry trends and techniques

Associated activities

- ✓ Researching and studying industry trends, emerging technologies, and best practices in concept art, design, and visual storytelling
- ✓ Attending workshops, conferences, and events to learn new techniques, tools, and methodologies used in concept art and VFX production
- ✓ Experimenting with different artistic styles, mediums, and approaches to expand creative skills and repertoire
- ✓ Sharing knowledge, insights, and inspiration with colleagues and peers to foster a culture of learning and innovation within the team

Competencies Required

Core Competencies	Technical Competencies		Leadership Competencies	Personal Development Competencies
Adaptability to Change	VFX Pipeline		Leading Teams	Continuous Learning and Improvement
Communication	VFX Software Suites		Managing Budgets	Industry Knowledge
Decision Making	Knowledge of Photography and Cinematography		Managing People	Managing Self & Resilience (Wellbeing)
Managing Deadlines	Rigging		Mentoring and Coaching	Self-Awareness
Problem Solving	2D	Compositing Software	Strategic Thinking	Working as a Freelancer/ Self-Employed
Quality Oriented	3D	Digital Sculpting Software	Working Inclusively	Working Under Pressure
Time, Task and Resource Management	3D	Lighting Techniques		
Working Collaboratively	3D	Rendering Engines		
Working Independently	3D	Shading and Material Creation		
	3D	Texture Mapping		
	3D	3D Modelling and Animation Software		
	3D	Groom Techniques		

Creative Director

Role Summary:

A Creative Director in the VFX industry shapes the artistic vision and creative direction of projects. They oversee the entire creative process, from concept development to final execution, ensuring that the visual effects meet the highest standards of quality, innovation, and storytelling. Creative Directors collaborate closely with clients, producers, and department heads to translate creative briefs into compelling visual narratives and deliverables that exceed client expectations

Key Tasks:

1. Setting and guiding the artistic direction and vision for projects
2. Providing creative leadership and mentorship to artists and production teams
3. Collaborating with clients to understand their creative vision and objectives
4. Developing concepts, storyboards, and visual treatments for projects
5. Reviewing and providing feedback on creative work to ensure alignment with project goals
6. Fostering a culture of creativity, collaboration, and excellence within the studio
7. Presenting and pitching creative concepts and proposals to clients and stakeholders
8. Monitoring industry trends, technologies, and best practices to drive innovation and quality

Task statements

Key Task 1:

Setting and guiding the artistic direction and vision for projects

Associated activities

- ✓ Conducting creative brainstorming sessions to explore and define the artistic direction and vision for projects
- ✓ Establishing visual style guides, mood boards, and reference materials to communicate the desired aesthetic and tone
- ✓ Collaborating with department heads and key stakeholders to align creative direction with project goals and objectives
- ✓ Providing ongoing guidance and feedback to ensure that the creative vision is effectively translated into all aspects of production
- ✓ Monitoring project progress and making adjustments to the artistic direction as needed to ensure alignment with client expectations and project goals

Key Task 2:

Providing creative leadership and mentorship to artists and production teams

Associated activities

- ✓ Inspiring and motivating artists and production teams to achieve excellence in their creative work, and project's creative vision and goals
- ✓ Providing constructive feedback, guidance, and mentorship to help artists develop their skills and reach their full potential
- ✓ Facilitating collaboration and teamwork among artists and production teams to foster a creative and supportive work environment
- ✓ Encouraging experimentation and innovation in artistic techniques, styles, and approaches
- ✓ Recognising and celebrating the achievements and contributions of artists and production teams to project success

Key Task 3:

Collaborating with clients to understand their creative vision and objectives

Associated activities

- ✓ Engaging with clients to understand their creative vision, brand identity, and project objectives
- ✓ Conducting client meetings, presentations, and workshops to gather feedback and input on creative concepts and proposals
- ✓ Translating client feedback and requirements into actionable creative briefs and project plans
- ✓ Building and maintaining strong client relationships through effective communication, collaboration, and partnership
- ✓ Advocating for the client's creative vision and objectives within the studio and ensuring that all creative work aligns with client expectations

Key Task 4:

Developing concepts, storyboards, and visual treatments for projects

Associated activities

- ✓ Generating creative concepts, ideas, and themes that effectively communicate the intended message and narrative of projects
- ✓ Collaborating with writers, directors, and designers to develop compelling storyboards, animatics, and visual treatments
- ✓ Iterating on creative concepts and treatments based on feedback from clients, stakeholders, and internal teams
- ✓ Incorporating visual storytelling techniques, symbolism, and metaphors to enhance the emotional impact and resonance of projects
- ✓ Ensuring that all creative elements, including characters, environments, and visual effects, are cohesive and aligned with the overall project vision

Key Task 5 :

Reviewing and providing feedback on creative work to ensure alignment with project goals

Associated activities

- ✓ Conducting regular reviews and critiques of creative work to assess its quality, effectiveness, and alignment with project goals
- ✓ Providing clear, actionable feedback to artists and production teams to help them improve and refine their creative work
- ✓ Ensuring that all creative deliverables meet the technical, aesthetic, and narrative requirements of the project
- ✓ Collaborating with department heads and stakeholders to resolve any creative conflicts or discrepancies that arise during production
- ✓ Maintaining high standards of quality and consistency across all creative work and deliverables

Key Task 6:

Fostering a culture of creativity, collaboration, and excellence within the studio

Associated activities

- ✓ Cultivating a positive and inclusive work environment where creativity, innovation, and diversity are celebrated and valued
- ✓ Encouraging open communication, idea sharing, and constructive feedback among team members
- ✓ Providing opportunities for professional development, training, and growth to support the career advancement of artists and production teams
- ✓ Leading by example and demonstrating a commitment to excellence, integrity, and professionalism in all aspects of work
- ✓ Promoting a culture of continuous improvement and learning, where feedback, experimentation, and risk-taking are embraced

Key Task 7:

Presenting and pitching creative concepts and proposals to clients and stakeholders

Associated activities

- ✓ Preparing and delivering compelling presentations, pitches, and proposals to clients and stakeholders
- ✓ Clearly articulating creative concepts, ideas, and visions in a persuasive and engaging manner
- ✓ Tailoring presentations and pitches to effectively communicate with different audiences, from creative executives to business stakeholders
- ✓ Soliciting feedback and input from clients and stakeholders to refine and enhance creative concepts and proposals
- ✓ Negotiating and securing approvals for creative work, budgets, and timelines to move projects forward

Key Task 8:

Monitoring industry trends, technologies, and best practices to drive innovation and quality

Associated activities

- ✓ Staying informed about current trends, developments, and innovations in the VFX industry, as well as related fields such as film, animation, and digital media
- ✓ Researching emerging technologies, tools, and techniques to identify opportunities for innovation and improvement
- ✓ Collaborating with R&D teams, vendors, and industry partners to explore new technologies and develop cutting-edge solutions
- ✓ Advocating for the adoption of best practices, standards, and methodologies to enhance creative quality, efficiency, and effectiveness
- ✓ Sharing insights, knowledge, and expertise with internal teams and stakeholders to inspire innovation and drive continuous improvement

Competencies Required

Core Competencies	Technical Competencies		Leadership Competencies	Personal Development Competencies
Adaptability to Change	VFX Pipeline		Leading Teams	Continuous Learning and Improvement
Communication	VFX Software Suites		Managing Budgets	Industry Knowledge
Decision Making	Knowledge of Photography and Cinematography		Managing People	Managing Self & Resilience (Wellbeing)
Managing Deadlines	Rigging		Mentoring and Coaching	Self-Awareness
Problem Solving	2D	Compositing Software	Strategic Thinking	Working as a Freelancer/ Self-Employed
Quality Oriented	3D	Digital Sculpting Software	Working Inclusively	Working Under Pressure
Time, Task and Resource Management	3D	Lighting Techniques		
Working Collaboratively	3D	Rendering Engines		
Working Independently	3D	Shading and Material Creation		
	3D	Texture Mapping		
	3D	3D Modelling and Animation Software		
	3D	Groom Techniques		



Creature FX Artist

Role Summary:

A Creature FX artist specialises in creating dynamic and realistic simulations for creatures, characters, and other organic elements in visual effects projects. They use a variety of techniques and software to achieve lifelike movement, dynamics, and effects for creatures and characters, enhancing the overall realism and immersion of the visual effects.

Key Tasks:

1. Designing and simulating dynamic effects for creatures and characters
2. Creating complex simulations for natural phenomena and creature behaviours
3. Collaborating with animators and other departments to integrate creature FX seamlessly into shots
4. Refining simulations to meet technical and artistic requirements
5. Optimising simulations for efficiency and rendering performance
6. Testing and troubleshooting simulations to ensure quality and realism

Task statements

Key Task 1:

Designing and simulating dynamic effects for creatures and characters

Associated activities

- ✓ Analysing creature designs and behaviours to determine the appropriate simulations needed
- ✓ Developing custom rigs and setups for creature simulations
- ✓ Creating simulations for fur, hair, feathers, muscle dynamics, and other organic effects
- ✓ Iterating on simulations based on feedback from supervisors and directors

Key Task 2:

Creating complex simulations for natural phenomena and creature behaviours

Associated activities

- ✓ Implementing physics-based simulations for creature movement, interactions, and environmental effects
- ✓ Incorporating advanced dynamics for effects such as cloth, fluid, fire, smoke, and destruction
- ✓ Fine-tuning simulation parameters to achieve desired results while maintaining realism
- ✓ Experimenting with different techniques to simulate natural phenomena in a believable manner

Key Task 3:

Collaborating with animators and other departments to integrate creature FX seamlessly into shots

Associated activities

- ✓ Communicating with animators to understand the movement and behaviour of creatures in specific shots
- ✓ Integrating creature simulations into animation rigs and environments
- ✓ Providing guidance and support to other departments on how to interact with creature FX elements
- ✓ Ensuring consistency and continuity of creature FX across sequences and shots

Key Task 4:

Refining simulations to meet technical and artistic requirements

Associated activities

- ✓ Adjusting simulation parameters to achieve desired artistic effects and visual quality
- ✓ Balancing realism with creative direction and aesthetic goals
- ✓ Incorporating feedback from supervisors and directors to refine simulations
- ✓ Addressing technical challenges and limitations while maintaining artistic integrity

Key Task 5:

Optimising simulations for efficiency and rendering performance

Associated activities

- ✓ Streamlining simulation workflows to improve efficiency and productivity
- ✓ Optimising simulation settings and parameters for faster processing and rendering times
- ✓ Implementing caching and pre-computation techniques to optimise simulation playback
- ✓ Collaborating with technical teams to identify and resolve performance bottlenecks

Key Task 6 :

Testing and troubleshooting simulations to ensure quality and realism

Associated activities

- ✓ Conducting thorough testing of simulations to identify issues and areas for improvement
- ✓ Debugging simulation errors and glitches to maintain quality standards
- ✓ Iteratively refining simulations based on feedback and testing results
- ✓ Documenting simulation processes and solutions for future reference and knowledge sharing

Competencies Required

Core Competencies	Technical Competencies		Leadership Competencies	Personal Development Competencies
Adaptability to Change	VFX Pipeline		Leading Teams	Continuous Learning and Improvement
Communication	VFX Software Suites		Managing Budgets	Industry Knowledge
Decision Making	Knowledge of Photography and Cinematography		Managing People	Managing Self & Resilience (Wellbeing)
Managing Deadlines	Rigging		Mentoring and Coaching	Self-Awareness
Problem Solving	2D	Compositing Software	Strategic Thinking	Working as a Freelancer/ Self-Employed
Quality Oriented	3D	Digital Sculpting Software	Working Inclusively	Working Under Pressure
Time, Task and Resource Management	3D	Lighting Techniques		
Working Collaboratively	3D	Rendering Engines		
Working Independently	3D	Shading and Material Creation		
	3D	Texture Mapping		
	3D	3D Modelling and Animation Software		
	3D	Groom Techniques		

Environment Artist

Role Summary:

An Environment Artist in the VFX industry is responsible for creating immersive and visually stunning digital environments that serve as backdrops for animated sequences or live-action footage. They utilise a combination of artistic skill and technical proficiency to design and produce 3D models, textures, and assets that bring fictional worlds to life. Environment artists collaborate closely with other members of the production team to ensure that their creations align with the overall aesthetic and narrative vision of the project.

Key Tasks:

1. Generating 3D models and textures for digital environments
2. Designing and sculpting terrain, landscapes, and architectural elements
3. Integrating environmental assets into the scene using industry-standard software
4. Applying lighting and shading techniques to enhance the realism of environments
5. Optimising assets for performance and rendering efficiency
6. Collaborating with art directors and supervisors to achieve artistic and technical goals
7. Iterating on designs based on feedback and artistic direction
8. Maintaining an organised asset library and adhering to file management protocols

Task statements

Key Task 1:

Generating 3D models and textures for digital environments

Associated activities

- ✓ Creating detailed models of natural and architectural elements such as rocks, trees, buildings, and props
- ✓ Developing high-quality textures and materials that accurately represent surface properties and weathering effects
- ✓ Utilising sculpting and painting software to add intricate details and realism to environmental assets

Key Task 2:

Designing and sculpting terrain, landscapes, and architectural elements

Associated activities

- ✓ Conceptualising and sketching environmental designs based on script requirements and artistic direction
- ✓ Sculpting terrain features such as mountains, valleys, and cliffs to establish the topography of the digital world
- ✓ Designing architectural structures and landmarks to populate the environment and convey narrative context

Key Task 3:

Integrating environmental assets into the scene using industry-standard software

Associated activities

- ✓ Importing 3D models and textures into the digital environment using specialised software packages such as Autodesk Maya or Blender
- ✓ Arranging assets within the scene to create visually compelling compositions and layouts
- ✓ Ensuring that environmental assets are properly scaled and positioned to maintain spatial coherence and believability

Key Task 4:

Applying lighting and shading techniques to enhance the realism of environments

Associated activities

- ✓ Setting up dynamic lighting systems to simulate natural and artificial light sources within the scene
- ✓ Implementing shading networks and material properties to achieve realistic surface appearance and light interaction
- ✓ Adjusting lighting and shading parameters to establish mood, atmosphere, and visual focal points

Key Task 5:

Optimising assets for performance and rendering efficiency

Associated activities

- ✓ Employing optimisation techniques such as LOD (Level of Detail) systems and texture atlasing to improve runtime performance
- ✓ Streamlining asset geometry and texture resolution to reduce memory usage and render times
- ✓ Conducting performance tests and troubleshooting issues related to asset optimisation and rendering performance

Key Task 6:

Collaborating with art directors and supervisors to achieve artistic and technical goals

Associated activities

- ✓ Participating in regular meetings and reviews to discuss project requirements, progress, and creative feedback
- ✓ Communicating effectively with art directors and supervisors to understand their vision and objectives for the environment
- ✓ Incorporating feedback and revisions into environmental designs to align with project goals and artistic direction

Key Task 7:

Iterating on designs based on feedback and artistic direction

Associated activities

- ✓ Revising environmental assets and designs based on feedback from stakeholders, including art directors, supervisors, and clients
- ✓ Experimenting with different approaches and iterations to explore creative possibilities and address critiques
- ✓ Maintaining flexibility and adaptability in response to evolving project needs and changing artistic direction

Key Task 8:

Maintaining an organised asset library and adhering to file management protocols

Associated activities

- ✓ Organising environmental assets and project files according to established naming conventions and directory structures
- ✓ Documenting asset creation processes and technical specifications for reference and archival purposes
- ✓ Collaborating with production coordinators and asset managers to ensure proper version control and file sharing workflows

Competencies Required

Core Competencies	Technical Competencies		Leadership Competencies	Personal Development Competencies
Adaptability to Change	VFX Pipeline		Leading Teams	Continuous Learning and Improvement
Communication	VFX Software Suites		Managing Budgets	Industry Knowledge
Decision Making	Knowledge of Photography and Cinematography		Managing People	Managing Self & Resilience (Wellbeing)
Managing Deadlines	Rigging		Mentoring and Coaching	Self-Awareness
Problem Solving	2D	Compositing Software	Strategic Thinking	Working as a Freelancer/ Self-Employed
Quality Oriented	3D	Digital Sculpting Software	Working Inclusively	Working Under Pressure
Time, Task and Resource Management	3D	Lighting Techniques		
Working Collaboratively	3D	Rendering Engines		
Working Independently	3D	Shading and Material Creation		
	3D	Texture Mapping		
	3D	3D Modelling and Animation Software		
	3D	Groom Techniques		

Environment Supervisor

Role Summary:

An Environment Supervisor in the VFX industry oversees the creation and management of digital environments used in visual effects productions. They lead a team of artists responsible for modelling, texturing, and lighting environments such as landscapes, cityscapes, and interiors. Environment Supervisors collaborate closely with other department heads to ensure that environments meet project requirements and adhere to established quality standards.

Key Tasks:

1. Leading and managing the environment team to deliver high-quality digital environments on time and within budget
2. Providing artistic direction and technical guidance to artists to ensure environments meet creative and technical requirements
3. Collaborating with production and department heads to define environment requirements and priorities
4. Conducting reviews and approvals of environment work-in-progress to ensure adherence to quality standards
5. Mentoring and training artists to enhance their skills and foster professional growth within the team
6. Overseeing the development and implementation of environment pipelines, tools, and workflows

Task statements

Key Task 1:

Leading and managing the environment team to deliver high-quality digital environments on time and within budget

Associated activities

- ✓ Assigns tasks and schedules to environment artists based on project priorities and deadlines
- ✓ Monitors progress and performance of the environment team to ensure project milestones are met
- ✓ Provides guidance and support to artists to overcome challenges and obstacles during production
- ✓ Conducts regular team meetings and reviews to track progress, address concerns, and celebrate achievements
- ✓ Collaborates with production management to allocate resources and budget effectively

Key Task 2:

Providing artistic direction and technical guidance to artists to ensure environments meet creative and technical requirements

Associated activities

- ✓ Sets artistic goals and performance standards for environment creation based on project requirements
- ✓ Reviews environment work-in-progress to assess quality, consistency, and adherence to design specifications
- ✓ Provides constructive feedback and direction to artists to address creative and technical issues
- ✓ Collaborates with production designers and supervisors to refine environment designs and concepts
- ✓ Ensures that environments meet technical specifications and requirements for integration into the production pipeline

Key Task 3:

Collaborating with production and department heads to define environment requirements and priorities

Associated activities

- ✓ Participates in pre-production meetings to define environment requirements, goals, and objectives
- ✓ Works closely with production designers, directors, and department heads to establish environment priorities
- ✓ Develops environment lists, schedules, and delivery plans based on project timelines and milestones
- ✓ Communicates environment requirements and expectations to the environment team to ensure alignment with project vision
- ✓ Adjusts environment priorities and schedules as needed based on production changes and client feedback

Key Task 4:

Conducting reviews and approvals of environment work-in-progress to ensure adherence to quality standards

Associated activities

- ✓ Reviews environment models, textures, and lighting setups to evaluate accuracy, detail, and overall quality
- ✓ Provides detailed feedback and revisions to artists to address design, composition, and lighting issues
- ✓ Ensures consistency and continuity across environment sets within a project or series
- ✓ Approves final environments for delivery based on established criteria and client expectations
- ✓ Collaborates with lighting, compositing, and other departments to integrate environments into the production pipeline

Key Task 5:

Mentoring and training artists to enhance their skills and foster professional growth within the team

Associated activities

- ✓ Identifies strengths and areas for improvement for individual artists within the team
- ✓ Provides personalised coaching, mentorship, and support to help artists develop their skills and achieve their career goals
- ✓ Facilitates training sessions, workshops, and skill-building exercises to enhance environment creation techniques and workflows
- ✓ Encourages collaboration and knowledge-sharing among team members to promote continuous learning and development
- ✓ Recognises and rewards exceptional performance and contributions from artists

Key Task 6 :

Overseeing the development and implementation of environment pipelines, tools, and workflows

Associated activities

- ✓ Collaborates with technical directors and software developers to design and optimise environment pipelines and workflows
- ✓ Identifies opportunities for automation and process improvement to streamline environment production
- ✓ Tests and evaluates new environment creation tools, plugins, and techniques to enhance efficiency and quality
- ✓ Provides feedback and recommendations to the technical team to address workflow bottlenecks and technical challenges
- ✓ Ensures that environment pipelines are scalable, reliable, and compatible with other production systems

Competencies Required

Core Competencies	Technical Competencies		Leadership Competencies	Personal Development Competencies
Adaptability to Change	VFX Pipeline		Leading Teams	Continuous Learning and Improvement
Communication	VFX Software Suites		Managing Budgets	Industry Knowledge
Decision Making	Knowledge of Photography and Cinematography		Managing People	Managing Self & Resilience (Wellbeing)
Managing Deadlines	Rigging		Mentoring and Coaching	Self-Awareness
Problem Solving	2D	Compositing Software	Strategic Thinking	Working as a Freelancer/ Self-Employed
Quality Oriented	3D	Digital Sculpting Software	Working Inclusively	Working Under Pressure
Time, Task and Resource Management	3D	Lighting Techniques		
Working Collaboratively	3D	Rendering Engines		
Working Independently	3D	Shading and Material Creation		
	3D	Texture Mapping		
	3D	3D Modelling and Animation Software		
	3D	Groom Techniques		

FX Artist

Role Summary:

An FX (Effects) Artist specialises in creating various visual effects, such as explosions, fire, smoke, water, and magical effects, for film, television, and other visual media projects. They use a combination of artistic creativity and technical skills to simulate realistic or fantastical phenomena, enhancing the visual storytelling and cinematic experience.

Key Tasks:

1. Designing and creating dynamic visual effects for scenes
2. Developing custom simulations and particle systems
3. Integrating effects seamlessly into shots and sequences
4. Collaborating with other departments to achieve the desired look and feel
5. Optimising effects for efficiency and rendering performance
6. Testing and troubleshooting effects to ensure quality and realism
7. Staying updated on industry trends and new techniques

Task statements

Key Task 1:

Designing and creating dynamic visual effects for scenes

Associated activities

- ✓ Analysing script and storyboard requirements to determine the necessary effects
- ✓ Developing concepts and designs for various visual effects elements
- ✓ Creating simulations and animations to bring effects to life
- ✓ Iterating on effects based on feedback from supervisors and directors

Key Task 2:

Developing custom simulations and particle systems

Associated activities

- ✓ Building custom simulations for complex effects like fire, smoke, and explosions
- ✓ Creating particle systems for elements such as sparks, debris, and magical effects
- ✓ Adjusting simulation parameters to achieve desired behaviour and aesthetics
- ✓ Experimenting with different techniques and tools to achieve unique effects

Key Task 3:

Integrating effects seamlessly into shots and sequences

Associated activities

- ✓ Collaborating with compositors and other artists to integrate effects into live-action footage
- ✓ Matching lighting, colour, and perspective to ensure seamless integration
- ✓ Adjusting timing and behaviour of effects to match the action and pacing of the scene
- ✓ Providing rendered elements and passes to compositors for final integration

Key Task 4:

Collaborating with other departments to achieve the desired look and feel

Associated activities

- ✓ Communicating with directors, supervisors, and other artists to understand project requirements
- ✓ Collaborating with animators, lighting artists, and modellers to achieve cohesive visuals
- ✓ Incorporating feedback and revisions to meet artistic and technical standards
- ✓ Attending dailies and reviews to present work and receive feedback

Key Task 5:

Optimising effects for efficiency and rendering performance

Associated activities

- ✓ Streamlining effect workflows to improve efficiency and productivity
- ✓ Optimising effect settings and parameters for faster processing and rendering times
- ✓ Implementing caching and pre-computation techniques to optimise effect playback
- ✓ Collaborating with technical teams to identify and resolve performance bottlenecks

Key Task 6:

Testing and troubleshooting effects to ensure quality and realism

Associated activities

- ✓ Conducting thorough testing of effects to identify issues and areas for improvement
- ✓ Debugging effect errors and glitches to maintain quality standards
- ✓ Iteratively refining effects based on feedback and testing results
- ✓ Documenting effect processes and solutions for future reference and knowledge sharing

Key Task 7 :

Staying updated on industry trends and new techniques

Associated activities

- ✓ Researching industry trends, software updates, and new techniques in visual effects
- ✓ Attending workshops, conferences, and training sessions to expand skills and knowledge
- ✓ Experimenting with new tools and workflows to improve efficiency and quality
- ✓ Sharing knowledge and insights with colleagues to foster a culture of learning and innovation

Competencies Required

Core Competencies	Technical Competencies		Leadership Competencies	Personal Development Competencies
Adaptability to Change	VFX Pipeline		Leading Teams	Continuous Learning and Improvement
Communication	VFX Software Suites		Managing Budgets	Industry Knowledge
Decision Making	Knowledge of Photography and Cinematography		Managing People	Managing Self & Resilience (Wellbeing)
Managing Deadlines	Rigging		Mentoring and Coaching	Self-Awareness
Problem Solving	2D	Compositing Software	Strategic Thinking	Working as a Freelancer/ Self-Employed
Quality Oriented	3D	Digital Sculpting Software	Working Inclusively	Working Under Pressure
Time, Task and Resource Management	3D	Lighting Techniques		
Working Collaboratively	3D	Rendering Engines		
Working Independently	3D	Shading and Material Creation		
	3D	Texture Mapping		
	3D	3D Modelling and Animation Software		
	3D	Groom Techniques		

Head of Department (2D or 3D)

Role Summary:

The Head of Department (HOD) for 2D or 3D is a senior leadership role responsible for overseeing the creative and technical output of their respective department within a VFX studio. The HOD ensures that all projects meet the highest quality standards while staying within budget and on schedule. This role involves managing a team of artists, coordinating with other departments, and contributing to the strategic direction of the studio. The HOD serves as a mentor and guide for their team, fostering an environment of continuous improvement, creativity, and collaboration.

Key Tasks:

1. Team Leadership and Management
2. Project Oversight and Quality Control
3. Strategic Planning and Departmental Growth
4. Cross-Departmental Collaboration
5. Client Interaction and Relationship Management
6. Technical Oversight and Workflow Optimisation
7. Recruitment and Talent Acquisition
8. Continuous Learning and Development

Task statements

Key Task 1:

Team leadership and management

Associated activities

- ✓ Provide strong leadership, guiding the 2D or 3D team in achieving project goals and maintaining high standards of work
- ✓ Offer mentorship and professional development opportunities to team members, helping them grow their skills and careers
- ✓ Manage the allocation of resources, including assigning tasks and projects to the appropriate artists based on their strengths and availability
- ✓ Conduct regular performance evaluations, providing constructive feedback and setting goals for improvement

Key Task 2:

Project oversight and quality control

Associated activities

- ✓ Oversee the creative and technical execution of all 2D or 3D projects, ensuring they align with the client's vision and studio standards
- ✓ Implement and maintain quality control processes to ensure that all work meets the required standards before delivery
- ✓ Regularly review work in progress, providing detailed feedback to ensure that final outputs are of the highest quality
- ✓ Address and resolve any technical or creative issues that arise during production, ensuring minimal disruption to timelines

Key Task 3:

Strategic planning and departmental growth

Associated activities

- ✓ Contribute to the long-term strategic planning of the department, setting goals that align with the studio's overall vision and objectives
- ✓ Identify opportunities for growth, such as adopting new technologies, improving workflows, or expanding the department's capabilities
- ✓ Manage the department's budget, ensuring that resources are used efficiently and projects are delivered within financial constraints
- ✓ Encourage innovation within the department by promoting the exploration of new techniques, tools, and methodologies

Key Task 4:

Cross-departmental collaboration

Associated activities

- ✓ Work closely with other HODs and departments, such as production, VFX supervision, and client services, to ensure cohesive project delivery
- ✓ Ensure clear and consistent communication between the 2D or 3D department and other departments, fostering a collaborative working environment
- ✓ Align departmental goals with the overall objectives of the studio, ensuring that all departments work together towards common outcomes
- ✓ Mediate any conflicts that arise between departments, ensuring that issues are resolved quickly and effectively

Key Task 5:

Client interaction and relationship management

Associated activities

- ✓ Engage with clients to understand their vision and requirements, ensuring that the department delivers work that exceeds their expectations
- ✓ Provide regular updates to clients on the progress of projects, addressing any concerns and ensuring that their feedback is incorporated
- ✓ Lead client presentations and reviews, clearly communicating the department's work and how it aligns with the project's goals
- ✓ Build and maintain strong relationships with clients, contributing to the studio's reputation for excellence and reliability

Key Task 6:

Technical oversight and workflow optimisation

Associated activities

- ✓ Ensure that the technical processes within the department are efficient, reliable, and up to date with industry standards
- ✓ Promote the adoption of best practices in workflows, ensuring that the department operates at peak efficiency
- ✓ Address any technical challenges that arise, working with the team to find effective solutions that do not compromise quality
- ✓ Evaluate and implement new software, tools, and technologies that can enhance the department's output and efficiency

Key Task 7:

Recruitment and talent acquisition

Associated activities

- ✓ Assess the department's staffing needs based on project requirements and long-term goals
- ✓ Lead the recruitment process, identifying and attracting top talent to join the department
- ✓ Oversee the onboarding process for new hires, ensuring they are integrated smoothly into the team and understand the studio's workflows and standards
- ✓ Develop strategies to retain top talent, creating a work environment that supports growth, creativity, and job satisfaction

Key Task 8:

Continuous learning and development

Associated activities

- ✓ Encourage team members to pursue professional development opportunities, such as training courses, workshops, and industry events
- ✓ Keep up to date with the latest industry trends, tools, and techniques, ensuring that the department remains competitive
- ✓ Facilitate the sharing of knowledge and expertise within the team, creating a culture of continuous learning and improvement
- ✓ Implement feedback mechanisms that allow team members to continuously improve their skills and workflows based on real-time insights

Competencies Required

Core Competencies	Technical Competencies		Leadership Competencies	Personal Development Competencies
Adaptability to Change	VFX Pipeline		Leading Teams	Continuous Learning and Improvement
Communication	VFX Software Suites		Managing Budgets	Industry Knowledge
Decision Making	Knowledge of Photography and Cinematography		Managing People	Managing Self & Resilience (Wellbeing)
Managing Deadlines	Rigging		Mentoring and Coaching	Self-Awareness
Problem Solving	2D	Compositing Software	Strategic Thinking	Working as a Freelancer/ Self-Employed
Quality Oriented	3D	Digital Sculpting Software	Working Inclusively	Working Under Pressure
Time, Task and Resource Management	3D	Lighting Techniques		
Working Collaboratively	3D	Rendering Engines		
Working Independently	3D	Shading and Material Creation		
	3D	Texture Mapping		
	3D	3D Modelling and Animation Software		
	3D	Groom Techniques		



Layout Artist

Role Summary:

A Layout Artist in the VFX industry is responsible for establishing the foundational elements of a shot or sequence based on the storyboard and director's vision. They create the initial layout for scenes, including camera placement, character staging, and basic blocking of movement. Layout artists ensure that the composition and framing of each shot align with the overall visual style and narrative flow of the project.

Key Tasks:

1. Translating storyboard sequences into 3D layout environments
2. Establishing camera placement and composition for each shot
3. Blocking out character movements and interactions within the scene
4. Collaborating with other departments to ensure technical and creative feasibility
5. Iterating on layout designs based on feedback from supervisors and directors
6. Maintaining consistency and continuity across sequences and shots
7. Providing support and assistance to other artists and production teams as needed

Task statements

Key Task 1:

Translating storyboard sequences into 3D layout environments

Associated activities

- ✓ Analysing storyboard panels to understand the key beats and visual storytelling elements of each sequence
- ✓ Building 3D environments and sets based on storyboard sketches and concept art
- ✓ Ensuring that layout designs accurately represent the spatial relationships and scale of the scene

Key Task 2:

Establishing camera placement and composition for each shot

Associated activities

- ✓ Choosing appropriate camera angles and lenses to convey the desired mood and perspective
- ✓ Blocking out camera movement and framing to capture the action and emotion of the scene
- ✓ Adjusting camera settings and parameters to achieve the desired depth of field and focal length

Key Task 3:

Blocking out character movements and interactions within the scene

Associated activities

- ✓ Positioning and staging characters within the environment to establish their relationships and dynamics
- ✓ Blocking basic character animations and movements to establish timing and pacing
- ✓ Collaborating with animators to ensure that character performances align with the layout and storyboard requirements

Key Task 4:

Collaborating with other departments to ensure technical and creative feasibility

Associated activities

- ✓ Communicating with lighting, modelling, and effects teams to address technical considerations and limitations
- ✓ Consulting with supervisors and directors to ensure that layout designs meet creative objectives and narrative requirements
- ✓ Resolving any conflicts or issues that arise during the layout process through collaboration and problem-solving

Key Task 5:

Iterating on layout designs based on feedback from supervisors and directors

Associated activities

- ✓ Soliciting feedback from supervisors and directors on layout designs and incorporating their notes and revisions
- ✓ Making adjustments to camera angles, character placement, and scene composition based on feedback to improve the overall visual storytelling
- ✓ Presenting revised layout designs for review and approval in a timely manner

Key Task 6:

Maintaining consistency and continuity across sequences and shots

Associated activities

- ✓ Ensuring that layout designs adhere to established style guides and continuity rules
- ✓ Tracking changes and updates to layout designs to ensure consistency throughout the production pipeline
- ✓ Collaborating with layout leads and supervisors to establish and maintain best practices for layout consistency

Key Task 7 :

Providing support and assistance to other artists and production teams as needed

Associated activities

- ✓ Assisting with scene assembly and file organisation to streamline the hand-off process between departments
- ✓ Offering guidance and mentorship to junior layout artists and interns
- ✓ Collaborating with other production teams to troubleshoot technical issues and optimise workflow efficiency
- ✓ Adapting to changing project requirements and priorities by providing flexible and proactive support to the broader production team

Competencies Required

Core Competencies	Technical Competencies		Leadership Competencies	Personal Development Competencies
Adaptability to Change	VFX Pipeline		Leading Teams	Continuous Learning and Improvement
Communication	VFX Software Suites		Managing Budgets	Industry Knowledge
Decision Making	Knowledge of Photography and Cinematography		Managing People	Managing Self & Resilience (Wellbeing)
Managing Deadlines	Rigging		Mentoring and Coaching	Self-Awareness
Problem Solving	2D	Compositing Software	Strategic Thinking	Working as a Freelancer/ Self-Employed
Quality Oriented	3D	Digital Sculpting Software	Working Inclusively	Working Under Pressure
Time, Task and Resource Management		Lighting Techniques		
Working Collaboratively		Rendering Engines		
Working Independently		Shading and Material Creation		
		Texture Mapping		
		3D Modelling and Animation Software		
		Groom Techniques		

Layout Supervisor

Role Summary:

A Layout Supervisor in the VFX industry oversees the layout department, which is responsible for staging scenes and defining camera movements to establish the foundation for animation and visual effects. They lead a team of layout artists, providing artistic direction, technical guidance, and support throughout the layout process. Layout Supervisors collaborate closely with directors, cinematographers, and other department heads to translate creative vision into effective camera work and scene composition.

Key Tasks:

1. Leading and managing the layout team to deliver high-quality scene layouts and camera work on time and within budget
2. Providing artistic direction and technical guidance to layout artists to ensure scenes are staged effectively and creatively
3. Collaborating with directors and cinematographers to establish shot compositions, camera movements, and scene blocking
4. Conducting reviews and approvals of layout work-in-progress to ensure adherence to creative and technical standards
5. Mentoring and training layout artists to enhance their skills and foster professional growth within the team
6. Overseeing the development and implementation of layout pipelines, tools, and workflows
7. Communicating with clients and stakeholders to address project requirements, feedback, and concerns

Task statements

Key Task 1:

Leading and managing the layout team to deliver high-quality scene layouts and camera work on time and within budget

Associated activities

- ✓ Analysing storyboard panels to understand the key beats and visual storytelling elements of each sequence
- ✓ Monitors progress and performance of the layout team to ensure project milestones are met
- ✓ Provides guidance and support to layout artists to overcome challenges and obstacles during production
- ✓ Conducts regular team meetings and reviews to track progress, address concerns, and celebrate achievement
- ✓ Collaborates with production management to allocate resources and budget effectively

Key Task 2:

Providing artistic direction and technical guidance to layout artists to ensure scenes are staged effectively and creatively

Associated activities

- ✓ Sets artistic goals and performance standards for scene layouts and camera work based on project requirements
- ✓ Reviews layout work-in-progress to assess composition, framing, and camera movement
- ✓ Provides constructive feedback and direction to layout artists to address creative and technical issues
- ✓ Collaborates with directors and cinematographers to refine shot compositions and scene blocking
- ✓ Encourages creativity and innovation within the layout team while maintaining project objectives

Key Task 3:

Collaborating with directors and cinematographers to establish shot compositions, camera movements, and scene blocking

Associated activities

- ✓ Participates in pre-production meetings to define layout requirements, goals, and objectives
- ✓ Works closely with directors and cinematographers to develop shot lists, storyboards, and animatics
- ✓ Establishes shot compositions, camera movements, and scene blocking based on creative vision and storytelling objectives
- ✓ Communicates layout requirements and expectations to the layout team to ensure alignment with project vision
- ✓ Adjusts shot compositions and scene blocking as needed based on director feedback and project revisions

Key Task 4:

Conducting reviews and approvals of layout work-in-progress to ensure adherence to creative and technical standards

Associated activities

- ✓ Reviews layout blocking, camera angles, and scene compositions to evaluate effectiveness and continuity
- ✓ Provides detailed feedback and revisions to layout artists to address creative direction, continuity, and storytelling
- ✓ Ensures consistency and continuity across layout sequences within a project or series, resolving any conflicts or issues
- ✓ Approves final layout sequences for delivery based on established criteria and client expectations
- ✓ Collaborates with animators and other departments to integrate layout sequences into the production pipeline

Key Task 5:

Mentoring and training layout artists to enhance their skills and foster professional growth within the team

Associated activities

- ✓ Identifies strengths and areas for improvement for individual layout artists within the team
- ✓ Provides personalised coaching, mentorship, and support to help layout artists develop their skills and achieve their career goals
- ✓ Facilitates training sessions, workshops, and skill-building exercises to enhance layout techniques and workflows
- ✓ Encourages collaboration and knowledge-sharing among team members to promote continuous learning and development
- ✓ Recognises and rewards exceptional performance and contributions from layout artists

Key Task 6:

Overseeing the development and implementation of layout pipelines, tools, and workflows

Associated activities

- ✓ Collaborates with technical directors and software developers to design and optimise layout pipelines and workflows
- ✓ Identifies opportunities for automation and process improvement to streamline layout production
- ✓ Tests and evaluates new layout tools, plugins, and techniques to enhance efficiency and quality
- ✓ Provides feedback and recommendations to the technical team to address workflow bottlenecks and technical challenges
- ✓ Ensures that layout pipelines are scalable, reliable, and compatible with other production systems

Key Task 7 :

Communicating with clients and stakeholders to address project requirements, feedback, and concerns

Associated activities

- ✓ Attends client meetings and presentations to discuss layout goals, progress, and deliverables
- ✓ Acts as a primary point of contact for clients and stakeholders to address layout-related inquiries, feedback, and revisions
- ✓ Provides regular updates and status reports to clients and stakeholders to keep them informed of project progress
- ✓ Negotiates contracts, budgets, and timelines with clients and vendors to ensure compliance with project requirements
- ✓ Addresses client feedback and requests in a timely and professional manner to maintain positive relationships

Competencies Required

Core Competencies	Technical Competencies		Leadership Competencies	Personal Development Competencies
Adaptability to Change	VFX Pipeline		Leading Teams	Continuous Learning and Improvement
Communication	VFX Software Suites		Managing Budgets	Industry Knowledge
Decision Making	Knowledge of Photography and Cinematography		Managing People	Managing Self & Resilience (Wellbeing)
Managing Deadlines	Rigging		Mentoring and Coaching	Self-Awareness
Problem Solving	2D	Compositing Software	Strategic Thinking	Working as a Freelancer/ Self-Employed
Quality Oriented	3D	Digital Sculpting Software	Working Inclusively	Working Under Pressure
Time, Task and Resource Management	3D	Lighting Techniques		
Working Collaboratively	3D	Rendering Engines		
Working Independently	3D	Shading and Material Creation		
	3D	Texture Mapping		
	3D	3D Modelling and Animation Software		
	3D	Groom Techniques		

Lead Compositor

Role Summary:

The Lead Compositor is a senior expert role responsible for overseeing and executing the compositing process to integrate various visual elements into a cohesive and high-quality final image. This role requires extensive experience in compositing software, a deep understanding of VFX pipelines, and the ability to lead a team of compositors. The Lead Compositor collaborates closely with other departments, such as lighting, CG, and VFX supervision, to ensure that all visual elements are seamlessly integrated and meet the project's creative and technical standards

Key Tasks:

1. Supervise Compositing Team
2. Collaborate with Other Departments
3. Execute High-Level Compositing Tasks
4. Ensure Technical Compliance
5. Quality Control
6. Stay Current with Industry Trends

Task statements

Key Task 1:

Supervise Compositing Team

Associated activities

- ✓ Lead and mentor a team of compositors, providing guidance on best practices, techniques, and software usage
- ✓ Review and approve the work of junior and mid-level compositors, ensuring that it meets the project's quality standards
- ✓ Foster a collaborative and positive work environment, encouraging creativity and innovation within the team

Key Task 2:

Collaborate with Other Departments

Associated activities

- ✓ Work closely with the CG, lighting, and VFX supervision teams to ensure that all visual elements are integrated seamlessly
- ✓ Communicate effectively with other departments to align on creative vision and technical requirements
- ✓ Provides constructive feedback and direction to layout artists to address creative and technical issues
- ✓ Participate in dailies and review sessions, providing feedback and making necessary adjustments to achieve the desired outcome

Key Task 3:

Execute High-Level Compositing Tasks

Associated activities

- ✓ Perform complex compositing tasks, including keying, roto, tracking, colour correction, and integrating 2D and 3D elements
- ✓ Solve technical and creative challenges in compositing, ensuring the final output is of the highest quality
- ✓ Utilise advanced compositing techniques to enhance visual storytelling and achieve the project's artistic goals

Key Task 4:

Ensure Technical Compliance

Associated activities

- ✓ Ensure that all compositing work adheres to the technical specifications and requirements of the project
- ✓ Implement and maintain efficient workflows and pipelines, optimising performance and productivity
- ✓ Troubleshoot and resolve any technical issues that arise during the compositing process, ensuring minimal disruption to the project timeline

Key Task 5:

Quality Control

Associated activities

- ✓ Conduct final quality checks on all compositing work before delivery, ensuring consistency and adherence to project standards
- ✓ Provide detailed feedback and suggestions for improvement to ensure the highest quality of work is maintained
- ✓ Implement quality control procedures and guidelines to maintain a consistent standard across all compositing tasks

Key Task 6:

Stay Current with Industry Trends

Associated activities

- ✓ Keep up-to-date with the latest developments in compositing software, techniques, and industry trends
- ✓ Share knowledge and insights with the team, encouraging continuous learning and professional development
- ✓ Evaluate and recommend new tools, technologies, and methodologies that can enhance the compositing process

Competencies Required

Core Competencies	Technical Competencies		Leadership Competencies	Personal Development Competencies
Adaptability to Change	VFX Pipeline		Leading Teams	Continuous Learning and Improvement
Communication	VFX Software Suites		Managing Budgets	Industry Knowledge
Decision Making	Knowledge of Photography and Cinematography		Managing People	Managing Self & Resilience (Wellbeing)
Managing Deadlines	Rigging		Mentoring and Coaching	Self-Awareness
Problem Solving	2D	Compositing Software	Strategic Thinking	Working as a Freelancer/ Self-Employed
Quality Oriented	3D	Digital Sculpting Software	Working Inclusively	Working Under Pressure
Time, Task and Resource Management	3D	Lighting Techniques		
Working Collaboratively	3D	Rendering Engines		
Working Independently	3D	Shading and Material Creation		
	3D	Texture Mapping		
	3D	3D Modelling and Animation Software		
	3D	Groom Techniques		

Matchmove Artist

Role Summary:

A Matchmove Artist in the VFX industry is primarily responsible for virtually recreating camera shots and angles to match the physical camera used on set. This process is crucial for integrating different elements into the plate. Matchmove is mainly used to integrate CG elements however the compositing department may also request assistance with tracking complex shots to speed up the compositing process.

Key Tasks:

1. Tracking camera movement and matching CG elements to live-action footage
2. Solving camera and object tracking challenges to achieve accurate integration
3. Collaborating with other departments to ensure alignment with overall project requirements
4. Conducting quality control checks on match moved scenes
5. Refining and fine-tuning matchmoved elements for seamless integration
6. Providing support and assistance to other artists and production teams as needed

Task statements

Key Task 1:

Tracking camera movement and matching CG elements to live-action footage

Associated activities

- ✓ Analysing live-action footage to identify tracking points and features for camera and object tracking
- ✓ Using specialised software tools to track camera movement and create 3D camera solves
- ✓ Integrating CG elements, such as characters, props, and environments, into the live-action scene based on the tracked camera data
- ✓ Adjusting tracking parameters and settings to achieve optimal results and minimize tracking errors

Key Task 2:

Solving camera and object tracking challenges to achieve accurate integration

Associated activities

- ✓ Identifying and troubleshooting tracking issues, such as occlusions, lens distortion, and motion blur
- ✓ Implementing advanced tracking techniques, such as planar tracking or 3D tracking, to overcome difficult tracking scenarios
- ✓ Refining and adjusting track data to ensure smooth and consistent motion throughout the scene
- ✓ Collaborating with supervisors and senior artists to develop creative solutions for complex tracking challenges

Key Task 3:

Collaborating with other departments to ensure alignment with overall project requirements

Associated activities

- ✓ Communicating with supervisors, compositors, and CG artists to understand project specifications and requirements
- ✓ Providing regular updates on tracking progress and coordinating with other departments to meet production deadlines
- ✓ Integrating feedback from other departments to make adjustments and refinements to matchmoved elements
- ✓ Participating in dailies and team meetings to discuss progress, challenges, and potential solutions

Key Task 4:

Conducting quality control checks on match moved scenes

Associated activities

- ✓ Reviewing matchmoved scenes to ensure accuracy, continuity, and visual consistency with the live-action footage
- ✓ Identifying and addressing any discrepancies or errors in camera tracking or object integration
- ✓ Collaborating with supervisors and compositors to address feedback and make necessary revisions
- ✓ Documenting and reporting any issues or concerns related to matchmoving quality and performance

Key Task 5:

Refining and fine-tuning matchmoved elements for seamless integration

Associated activities

- ✓ Adjusting keyframes and animation curves to refine the motion of matchmoved objects and characters
- ✓ Implementing corrective techniques, such as rotoscoping or plate manipulation, to enhance matchmoving accuracy

Key Task 6:

Providing support and assistance to other artists and production teams as needed

Associated activities

- ✓ Offering guidance and mentorship to junior matchmove artists and interns
- ✓ Collaborating with rigging and animation teams to ensure compatibility and consistency between matchmoved elements and character rigs
- ✓ Assisting compositors with troubleshooting and troubleshooting integration issues during the compositing process
- ✓ Adapting to changing project requirements and priorities by providing flexible and proactive support to the broader production team

Competencies Required

Core Competencies	Technical Competencies		Leadership Competencies	Personal Development Competencies
Adaptability to Change	VFX Pipeline		Leading Teams	Continuous Learning and Improvement
Communication	VFX Software Suites		Managing Budgets	Industry Knowledge
Decision Making	Knowledge of Photography and Cinematography		Managing People	Managing Self & Resilience (Wellbeing)
Managing Deadlines	Rigging		Mentoring and Coaching	Self-Awareness
Problem Solving	2D	Compositing Software	Strategic Thinking	Working as a Freelancer/ Self-Employed
Quality Oriented	3D	Digital Sculpting Software	Working Inclusively	Working Under Pressure
Time, Task and Resource Management	3D	Lighting Techniques		
Working Collaboratively	3D	Rendering Engines		
Working Independently	3D	Shading and Material Creation		
	3D	Texture Mapping		
	3D	3D Modelling and Animation Software		
	3D	Groom Techniques		

Matte Painter

Role Summary:

A Matte Painter creates artwork that communicates the creative vision of the designated show's director and art director, in line with the workflow and pipeline needs and to a consistent style and to the quality level required. The Matte Painter produces paintings that convey mood, atmosphere, and depth, supporting specific scenes from the story, and helps visualise the overall look of the project through establishing shots and painted environments.

Key Tasks:

1. Creating matte paintings for the assigned production in the appropriate style
2. Producing concept and matte paintings in conjunction with the director's vision
3. Collaborating with other departments to ensure visual consistency and accuracy
4. Providing support and expertise on matte painting techniques and tools
5. Developing and maintaining a library of reusable matte painting assets
6. Conducting research and gathering visual references for inspiration and accuracy

Task statements

Key Task 1:

Creating matte paintings for the assigned production in the appropriate style

Associated activities

- ✓ Collaborates with the layout department to determine matte painting requirements and locations
- ✓ Creates painted environments and landscapes appropriate for the look of the project
- ✓ Generates establishing shots that help visualise the scene and convey the desired mood and atmosphere
- ✓ Produces concept art that conveys the style, lighting, and tone of the assignment
- ✓ Conducts necessary research on the period, characters, props, and locations to ensure accuracy and authenticity
- ✓ Works with the production coordinator to ensure matte painting assets are delivered on schedule
- ✓ Communicates across departments to ensure all elements are up-to-date and in sync
- ✓ Attends scheduled meetings, interprets critical feedback, and executes desired changes

Key Task 2:

Producing concept and matte paintings in conjunction with the director's vision

Associated activities

- ✓ Follows the director's direction to produce complex matte painted elements at a high standard, with a thorough understanding of perspective, lighting, and colour
- ✓ Brainstorms and develops creative solutions to visualise the director's vision effectively
- ✓ Collaborates closely with the director, art director, and other stakeholders to translate concepts into compelling matte paintings
- ✓ Integrates feedback and revisions into matte paintings to ensure alignment with the project's creative vision
- ✓ Maintains consistency in style, mood, and quality across all matte painting
- ✓ Implements innovative techniques and approaches to enhance the visual impact of matte paintings

Key Task 3:

Collaborating with other departments to ensure visual consistency and accuracy

Associated activities

- ✓ Works closely with the modelling, texturing, and lighting departments to integrate matte paintings seamlessly into the 3D environment
- ✓ Provides guidance and support to other artists on incorporating matte paintings into their work
- ✓ Collaborates with the compositing team to ensure proper integration of matte paintings with live-action footage and CG elements
- ✓ Coordinates with the layout and previs departments to ensure alignment between matte paintings and scene layouts
- ✓ Participates in cross-departmental reviews and feedback sessions to address any issues or concerns related to visual consistency and accuracy

Key Task 4:

Providing support and expertise on matte painting techniques and tools

Associated activities

- ✓ Stays updated on the latest matte painting techniques, tools, and software to enhance skills and productivity
- ✓ Shares knowledge and expertise with colleagues to foster a culture of learning and collaboration
- ✓ Provides training and mentorship to junior matte painters to help them develop their skills and grow in their careers
- ✓ Troubleshoots technical issues and provides solutions to optimise workflow efficiency and quality
- ✓ Collaborates with the technology department to test and implement new tools and workflows for matte painting

Key Task 5:

Developing and maintaining a library of reusable matte painting assets

Associated activities

- ✓ Identifies opportunities to create reusable matte painting elements such as textures, backgrounds, and environment details
- ✓ Organises and catalogues matte painting assets for easy access and retrieval by the production team
- ✓ Establishes naming conventions and metadata standards to facilitate asset management and tracking
- ✓ Collaborates with the asset management team to ensure seamless integration of matte painting assets into the production pipeline
- ✓ Updates and expands the asset library based on feedback and evolving project requirements

Key Task 6:

Conducting research and gathering visual references for inspiration and accuracy

Associated activities

- ✓ Conducts research on historical periods, architectural styles, natural landscapes, and other relevant subjects to inform matte painting design
- ✓ Collects visual references from various sources such as photography, paintings, and films to inspire and guide the creation of matte paintings
- ✓ Collaborates with the art director and production designer to ensure accuracy and authenticity in matte painting designs
- ✓ Analyses reference material to identify key elements and details that can enhance the visual storytelling in matte paintings
- ✓ Incorporates feedback from subject matter experts and stakeholders to refine matte painting designs and ensure alignment with project goals

Competencies Required

Core Competencies	Technical Competencies		Leadership Competencies	Personal Development Competencies
Adaptability to Change	VFX Pipeline		Leading Teams	Continuous Learning and Improvement
Communication	VFX Software Suites		Managing Budgets	Industry Knowledge
Decision Making	Knowledge of Photography and Cinematography		Managing People	Managing Self & Resilience (Wellbeing)
Managing Deadlines	Rigging		Mentoring and Coaching	Self-Awareness
Problem Solving	2D	Compositing Software	Strategic Thinking	Working as a Freelancer/ Self-Employed
Quality Oriented	3D	Digital Sculpting Software	Working Inclusively	Working Under Pressure
Time, Task and Resource Management	3D	Lighting Techniques		
Working Collaboratively	3D	Rendering Engines		
Working Independently	3D	Shading and Material Creation		
	3D	Texture Mapping		
	3D	3D Modelling and Animation Software		
	3D	Groom Techniques		

Modeller (Modeler)

Role Summary:

A Modeller (Modeler) in the VFX industry is responsible for creating detailed 3D models of characters, creatures, props, vehicles, and environmental assets. They use specialised software tools to sculpt, texture, and refine digital models, ensuring they meet the artistic and technical requirements of the project. Modellers collaborate closely with other members of the production team to translate conceptual designs and artistic concepts into tangible digital assets that contribute to the visual storytelling of films, TV shows, or video games.

Key Tasks:

1. Generating high-quality 3D models based on concept art and design specifications
2. Sculpting and detailing character, creature, and prop models with precision and realism
3. Creating efficient topology and UV layouts for optimised model performance
4. Texturing and shading models to achieve realistic surface appearance and material properties
5. Collaborating with art directors and supervisors to ensure models align with artistic vision
6. Iterating on designs and incorporating feedback to refine and enhance model quality
7. Maintaining an organised asset library and adhering to file management protocols

Task statements

Key Task 1:

Generating high-quality 3D models based on concept art and design specifications

Associated activities

- ✓ Analysing concept art and reference materials to understand the visual style and design requirements
- ✓ Translating 2D concept art into accurate and detailed 3D models with proper proportions and anatomy
- ✓ Incorporating storytelling elements and character personality traits into model designs

Key Task 2:

Sculpting and detailing character, creature, and prop models with precision and realism

Associated activities

- ✓ Utilising digital sculpting tools such as ZBrush or Mudbox to sculpt organic and hard- surface models
- ✓ Adding intricate details, wrinkles, and surface textures to enhance model realism and believability
- ✓ Refining model shapes and forms through iterative sculpting passes and adjustments

Key Task 3:

Creating efficient topology and UV layouts for optimised model performance

Associated activities

- ✓ Constructing clean and efficient topology for models to ensure smooth deformations and animation flexibility
- ✓ Unwrapping UV layouts to optimise texture mapping and minimise texture distortion
- ✓ Organising geometry and UV islands to facilitate texture painting and shader application

Key Task 4:

Texturing and shading models to achieve realistic surface appearance and material properties

Associated activities

- ✓ Applying textures and materials to models using industry-standard software like Substance Painter or Mari
- ✓ Painting diffuse, specular, and other texture maps to simulate surface properties such as skin, metal, or fabric
- ✓ Setting up shading networks and material properties to achieve desired surface appearance and light interaction

Key Task 5:

Collaborating with art directors and supervisors to ensure models align with artistic vision

Associated activities

- ✓ Participating in regular reviews and feedback sessions to discuss model progress and revisions
- ✓ Communicating effectively with art directors and supervisors to understand their vision and feedback
- ✓ Implementing design changes and adjustments to models based on artistic direction and project requirements

Key Task 6:

Iterating on designs and incorporating feedback to refine and enhance model quality

Associated activities

- ✓ Revising models based on feedback from stakeholders, including art directors, supervisors, and clients
- ✓ Experimenting with different design iterations and variations to explore creative possibilities
- ✓ Incorporating technical and artistic feedback to improve model quality and visual appeal

Key Task 7:

Maintaining an organised asset library and adhering to file management protocols

Associated activities

- ✓ Organising model assets and project files according to established naming conventions and directory structures
- ✓ Documenting model creation processes and technical specifications for reference and archival purposes
- ✓ Collaborating with production coordinators and asset managers to ensure proper version control and file sharing workflows

Competencies Required

Core Competencies	Technical Competencies		Leadership Competencies	Personal Development Competencies
Adaptability to Change	VFX Pipeline		Leading Teams	Continuous Learning and Improvement
Communication	VFX Software Suites		Managing Budgets	Industry Knowledge
Decision Making	Knowledge of Photography and Cinematography		Managing People	Managing Self & Resilience (Wellbeing)
Managing Deadlines	Rigging		Mentoring and Coaching	Self-Awareness
Problem Solving	2D	Compositing Software	Strategic Thinking	Working as a Freelancer/ Self-Employed
Quality Oriented	3D	Digital Sculpting Software	Working Inclusively	Working Under Pressure
Time, Task and Resource Management	3D	Lighting Techniques		
Working Collaboratively	3D	Rendering Engines		
Working Independently	3D	Shading and Material Creation		
	3D	Texture Mapping		
	3D	3D Modelling and Animation Software		
	3D	Groom Techniques		

Modelling (Modeling) Supervisor

Role Summary:

A Modelling Supervisor oversees the modelling department within a visual effects studio, ensuring that 3D models are created to meet the creative and technical requirements of a project. They lead a team of modellers, provide artistic direction, and maintain the quality and consistency of modelling work throughout production. Modelling Supervisors collaborate closely with other department heads, such as the VFX Supervisor and Art Director, to achieve the desired visual aesthetic and storytelling goals.

Key Tasks:

1. Supervising the modelling team
2. Providing artistic direction and feedback
3. Collaborating with other departments
4. Ensuring technical and creative standards are met
5. Managing resources and schedules
6. Mentoring and developing team members

Task statements

Key Task 1:

Supervising the modelling team

Associated activities

- ✓ Oversee the day-to-day activities of the modelling department
- ✓ Assign tasks and prioritise workloads to meet project deadlines
- ✓ Monitor the progress of modelling tasks and ensure they align with production schedules
- ✓ Conduct regular check-ins and meetings with team members to provide guidance and support

Key Task 2:

Providing artistic direction and feedback

Associated activities

- ✓ Review concept art, design briefs, and reference materials with the modelling team
- ✓ Provide clear artistic direction and guidance on modelling techniques and workflows
- ✓ Offer constructive feedback on model topology, proportions, and level of detail
- ✓ Encourage creativity and innovation while ensuring consistency with the project's visual style

Key Task 3:

Collaborating with other departments

Associated activities

- ✓ Work closely with the VFX Supervisor, Art Director, and other department heads to align modelling work with the overall creative vision of the project
- ✓ Coordinate with rigging, texturing, and animation departments to ensure seamless integration of 3D assets
- ✓ Address any cross-departmental issues or dependencies that may arise during production

Key Task 4:

Ensuring technical and creative standards are met

Associated activities

- ✓ Define and enforce modelling standards, best practices, and quality benchmarks
- ✓ Perform regular reviews of 3D models to ensure they meet technical specifications and creative requirements
- ✓ Troubleshoot and resolve any technical challenges related to modelling pipelines or software tools
- ✓ Stay informed about industry trends, software updates, and emerging technologies related to 3D modelling

Key Task 5:

Managing resources and schedules

Associated activities

- ✓ Allocate resources effectively to meet project milestones and deliverables
- ✓ Create and maintain production schedules for the modelling department
- ✓ Anticipate and mitigate potential risks or delays that may impact modelling deliverables
- ✓ Communicate any changes to project scope, deadlines, or resource requirements to stakeholders

Key Task 6:

Mentoring and developing team members

Associated activities

- ✓ Provide guidance, training, and mentorship to junior modellers to help them improve their skills and grow professionally
- ✓ Identify opportunities for skill development and career advancement within the modelling team
- ✓ Foster a collaborative and supportive work environment where team members feel empowered to contribute ideas and feedback
- ✓ Recognise and reward achievements and contributions from team members to boost morale and motivation

Competencies Required

Core Competencies	Technical Competencies		Leadership Competencies	Personal Development Competencies
Adaptability to Change	VFX Pipeline		Leading Teams	Continuous Learning and Improvement
Communication	VFX Software Suites		Managing Budgets	Industry Knowledge
Decision Making	Knowledge of Photography and Cinematography		Managing People	Managing Self & Resilience (Wellbeing)
Managing Deadlines	Rigging		Mentoring and Coaching	Self-Awareness
Problem Solving	2D	Compositing Software	Strategic Thinking	Working as a Freelancer/ Self-Employed
Quality Oriented	3D	Digital Sculpting Software	Working Inclusively	Working Under Pressure
Time, Task and Resource Management	3D	Lighting Techniques		
Working Collaboratively	3D	Rendering Engines		
Working Independently	3D	Shading and Material Creation		
	3D	Texture Mapping		
	3D	3D Modelling and Animation Software		
	3D	Groom Techniques		

Motion Graphics Designer

Role Summary:

The Motion Graphics Designer in a VFX studio is responsible for creating dynamic and visually engaging motion graphics that enhance storytelling and visual communication. This role involves designing and animating a wide range of elements, including title sequences, lower thirds, transitions, and visual effects that align with the creative vision of the project. The Motion Graphics Designer works closely with other departments to ensure that all motion graphics are integrated seamlessly into the final production. This role requires a strong understanding of design principles, animation techniques, and software tools specific to motion graphics.

Key Tasks:

1. Design and Create Motion Graphics
2. Collaborate with Other Departments
3. Stay Updated on Design Trends and Tools
4. Client Interaction and Feedback
5. Quality Control and Continuous Improvement
6. Innovation and Creative Development

Task statements

Key Task 1:

Design and create motion graphics

Associated activities

- ✓ Develop creative concepts for motion graphics that align with the project's overall aesthetic and narrative
- ✓ Design and create visual elements such as typography, icons, and illustrations that will be animated
- ✓ Use animation software to bring static designs to life, creating smooth and dynamic motion graphics
- ✓ Ensure that all motion graphics maintain visual consistency with the project's style guide and branding

Key Task 2:

Collaborate with other departments

Associated activities

- ✓ Collaborate with editors and composers to integrate motion graphics into live-action footage and other visual elements
- ✓ Work closely with art directors to ensure that motion graphics align with the creative direction and meet the project's visual standards
- ✓ Engage with clients to understand their requirements and provide updates on the progress of motion graphics work
- ✓ Attend dailies and review sessions, receiving feedback and making necessary revisions to improve the quality of motion graphics

Key Task 3:

Stay updated on design trends and tools

Associated activities

- ✓ Stay informed about the latest trends in motion graphics, design, and animation to keep work fresh and innovative
- ✓ Continuously learn and adapt to new software tools and technologies that can enhance the creation of motion graphics
- ✓ Experiment with new techniques and styles in motion graphics, pushing creative boundaries and enhancing skill sets
- ✓ Share insights and knowledge with the team, contributing to a culture of continuous improvement and creativity

Key Task 4:

Client interaction and feedback

Associated activities

- ✓ Engage with clients to fully understand their needs and translate them into visually compelling motion graphics
- ✓ Present motion graphics concepts and drafts to clients, clearly explaining the design choices and how they align with the project's goals
- ✓ Receive and incorporate client feedback, making adjustments to motion graphics to ensure client satisfaction
- ✓ Build and maintain strong relationships with clients, positioning the studio as a trusted provider of high-quality motion graphics

Key Task 5:

Quality control and continuous improvement

Associated activities

- ✓ Conduct thorough quality checks on all motion graphics before delivery, ensuring they meet the highest standards of visual design and animation
- ✓ Continuously refine and optimise workflows to improve the efficiency and quality of motion graphics production
- ✓ Actively seek feedback from colleagues and clients to identify areas for improvement and further development
- ✓ Implement industry best practices in design and animation to maintain a high level of professionalism and quality in all work

Key Task 6:

Innovation and Creative Development

Associated activities

- ✓ Constantly explore new ideas and approaches to motion graphics, staying ahead of industry trends and pushing the creative envelope
- ✓ Develop and apply unique visual styles and techniques that set the studio's work apart from competitors
- ✓ Collaborate with creative directors and other team members to contribute to the overall creative direction of projects
- ✓ Leverage emerging technologies, such as VR/AR and interactive media, to create cutting-edge motion graphics experiences

Competencies Required

Core Competencies	Technical Competencies		Leadership Competencies	Personal Development Competencies
Adaptability to Change	VFX Pipeline		Leading Teams	Continuous Learning and Improvement
Communication	VFX Software Suites		Managing Budgets	Industry Knowledge
Decision Making	Knowledge of Photography and Cinematography		Managing People	Managing Self & Resilience (Wellbeing)
Managing Deadlines	Rigging		Mentoring and Coaching	Self-Awareness
Problem Solving	2D	Compositing Software	Strategic Thinking	Working as a Freelancer/ Self-Employed
Quality Oriented	3D	Digital Sculpting Software	Working Inclusively	Working Under Pressure
Time, Task and Resource Management	3D	Lighting Techniques		
Working Collaboratively	3D	Rendering Engines		
Working Independently	3D	Shading and Material Creation		
	3D	Texture Mapping		
	3D	3D Modelling and Animation Software		
	3D	Groom Techniques		

Rigger

Role Summary:

A Rigger in the VFX industry is responsible for creating and maintaining the skeletal structures (rigs) that enable animation of characters, creatures, and objects in 3D environments. They work closely with animators, modellers, and technical directors to develop rigs that provide realistic movement, deformation, and control over digital assets. Riggers use specialised software tools and scripting languages to design and implement rigging solutions that meet the technical and creative requirements of the production.

Key Tasks:

1. Designing and building character and creature rigs for animation
 2. Developing rigging solutions to simulate realistic deformation and movement
 3. Implementing control systems for character facial expressions and body dynamics
 4. Collaborating with animators to ensure rigs meet animation requirements
 5. Troubleshooting rigging issues and optimising performance for animation
 6. Maintaining rigging standards and documentation for consistency and efficiency
 7. Researching and implementing new rigging techniques and tools
-

Task statements

Key Task 1:

Designing and building character and creature rigs for animation

Associated activities

- ✓ Analysing character designs and anatomy to determine rigging requirements
- ✓ Creating skeletal structures, joints, and control mechanisms for characters and creatures
- ✓ Rigging bipedal, quadrupedal, and other complex character types based on design specifications

Key Task 2:

Developing rigging solutions to simulate realistic deformation and movement

Associated activities

- ✓ Building deformable skinning systems to simulate natural movement and muscle deformation
- ✓ Implementing advanced rigging techniques such as spline-based deformation and corrective blend shapes
- ✓ Integrating secondary motion effects such as cloth simulation, hair dynamics, and jiggle physics

Key Task 3:

Implementing control systems for character facial expressions and body dynamics

Associated activities

- ✓ Designing facial rigs with customisable controls for facial expressions, phoneme shapes, and lip sync
- ✓ Creating body control rigs for manipulating character poses, gestures, and overall body dynamics
- ✓ Incorporating IK/FK switching, constraints, and automation tools for efficient animation workflow

Key Task 4:

Collaborating with animators to ensure rigs meet animation requirements

Associated activities

- ✓ Participating in rigging kick-off meetings to discuss rigging goals and animation needs
- ✓ Providing rig demos and iterations to animators for feedback and testing
- ✓ Addressing animator requests and refining rigs based on animation performance and usability

Key Task 5:

Troubleshooting rigging issues and optimising performance for animation

Associated activities

- ✓ Identifying and resolving rigging errors, artefacts, and performance bottlenecks
- ✓ Conducting rig stress tests and performance profiling to optimise rig efficiency and stability
- ✓ Debugging rigging scripts and tools to ensure compatibility with animation software and pipeline

Key Task 6:

Maintaining rigging standards and documentation for consistency and efficiency

Associated activities

- ✓ Documenting rigging processes, techniques, and best practices for internal reference and knowledge sharing
- ✓ Establishing naming conventions, organisation schemes, and file structures for rigging assets
- ✓ Updating rigging libraries and templates to reflect changes in technology and production requirements

Key Task 7:

Researching and implementing new rigging techniques and tools

Associated activities

- ✓ Staying current with industry trends, software updates, and emerging rigging technologies
- ✓ Experimenting with new rigging tools, plugins, and scripting languages to improve workflow efficiency
- ✓ Collaborating with rigging colleagues and attending conferences/workshops to share knowledge and expertise

Competencies Required

Core Competencies	Technical Competencies		Leadership Competencies	Personal Development Competencies
Adaptability to Change	VFX Pipeline		Leading Teams	Continuous Learning and Improvement
Communication	VFX Software Suites		Managing Budgets	Industry Knowledge
Decision Making	Knowledge of Photography and Cinematography		Managing People	Managing Self & Resilience (Wellbeing)
Managing Deadlines	Rigging		Mentoring and Coaching	Self-Awareness
Problem Solving	2D	Compositing Software	Strategic Thinking	Working as a Freelancer/ Self-Employed
Quality Oriented	3D	Digital Sculpting Software	Working Inclusively	Working Under Pressure
Time, Task and Resource Management		Lighting Techniques		
Working Collaboratively		Rendering Engines		
Working Independently		Shading and Material Creation		
		Texture Mapping		
		3D Modelling and Animation Software		
		Groom Techniques		

Rigging Supervisor

Role Summary:

A Rigging Supervisor in the VFX industry oversees the rigging department responsible for creating skeletal structures and controls for animated characters, creatures, and objects. They lead a team of rigging artists and technical directors to develop efficient and high-quality rigging solutions that meet the creative and technical requirements of the production. Rigging Supervisors collaborate closely with other department heads to ensure that rigged assets integrate seamlessly into the animation pipeline and contribute to the overall success of the project.

Key Tasks:

1. Leading and managing the rigging team to deliver high-quality rigging solutions on time and within budget
 2. Providing artistic direction and technical guidance to rigging artists to ensure rigs meet creative and technical requirements
 3. Collaborating with production and department heads to define rigging requirements and priorities
 4. Conducting reviews and approvals of rigging work-in-progress to ensure adherence to quality standards
 5. Mentoring and training rigging artists to enhance their skills and foster professional growth within the team
 6. Overseeing the development and implementation of rigging pipelines, tools, and workflows
-

Task statements

Key Task 1:

Leading and managing the rigging team to deliver high-quality rigging solutions on time and within budget

Associated activities

- ✓ Assigns tasks and schedules to rigging artists based on project priorities and deadlines
- ✓ Monitors progress and performance of the rigging team to ensure project milestones are met
- ✓ Provides guidance and support to artists to overcome challenges and obstacles during production
- ✓ Conducts regular team meetings and reviews to track progress, address concerns, and celebrate achievements
- ✓ Collaborates with production management to allocate resources and budget effectively

Key Task 2:

Providing artistic direction and technical guidance to rigging artists to ensure rigs meet creative and technical requirements

Associated activities

- ✓ Sets artistic goals and performance standards for rigging based on project requirements
- ✓ Reviews rigging work-in-progress to assess quality, functionality, and adherence to animation needs
- ✓ Provides constructive feedback and direction to artists to address rigging challenges and achieve desired results
- ✓ Collaborates with production designers and supervisors to refine character designs and rigging concepts
- ✓ Ensures that rigs meet technical specifications and requirements for integration into the animation pipeline

Key Task 3:

Collaborating with production and department heads to define rigging requirements and priorities

Associated activities

- ✓ Participates in pre-production meetings to define rigging requirements, goals, and objectives
- ✓ Works closely with animation supervisors, directors, and department heads to establish rigging priorities
- ✓ Develops rigging lists, schedules, and delivery plans based on project timelines and milestones
- ✓ Communicates rigging requirements and expectations to the rigging team to ensure alignment with project vision
- ✓ Adjusts rigging priorities and schedules as needed based on production changes and client feedback

Key Task 4:

Conducting reviews and approvals of rigging work-in-progress to ensure adherence to quality standards

Associated activities

- ✓ Reviews character rigs and technical setups to evaluate functionality, flexibility, and overall quality
- ✓ Provides detailed feedback and revisions to artists to address rigging issues and improve performance
- ✓ Ensures consistency and compatibility of rigs across characters and assets within a project or series
- ✓ Approves final rigs for delivery based on established criteria and animation requirements
- ✓ Collaborates with animation, modelling, and technical departments to integrate rigs into the production pipeline

Key Task 5:

Mentoring and training rigging artists to enhance their skills and foster professional growth within the team

Associated activities

- ✓ Identifies strengths and areas for improvement for individual rigging artists within the team
- ✓ Provides personalised coaching, mentorship, and support to help artists develop their rigging skills and techniques
- ✓ Facilitates training sessions, workshops, and rigging exercises to enhance rigging workflows and best practices
- ✓ Encourages collaboration and knowledge-sharing among team members to promote continuous learning and development
- ✓ Recognises and rewards exceptional performance and contributions from rigging artists

Key Task 6:

Overseeing the development and implementation of rigging pipelines, tools, and workflows

Associated activities

- ✓ Collaborates with technical directors and software developers to design and optimise rigging pipelines and workflows
- ✓ Identifies opportunities for automation and process improvement to streamline rigging production
- ✓ Tests and evaluates new rigging tools, plugins, and techniques to enhance efficiency and quality
- ✓ Provides feedback and recommendations to the technical team to address rigging pipeline bottlenecks and technical challenges
- ✓ Ensures that rigging pipelines are scalable, reliable, and compatible with other production systems

Competencies Required

Core Competencies	Technical Competencies		Leadership Competencies	Personal Development Competencies
Adaptability to Change	VFX Pipeline		Leading Teams	Continuous Learning and Improvement
Communication	VFX Software Suites		Managing Budgets	Industry Knowledge
Decision Making	Knowledge of Photography and Cinematography		Managing People	Managing Self & Resilience (Wellbeing)
Managing Deadlines	Rigging		Mentoring and Coaching	Self-Awareness
Problem Solving	2D	Compositing Software	Strategic Thinking	Working as a Freelancer/ Self-Employed
Quality Oriented	3D	Digital Sculpting Software	Working Inclusively	Working Under Pressure
Time, Task and Resource Management	3D	Lighting Techniques		
Working Collaboratively	3D	Rendering Engines		
Working Independently	3D	Shading and Material Creation		
	3D	Texture Mapping		
	3D	3D Modelling and Animation Software		
	3D	Groom Techniques		

Roto (Rotoscope) & Prep Artist

Role Summary:

The Roto & Prep Artist is responsible for creating detailed mattes (rotoscoping) and performing cleanup tasks to prepare footage for the compositing team. This role requires a high level of precision and an eye for detail, as the work involves isolating elements within live-action footage and removing unwanted elements such as wires, rigs, or other imperfections. The Roto & Prep Artist ensures that the visual integrity of the footage is maintained, allowing for seamless integration of CG elements and final compositing.

Key Tasks:

1. Rotoscoping
2. Cleanup tasks
3. Tracking and stabilisation
4. Collaboration and communication
5. Quality control
6. Continuous improvement

Task statements

Key Task 1:

Rotoscoping

Associated activities

- ✓ Create detailed mattes by tracing over live-action footage to isolate characters, objects, or areas of interest for further compositing work
- ✓ Ensure that rotoscoped elements have clean, accurate edges, especially in complex sequences involving motion blur, hair, or intricate details
- ✓ Collaborate with the compositing team to ensure that mattes integrate seamlessly with other VFX elements

Key Task 2:

Cleanup tasks

Associated activities

- ✓ Perform cleanup tasks on footage, such as removing wires, rigs, tracking markers, or other unwanted elements using techniques like paintwork, 2D tracking, and cloning
- ✓ Ensure that cleaned-up footage maintains the original lighting, texture, and detail to match the surrounding live-action environment
- ✓ Troubleshoot and resolve any issues that arise during cleanup, working closely with supervisors to ensure high-quality results

Key Task 3:

Tracking and stabilisation

Associated activities

- ✓ Apply 2D tracking to ensure that roto and cleanup work adheres accurately to the movement within the footage
- ✓ Use stabilisation techniques to smooth out any unwanted camera movement or jitter that may affect the final composite

Key Task 4:

Collaboration and communication

Associated activities

- ✓ Work closely with the compositing and VFX supervisors to understand the specific requirements of each shot and deliver work that meets those needs
- ✓ Communicate any challenges or potential issues in roto or cleanup tasks to the team, seeking guidance or offering solutions as necessary
- ✓ Participate in dailies and review sessions, receiving and implementing feedback to refine work

Key Task 5:

Quality control

Associated activities

- ✓ Conduct thorough quality checks on all roto and cleanup work before delivery, ensuring consistency and precision across all frames
- ✓ Maintain attention to detail in every task, ensuring that all elements are correctly isolated and cleaned up, ready for the compositing team to use

Key Task 6:

Continuous improvement

Associated activities

- ✓ Stay updated on the latest roto and prep techniques, tools, and software to continually improve the efficiency and quality of work
- ✓ Share knowledge and best practices with other team members, contributing to a collaborative and supportive work environment

Competencies Required

Core Competencies	Technical Competencies		Leadership Competencies	Personal Development Competencies
Adaptability to Change	VFX Pipeline		Leading Teams	Continuous Learning and Improvement
Communication	VFX Software Suites		Managing Budgets	Industry Knowledge
Decision Making	Knowledge of Photography and Cinematography		Managing People	Managing Self & Resilience (Wellbeing)
Managing Deadlines	Rigging		Mentoring and Coaching	Self-Awareness
Problem Solving	2D	Compositing Software	Strategic Thinking	Working as a Freelancer/ Self-Employed
Quality Oriented	3D	Digital Sculpting Software	Working Inclusively	Working Under Pressure
Time, Task and Resource Management		Lighting Techniques		
Working Collaboratively		Rendering Engines		
Working Independently		Shading and Material Creation		
		Texture Mapping		
		3D Modelling and Animation Software		
		Groom Techniques		

Technical Supervisor

Role Summary:

A Technical Supervisor in the VFX industry is responsible for overseeing the technical aspects of production, ensuring that workflows, pipelines, and tools support the creative and operational needs of the studio. They lead a team of technical artists and developers, manage infrastructure and software solutions, and provide technical expertise to support the execution of visual effects projects.

Key Tasks:

1. Managing technical operations
2. Developing and optimising workflows
3. Providing technical support and troubleshooting
4. Researching and implementing new technologies
5. Collaborating with department heads and production teams
6. Mentoring and training technical staff

Task statements

Key Task 1:

Managing technical operations

Associated activities

- ✓ Oversee the day-to-day technical operations of the studio, including render farm management, data storage, and network infrastructure
- ✓ Ensure that hardware and software systems are properly maintained and updated to support production needs
- ✓ Monitor system performance and scalability to optimise resource utilisation and efficiency

Key Task 2:

Developing and optimising workflows

Associated activities

- ✓ Evaluate existing workflows and identify areas for improvement or optimisation
- ✓ Work with department heads and production teams to design and implement efficient pipelines for asset creation, rendering, and compositing
- ✓ Automate repetitive tasks and streamline processes to increase productivity and reduce turnaround times

Key Task 3:

Providing technical support and troubleshooting

Associated activities

- ✓ Serve as a primary point of contact for technical issues and inquiries from production teams
- ✓ Diagnose and resolve software bugs, performance bottlenecks, and other technical challenges
- ✓ Provide training and documentation to help users troubleshoot common issues and optimise their workflows

Key Task 4:

Researching and implementing new technologies

Associated activities

- ✓ Stay up-to-date with industry trends, emerging technologies, and best practices in VFX production
- ✓ Research and evaluate new software tools, plugins, and hardware solutions to improve workflow efficiency and quality
- ✓ Lead pilot projects to test and validate the feasibility of integrating new technologies into existing pipelines

Key Task 5:

Collaborating with department heads and production teams

Associated activities

- ✓ Work closely with department heads, including VFX Supervisors, Art Directors, and Production Managers, to align technical solutions with creative and operational objectives
- ✓ Participate in production meetings, reviews, and planning sessions to provide technical input and support
- ✓ Foster collaboration and communication between technical and creative teams to ensure smooth production workflows

Key Task 6:

Mentoring and training technical staff

Associated activities

- ✓ Provide guidance, mentorship, and professional development opportunities to technical artists and developers
- ✓ Conduct regular performance evaluations and goal-setting sessions to support the growth and career advancement of team members
- ✓ Organise workshops, training sessions, and knowledge-sharing initiatives to enhance the technical skills and expertise of the team

Competencies Required

Core Competencies	Technical Competencies		Leadership Competencies	Personal Development Competencies
Adaptability to Change	VFX Pipeline		Leading Teams	Continuous Learning and Improvement
Communication	VFX Software Suites		Managing Budgets	Industry Knowledge
Decision Making	Knowledge of Photography and Cinematography		Managing People	Managing Self & Resilience (Wellbeing)
Managing Deadlines	Rigging		Mentoring and Coaching	Self-Awareness
Problem Solving	2D	Compositing Software	Strategic Thinking	Working as a Freelancer/ Self-Employed
Quality Oriented	3D	Digital Sculpting Software	Working Inclusively	Working Under Pressure
Time, Task and Resource Management	3D	Lighting Techniques		
Working Collaboratively	3D	Rendering Engines		
Working Independently	3D	Shading and Material Creation		
	3D	Texture Mapping		
	3D	3D Modelling and Animation Software		
	3D	Groom Techniques		

Texture Artist

Role Summary:

A Texture Artist, also known as a Texturing Artist, is responsible for creating high-quality textures and shaders for 3D models used in visual effects projects. They work closely with modellers, surfacing artists, and other team members to ensure that textures accurately represent the desired look and feel of objects, characters, and environments in a scene. Texture Artists utilise various software tools and techniques to paint textures, apply materials, and achieve realistic surface details.

Key Tasks:

1. Creating and painting textures for 3D models
2. Developing shaders and material properties
3. Collaborating with other artists to achieve visual consistency
4. Researching and gathering reference materials
5. Optimising textures for performance and rendering
6. Providing feedback and support to other team members
7. Maintaining organised texture libraries

Task statements

Key Task 1:

Creating and painting textures for 3D models

Associated activities

- ✓ Analyse reference materials, concept art, and design specifications to determine texture requirements
- ✓ Use painting software such as Substance Painter, Mari, or Photoshop to create high-quality textures
- ✓ Apply textures to 3D models using UV mapping techniques and procedural methods
- ✓ Ensure textures are seamlessly tiled and have consistent detail across the model's surface

Key Task 2:

Developing shaders and material properties

Associated activities

- ✓ Create and adjust shaders to achieve desired surface properties such as reflectivity, roughness, and transparency
- ✓ Experiment with different material properties and lighting conditions to achieve realistic and visually appealing results
- ✓ Fine-tune shader parameters to optimise rendering performance and visual fidelity
- ✓ Collaborate with lighting artists to ensure shaders respond accurately to various lighting scenarios

Key Task 3:

Collaborating with other artists to achieve visual consistency

Associated activities

- ✓ Communicate with modellers, surfacing artists, and lighting artists to ensure textures align with the overall look and feel of the project
- ✓ Collaborate with art directors and supervisors to implement feedback and revisions
- ✓ Share techniques and best practices with other team members to maintain consistency across the project

Key Task 4:

Researching and gathering reference materials

Associated activities

- ✓ Conduct research to gather visual references, textures, and materials relevant to the project's artistic direction
- ✓ Organise and catalogue reference materials for easy access by the team
- ✓ Stay updated on industry trends, new software tools, and techniques related to texture creation and rendering

Key Task 5:

Optimising textures for performance and rendering

Associated activities

- ✓ Optimise texture resolution, compression, and format to minimise file size and memory usage
- ✓ Ensure textures meet technical requirements for real-time rendering, game engines, or offline rendering pipelines
- ✓ Collaborate with technical artists and developers to address performance issues and optimise texture streaming and loading

Key Task 6:

Providing feedback and support to other team members

Associated activities

- ✓ Review and provide constructive feedback on textures created by other artists
- ✓ Offer assistance and guidance to junior texture artists to help them improve their skills and workflows
- ✓ Collaborate with team leads and supervisors to address any challenges or roadblocks in texture production

Key Task 7:

Maintaining organised texture libraries

Associated activities

- ✓ Organise texture files, shaders, and material presets in a structured and accessible manner
- ✓ Version control texture assets to track changes and ensure consistency across versions
- ✓ Document texture creation processes, techniques, and asset management procedures for future reference

Competencies Required

Core Competencies	Technical Competencies		Leadership Competencies	Personal Development Competencies
Adaptability to Change	VFX Pipeline		Leading Teams	Continuous Learning and Improvement
Communication	VFX Software Suites		Managing Budgets	Industry Knowledge
Decision Making	Knowledge of Photography and Cinematography		Managing People	Managing Self & Resilience (Wellbeing)
Managing Deadlines	Rigging		Mentoring and Coaching	Self-Awareness
Problem Solving	2D	Compositing Software	Strategic Thinking	Working as a Freelancer/ Self-Employed
Quality Oriented	3D	Digital Sculpting Software	Working Inclusively	Working Under Pressure
Time, Task and Resource Management	3D	Lighting Techniques		
Working Collaboratively	3D	Rendering Engines		
Working Independently	3D	Shading and Material Creation		
	3D	Texture Mapping		
	3D	3D Modelling and Animation Software		
	3D	Groom Techniques		

VFX Supervisor

Role Summary:

A VFX Supervisor oversees the visual effects aspects of film, television, or other media projects. They work closely with directors, producers, and other key stakeholders to ensure that the visual effects align with the creative vision and technical requirements of the project. VFX Supervisors provide guidance and leadership to the VFX team throughout the production process, from pre-production planning to post-production execution.

Key Tasks:

1. Collaborating with the director and creative team to develop the visual effects strategy and achieve the desired artistic vision
2. Leading and managing the VFX team to ensure the timely delivery of high-quality visual effects shot
3. Providing technical expertise and problem-solving support to overcome challenges during production
4. Reviewing visual effects shots and providing feedback to artists to maintain artistic and technical standards
5. Communicating with clients, stakeholders, and vendors to address project requirements and concerns
6. Researching emerging technologies and techniques to enhance the quality and efficiency of visual effects production

Task statements

Key Task 1:

Collaborating with the director and creative team to develop the visual effects strategy and achieve the desired artistic vision

Associated activities

- ✓ Participates in pre-production meetings to understand the director's vision and creative objectives
- ✓ Collaborates with the production designer, cinematographer, and other key creatives to ensure visual effects integration with live-action elements
- ✓ Develops visual effects breakdowns and budgets based on script analysis and creative discussions
- ✓ Provides input on concept art, storyboards, and animatics to inform the visual effects planning process
- ✓ Offers creative solutions and alternative approaches to achieve visual effects goals within budget and schedule constraints

Key Task 2:

Leading and managing the VFX team to ensure the timely delivery of high-quality visual effects shots

Associated activities

- ✓ Assigns tasks and allocates resources to VFX artists based on project priorities and deadlines
- ✓ Sets clear expectations for performance and quality standards and provides ongoing feedback and support to team members
- ✓ Monitors progress and addresses any issues or obstacles that may arise during production
- ✓ Coordinates with other departments, such as animation, lighting, and compositing, to ensure seamless integration of visual effects elements
- ✓ Conducts regular team meetings and reviews to track progress, address concerns, and celebrate achievements

Key Task 3:

Providing technical expertise and problem-solving support to overcome challenges during production

Associated activities

- ✓ Resolves technical issues related to software, hardware, and workflows to keep production running smoothly
- ✓ Offers guidance on complex visual effects techniques, such as 3D modelling, animation, and simulation
- ✓ Collaborates with technical directors and pipeline developers to optimise production pipelines and workflows
- ✓ Conducts R&D activities to explore new tools, techniques, and methodologies for visual effects production
- ✓ Provides training and mentorship to junior VFX artists to enhance their technical skills and knowledge

Key Task 4:

Reviewing visual effects shots and providing feedback to artists to maintain artistic and technical standards

Associated activities

- ✓ Conducts regular reviews of visual effects work-in-progress to assess quality, accuracy, and alignment with project requirements
- ✓ Provides constructive feedback and direction to VFX artists to address issues and improve shot quality
- ✓ Ensures consistency and continuity across visual effects shots within a sequence or project
- ✓ Collaborates with the director and client to incorporate feedback and revisions into visual effects shots
- ✓ Approves final shots for delivery based on established criteria and client expectations

Key Task 5:

Communicating with clients, stakeholders, and vendors to address project requirements and concerns

Associated activities

- ✓ Attends client meetings and presentations to discuss project goals, progress, and deliverables
- ✓ Acts as a liaison between the production team and external vendors to coordinate outsourcing of visual effects work
- ✓ Negotiates contracts, budgets, and timelines with vendors and suppliers to ensure compliance with project requirements
- ✓ Addresses client feedback and requests in a timely and professional manner to maintain positive relationships
- ✓ Keeps stakeholders informed of project status, milestones, and any potential risks or issues that may arise

Key Task 6:

Researching emerging technologies and techniques to enhance the quality and efficiency of visual effects production

Associated activities

- ✓ Stays updated on industry trends, advancements, and best practices in visual effects technology and techniques
- ✓ Evaluates new software tools, plugins, and hardware solutions for potential integration into the production pipeline
- ✓ Collaborates with the R&D team to test and evaluate new tools and workflows in a production environment
- ✓ Shares insights and recommendations with the production team on how to leverage emerging technologies for improved efficiency and creativity
- ✓ Participates in industry conferences, workshops, and training programs to expand knowledge and skills in visual effects production

Competencies Required

Core Competencies	Technical Competencies		Leadership Competencies	Personal Development Competencies
Adaptability to Change	VFX Pipeline		Leading Teams	Continuous Learning and Improvement
Communication	VFX Software Suites		Managing Budgets	Industry Knowledge
Decision Making	Knowledge of Photography and Cinematography		Managing People	Managing Self & Resilience (Wellbeing)
Managing Deadlines	Rigging		Mentoring and Coaching	Self-Awareness
Problem Solving	2D	Compositing Software	Strategic Thinking	Working as a Freelancer/ Self-Employed
Quality Oriented	3D	Digital Sculpting Software	Working Inclusively	Working Under Pressure
Time, Task and Resource Management	3D	Lighting Techniques		
Working Collaboratively	3D	Rendering Engines		
Working Independently	3D	Shading and Material Creation		
	3D	Texture Mapping		
	3D	3D Modelling and Animation Software		
	3D	Groom Techniques		

VFX On-Set Supervisor

Role Summary:

A VFX On-Set Supervisor is responsible for overseeing all visual effects aspects during live-action filming. This role ensures that the VFX needs of the production are met on set, including planning and executing VFX shots, collaborating with the director and cinematographer, and ensuring that the necessary data and references are captured for post-production. The VFX On-Set Supervisor bridges the gap between the production and post-production teams, ensuring that the VFX elements integrate seamlessly with the live-action footage.

Key Tasks:

1. Pre-Production Planning
 2. On-Set Supervision
 3. Data Management and Documentation
 4. Collaboration with Post-Production
 5. On-Set Leadership and Team Management
 6. Technical Problem-Solving
 7. Client and Stakeholder Communication
 8. Continuous Improvement and Innovation
-

Task statements

Key Task 1:

Pre-Production Planning

Associated activities

- ✓ Attend Pre-Production Meetings: Participate in meetings with the director, VFX Supervisor, and key production staff to discuss the visual effects requirements for the project
- ✓ Storyboard and Previsualisation: Collaborate on the creation of storyboards and previsualisation (previs) to map out complex VFX sequences
- ✓ Technical Planning: Assess the technical requirements for VFX shots, including camera angles, lighting conditions, and the use of specific equipment such as green screens or motion control rigs
- ✓ Shot List Development: Work with the director and cinematographer to develop a detailed shot list, ensuring that all necessary VFX shots are identified and planned for
- ✓ Test Shoots: Organise and oversee test shoots to evaluate the effectiveness of proposed VFX techniques and ensure compatibility with on-set conditions

Key Task 2:

On-Set Supervision

Associated activities

- ✓ Oversee VFX Execution: Ensure that all VFX elements, such as green screen shots, tracking markers, and motion control setups, are correctly implemented on set
- ✓ Real-Time Problem Solving: Address any technical or creative issues that arise during filming, making quick decisions to adjust setups or techniques as needed
- ✓ Capture Reference Material: Direct the capture of essential reference materials, including HDRIs, photogrammetry, lighting reference spheres, and texture references, to support post-production
- ✓ Liaise with Production Teams: Maintain clear communication with the director, cinematographer, and production team to ensure that VFX shots are captured according to plan
- ✓ Quality Control: Monitor the quality of VFX shots in real-time, ensuring that all elements meet the required technical and artistic standards

Key Task 3:

Data Management and Documentation

Associated activities

- ✓ Shot Data Collection: Collect and organise all relevant data from VFX shots, including camera settings, lens information, lighting setups, and tracking data
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- ✓ Archiving Reference Materials: Ensure that all reference materials, including HDRIs, lighting data, and photogrammetry files, are properly archived and easily accessible for the post-production team
- ✓ Daily Reports: Provide daily reports to the VFX Supervisor and post-production team, summarising the day's VFX work and highlighting any potential issues

Key Task 4:

Collaboration with Post-Production

Associated activities

- ✓ Coordinate with Post-Production Teams: Liaise with the post-production VFX Supervisor and team to ensure that all necessary elements and data are transferred seamlessly from on-set to post-production
- ✓ Review Dailies: Participate in daily reviews of footage (dailies) to ensure that VFX shots captured on set meet the expectations and technical requirements for post-production
- ✓ Feedback Loop: Provide feedback to the post-production team on any challenges encountered on set that might impact their work, ensuring a smooth transition from production to post
- ✓ Prepare for Reshoots: Collaborate with the production team to plan and execute any necessary reshoots, ensuring that they align with the VFX needs identified in post- production

Key Task 5:

On-Set Leadership and Team Management

Associated activities

- ✓ Lead VFX Crew: Direct and manage the on-set VFX crew, ensuring that each team member understands their role and responsibilities for the day's shoot
- ✓ Mentorship: Provide guidance and mentorship to junior VFX artists and technicians on set, helping them develop their skills in a practical, high-pressure environment
- ✓ Resource Allocation: Ensure that all necessary VFX resources, including equipment and personnel, are available and utilised effectively during filming
- ✓ Conflict Resolution: Address any interpersonal or technical conflicts that arise on set, ensuring that they are resolved quickly to minimise impact on the production schedule

Key Task 6:

Technical Problem-Solving

Associated activities

- ✓ Troubleshoot On-Set Challenges: Identify and resolve technical challenges related to VFX, such as issues with green screen spill, lighting inconsistencies, or tracking marker placement
- ✓ Adapt to Changing Conditions: Adjust VFX setups in response to changing on-set conditions, such as weather changes, equipment failures, or last-minute changes to the shot list
- ✓ Develop Contingency Plans: Create and implement contingency plans for complex VFX shots, ensuring that alternative approaches are available if primary techniques are not feasible

Key Task 7:

Client and Stakeholder Communication

Associated activities

- ✓ Client Briefings: Communicate regularly with the director, producers, and other stakeholders to ensure that VFX elements align with the overall creative vision and production goals
- ✓ Expectations Management: Manage the expectations of clients and stakeholders regarding the capabilities and limitations of on-set VFX, ensuring that realistic goals are set and achieved
- ✓ Presentation of Options: Present different VFX options and solutions to stakeholders, providing clear explanations of the potential outcomes and trade-offs of each approach

Key Task 8:

Continuous Improvement and Innovation

Associated activities

- ✓ Evaluate New Technologies: Stay informed about the latest advancements in VFX technology and techniques, and evaluate their potential application on set
- ✓ Process Optimisation: Continuously assess and improve on-set VFX workflows to increase efficiency and reduce costs without compromising quality
- ✓ Training and Development: Identify opportunities for professional development within the on-set VFX team, organising training sessions or workshops to keep the team's skills current

Competencies Required

Core Competencies	Technical Competencies		Leadership Competencies	Personal Development Competencies
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