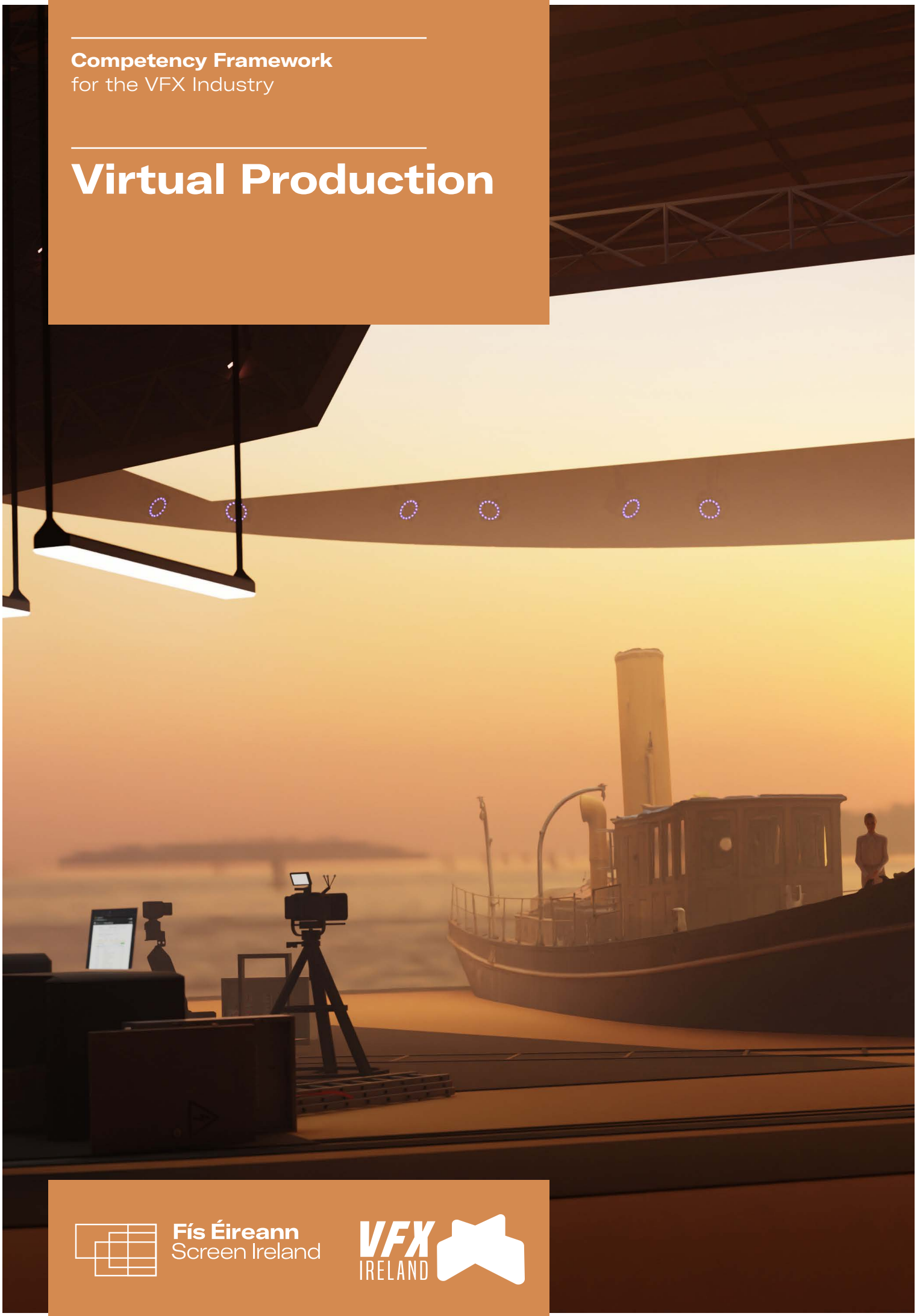
Competency Framework
for the VFX Industry

Virtual Production



Fís Éireann
Screen Ireland

VFX
IRELAND

Virtual Production

Roles

Data Manager

Role Summary:

A Data Manager in the realm of virtual production is responsible for overseeing the acquisition, organisation, and management of data generated throughout the production process. They ensure the efficient flow of data between various departments and systems, maintain data integrity and security, and provide support to the production team in accessing and utilising data effectively.

Key Tasks:

1. Managing data acquisition and storage
2. Establishing data workflows and protocols
3. Ensuring data integrity and security
4. Providing technical support for data access and utilization
5. Collaborating with departments to facilitate data exchange
6. Conducting data analysis and reporting

Task statements

Key Task 1:

Managing data acquisition and storage

Associated activities

- ✓ Overseeing the setup and maintenance of data acquisition systems and storage infrastructure
- ✓ Managing the transfer of data from capture devices, such as cameras and mocap systems, to storage servers
- ✓ Implementing backup and archival procedures to safeguard critical production data

Key Task 2:

Establishing data workflows and protocols

Associated activities

- ✓ Developing standardized workflows and protocols for data organization, naming conventions, and version control
- ✓ Documenting data management procedures and providing training to production staff
- ✓ Continuously optimizing data workflows to improve efficiency and productivity

Key Task 3:

Ensuring data integrity and security

Associated activities

- ✓ Implementing measures to prevent data loss, corruption, or unauthorized access
- ✓ Conducting regular audits and quality checks to verify data accuracy and completeness
- ✓ Enforcing security protocols, such as encryption and access controls, to protect sensitive production data

Key Task 4:

Providing technical support for data access and utilization

Associated activities

- ✓ Assisting production staff in accessing and retrieving data from storage systems
- ✓ Troubleshooting technical issues related to data access, compatibility, or performance
- ✓ Collaborating with IT and technical teams to solve data-related issues and optimize data workflows

Key Task 5:

Collaborating with departments to facilitate data exchange

Associated activities

- ✓ Liaising with departments such as animation, lighting, and compositing to coordinate data exchange and integration
- ✓ Developing tools and scripts to automate data transfer and conversion processes
- ✓ Ensuring seamless interoperability between different software applications and data formats

Key Task 6:

Conducting data analysis and reporting

Associated activities

- ✓ Analysing production data to identify trends, patterns, and opportunities for optimization
- ✓ Generating reports and dashboards to communicate key metrics and insights to stakeholders
- ✓ Providing recommendations for improving data management practices and optimizing production 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		

Engine Operator

Role Summary:

An Engine Operator is responsible for managing and operating the real-time rendering engine used in virtual production workflows. They collaborate closely with the virtual production team to ensure the smooth functioning of the engine, optimising performance and quality to achieve the desired visual results.

Key Tasks:

1. Operating and managing the real-time rendering engine
2. Optimizing engine settings for performance and quality
3. Monitoring and troubleshooting rendering issues during production
4. Collaborating with the virtual production team to implement creative and technical solutions
5. Providing technical support and training to production crew and staff
6. Researching and implementing advancements in real-time rendering technology
7. Maintaining documentation and workflow procedures for the rendering engine

Task statements

Key Task 1:

Operating and managing the real-time rendering engine

Associated activities

- ✓ Launching and configuring the rendering engine software for virtual production sessions
- ✓ Loading and managing assets, scenes, and configurations within the engine environment
- ✓ Monitor system resources and performance metrics to ensure optimal operation

Key Task 2:

Optimizing engine settings for performance and quality

Associated activities

- ✓ Adjusting rendering parameters and settings to achieve the desired balance of performance and visual fidelity
- ✓ Fine-tuning rendering techniques, shaders, and lighting setups for optimal results
- ✓ Collaborating with artists and technicians to optimize assets and scenes for real-time rendering

Key Task 3:

Monitoring and troubleshooting rendering issues during production

Associated activities

- ✓ Monitoring rendering output and quality during virtual production sessions
- ✓ Identifying and diagnosing rendering issues or artefacts in real time
- ✓ Troubleshooting technical problems or glitches related to the rendering engine

Key Task 4:

Collaborating with the virtual production team to implement creative and technical solutions

Associated activities

- ✓ Participating in production meetings to discuss creative goals and technical requirements
- ✓ Offering input and suggestions for optimizing rendering workflows and techniques
- ✓ Adapting rendering configurations or setups to accommodate evolving production needs

Key Task 5:

Providing technical support and training to production crew and staff

Associated activities

- ✓ Offering guidance and assistance to artists, directors, and other crew members working with the rendering engine
- ✓ Conducting training sessions or workshops to familiarize production staff with rendering technology and best practices
- ✓ Serving as a resource for troubleshooting and addressing technical questions or concerns

Key Task 6:

Researching and implementing advancements in real-time rendering technology

Associated activities

- ✓ Staying informed about the latest developments and innovations in real-time rendering technology
- ✓ Evaluating new features or updates introduced in rendering engine software
- ✓ Collaborating with developers or industry partners to pilot new technologies and techniques in virtual production environments

Key Task 7:

Maintaining documentation and workflow procedures for the rendering engine

Associated activities

- ✓ Documenting rendering configurations, settings, and workflows for reference and training purposes
- ✓ Updating documentation to reflect changes or optimizations made to rendering workflows
- ✓ Ensuring that best practices and standard procedures are followed when working with the rendering engine

Competencies Required

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LED Engineer

Role Summary:

An LED Engineer is responsible for overseeing the technical operation and maintenance of LED walls and screens within a virtual production volume. They collaborate closely with the production team to ensure the seamless integration of virtual and live-action elements, optimising the performance of LED technology to achieve the desired visual results.

Key Tasks:

1. Installing and configuring LED wall systems
2. Calibrating and optimizing LED displays for virtual production
3. Monitoring and maintaining the technical performance of LED technology
4. Troubleshooting and resolving issues related to LED walls during filming
5. Collaborating with the production team to implement creative and technical solutions
6. Providing technical support and training to production crew and staff
7. Researching and implementing advancements in LED technology to enhance virtual production capabilities

Task statements

Key Task 1:

Installing and Configuring LED Wall Systems

Associated activities

- ✓ Ensuring proper setup and alignment of LED panels according to production requirements
- ✓ Installing supporting hardware and infrastructure for LED displays
- ✓ Testing and verifying the functionality of LED systems prior to filming

Key Task 2:

Calibrating and optimizing LED displays for virtual production

Associated activities

- ✓ Adjusting brightness, colour temperature, and colour balance of LED panels
- ✓ Fine-tuning LED settings to match lighting conditions and camera specifications
- ✓ Collaborating with lighting and cinematography teams to achieve desired visual effects

Key Task 3:

Monitoring and maintaining the technical performance of LED technology

Associated activities

- ✓ Conducting regular inspections and maintenance checks on LED displays
- ✓ Monitoring temperature, power consumption, and other performance metrics of LED systems
- ✓ Identifying and addressing technical issues or malfunctions in a timely manner

Key Task 4:

Troubleshooting and resolving issues related to LED walls during filming

Associated activities

- ✓ Responding quickly to technical problems or glitches during filming sessions
- ✓ Diagnosing root causes of LED-related issues and implementing effective solutions
- ✓ Coordinating with technical support teams or vendors for complex repairs or replacements

Key Task 5:

Collaborating with the production team to implement creative and technical solutions

Associated activities

- ✓ Participating in production meetings to discuss creative goals and technical requirements
- ✓ Offering input and suggestions for integrating LED technology with virtual and live-action elements
- ✓ Adapting LED configurations or setups to accommodate evolving production needs

Key Task 6:

Providing technical support and training to production crew and staff

Associated activities

- ✓ Offering guidance and assistance to camera operators, directors, and other crew members working with LED displays
- ✓ Conducting training sessions or workshops to familiarize production staff with LED technology and best practices
- ✓ Serving as a resource for troubleshooting and addressing technical questions or concerns

Key Task 7:

Researching and implementing advancements in LED technology to enhance virtual production capabilities
Collaborating with stake holders to optimise S481 tax credit benefits

Associated activities

- ✓ Staying informed about the latest developments and innovations in LED technology
- ✓ Evaluating new products or solutions that could improve the performance or efficiency of LED wall systems
- ✓ Collaborating with manufacturers or industry partners to pilot new technologies and techniques in virtual production environments

Competencies Required

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Motion Capture Supervisor

Role Summary:

A Motion Capture Supervisor oversees all aspects of motion capture (mocap) technology and performances within a virtual production environment. They manage mocap sessions, ensure the quality of captured data, and collaborate with directors, animators, and technical teams to achieve the desired results for digital character animation.

Key Tasks:

1. Planning and coordinating motion capture sessions
2. Directing motion capture performances and providing artistic guidance
3. Monitoring and troubleshooting motion capture technology and equipment
4. Reviewing and refining motion capture data for animation production
5. Collaborating with animation and technical teams to integrate mocap data into virtual production workflows
6. Providing leadership and mentorship to motion capture technicians and performers

Task statements

Key Task 1:

Planning and coordinating motion capture sessions

Associated activities

- ✓ Collaborating with directors and animators to define the objectives and requirements of mocap sessions
- ✓ Organizing logistics such as scheduling, location setup, and equipment preparation for mocap sessions
- ✓ Ensuring the availability of necessary props, costumes, and reference materials for mocap performers

Key Task 2:

Directing motion capture performances and providing artistic guidance

Associated activities

- ✓ Communicating performance direction and character motivations to mocap performers
- ✓ Providing real-time feedback and adjustments to mocap performances to achieve desired character movements and expressions
- ✓ Collaborating with directors and animators to ensure mocap performances align with the creative vision of the project

Key Task 3:

Monitoring and troubleshooting motion capture technology and equipment

Associated activities

- ✓ Conducting pre-session checks and calibrations of mocap hardware and software systems
- ✓ Monitoring mocap data acquisition in real-time and troubleshooting technical issues as they arise
- ✓ Collaborating with technical teams to optimize mocap system performance and data quality

Key Task 4:

Reviewing and refining motion capture data for animation production

Associated activities

- ✓ Reviewing captured mocap data to ensure accuracy, consistency, and quality of performances
- ✓ Cleaning and processing mocap data to remove noise, artefacts, and errors
- ✓ Collaborating with animation teams to integrate mocap data into character rigs and animation pipelines

Key Task 5:

Collaborating with animation and technical teams to integrate mocap data into virtual production workflows

Associated activities

- ✓ Providing mocap data specifications and requirements to animation and technical teams
- ✓ Integrating mocap data into animation software and virtual production tools
- ✓ Collaborating with technical teams to develop custom scripts and tools for mocap data processing and integration

Key Task 6:

Providing leadership and mentorship to motion capture technicians and performers

Associated activities

- ✓ Training and supervising mocap technicians on equipment setup, operation, and maintenance procedures
- ✓ Providing guidance and support to mocap performers to enhance their performance skills and techniques
- ✓ Fostering a collaborative and creative working environment within the mocap team

Competencies Required

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	3D	Groom Techniques		

Real Time Compositor

Role Summary:

A Real-Time Compositor is responsible for integrating virtual elements, such as computer-generated imagery (CGI) and live-action footage, in real-time within a virtual production environment. They work closely with directors, cinematographers, and other members of the production team to achieve seamless visual integration and maintain artistic consistency throughout the production process.

Key Tasks:

1. Operating real-time compositing software and hardware during virtual production shoots
2. Integrating virtual elements into live-action footage in real-time to create composite shots
3. Collaborating with directors and cinematographers to achieve desired visual effects and aesthetics
4. Monitoring and adjusting compositing settings and parameters to optimize visual quality
5. Providing technical support and troubleshooting assistance for real-time compositing systems
6. Ensuring the consistency and continuity of visual effects across multiple shots and scenes
7 Collaborating with the virtual production team to streamline compositing workflows and pipelines
8. Contributing to the creative and technical development of real-time compositing techniques and tools

Task statements

Key Task 1:

Operating real-time compositing software and hardware during virtual production shoots

Associated activities

- ✓ Familiarizing self with the real-time compositing software and hardware systems
- ✓ Setting up and configuring real-time compositing systems before each shoot
- ✓ Operating real-time compositing controls to composite virtual elements with live-action footage in real-time

Key Task 2:

Integrating virtual elements into live-action footage in real-time to create composite shots

Associated activities

- ✓ Monitoring live-action footage and virtual elements in real-time to ensure accurate alignment and integration
- ✓ Adjusting compositing parameters such as blending modes, opacity, and colour grading to achieve seamless integration
- ✓ Reacting quickly to directorial feedback and adjusting composite shots in real-time to meet creative objectives

Key Task 3:

Collaborating with directors and cinematographers to achieve desired visual effects and aesthetics

Associated activities

- ✓ Participating in pre-production meetings to discuss visual effects requirements and shot objectives
- ✓ Collaborating with directors and cinematographers to translate creative vision into actionable compositing techniques and approaches
- ✓ Providing input and suggestions for visual effects design and execution based on real-time compositing capabilities

Key Task 4:

Monitoring and adjusting compositing settings and parameters to optimize visual quality

Associated activities

- ✓ Monitoring real-time compositing output to ensure visual quality and consistency across shots and scenes
- ✓ Adjusting compositing settings and parameters to optimize image quality, colour balance, and visual effect
- ✓ Conducting quality control checks to identify and address any visual artefacts or discrepancies in composite shots

Key Task 5:

Providing technical support and troubleshooting assistance for real-time compositing systems

Associated activities

- ✓ Troubleshooting technical issues or malfunctions with real-time compositing software or hardware
- ✓ Providing technical assistance to other crew members and departments as needed
- ✓ Collaborating with the virtual production team to implement solutions and workarounds for technical challenges

Key Task 6:

Ensuring the consistency and continuity of visual effects across multiple shots and scenes

Associated activities

- ✓ Maintaining a consistent visual style and aesthetic throughout the production process
- ✓ Creating and managing compositing templates and presets to ensure consistency across shots and scenes
- ✓ Collaborating with other compositors and visual effects artists to share techniques and maintain continuity

Key Task 7:

Collaborating with the virtual production team to streamline compositing workflows and pipelines

Associated activities

- ✓ Participating in workflow optimization discussions and initiatives to improve efficiency and productivity
- ✓ Contributing to the development and implementation of compositing tools and automation scripts
- ✓ Providing feedback and suggestions for workflow improvements based on real-world production experience

Key Task 8:

Contributing to the creative and technical development of real-time compositing techniques and tools

Associated activities

- ✓ Staying up-to-date with emerging trends and technologies in real-time compositing and visual effects
- ✓ Experimenting with new compositing techniques and tools to push the boundaries of creative expression
- ✓ Sharing knowledge and best practices with colleagues to foster a culture of continuous 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)
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Working Collaboratively	3D	Rendering Engines		
Working Independently	3D	Shading and Material Creation		
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	3D	3D Modelling and Animation Software		
	3D	Groom Techniques		

System Administrator (Virtual Production)

Role Summary:

A System Administrator in the realm of virtual production is responsible for the configuration, maintenance, and optimisation of the hardware and software systems used to support virtual production workflows. They ensure the reliability, security, and performance of IT infrastructure, including servers, workstations, networking equipment, and software applications, to facilitate smooth and efficient production operations.

Key Tasks:

1. Installing, configuring, and maintaining IT infrastructure
2. Monitoring and troubleshooting system performance and security
3. Implementing backup and disaster recovery solutions
4. Providing technical support to production teams
5. Managing software licenses and updates
6. Collaborating with IT and technical teams to implement new technologies
7. Ensuring compliance with industry standards and best practices

Task statements

Key Task 1:

Installing, Configuring, and Maintaining IT Infrastructure

Associated activities

- ✓ Deploying and configuring servers, workstations, storage systems, and networking equipment
- ✓ Installing and maintaining operating systems, virtualisation platforms, and other system software
- ✓ Optimizing system configurations to meet performance and reliability requirements

Key Task 2:

Monitoring and troubleshooting system performance and security

Associated activities

- ✓ Monitor system logs, performance metrics, and security alerts to identify issues proactively
- ✓ Investigating and resolving hardware, software, and network issues in a timely manner
- ✓ Implementing security measures, such as firewalls, intrusion detection systems, and antivirus software, to protect against cyber threats

Key Task 3:

Implementing Backup and Disaster Recovery Solutions

Associated activities

- ✓ Developing and implementing backup strategies to protect critical data and applications
- ✓ Testing backup and recovery procedures regularly to ensure data integrity and availability
- ✓ Planning and executing disaster recovery drills to minimize downtime and data loss in the event of a disaster

Key Task 4:

Providing technical support to production teams

Associated activities

- ✓ Responding to IT support requests from production staff and troubleshooting technical issues
- ✓ Providing guidance and assistance to users on software installation, configuration, and usage
- ✓ Collaborating with vendors and the technical support team to resolve complex technical issues

Key Task 5:

Managing software licenses and updates

Associated activities

- ✓ Tracking software licenses and ensuring compliance with licensing agreements
- ✓ Managing software installations, updates, and patches to ensure security and stability
- ✓ Planning and coordinating software upgrades and migrations to minimize disruption to production workflows

Key Task 6:

Collaborating with IT and technical teams to implement new technologies

Associated activities

- ✓ Researching and evaluating emerging technologies and tools relevant to virtual production
- ✓ Collaborating with IT and technical teams to design and implement solutions that enhance production efficiency and capabilities
- ✓ Providing training and documentation to production staff on new technologies and workflows

Key Task 7:

Ensuring compliance with industry standards and best practices

Associated activities

- ✓ Staying up-to-date with industry trends, regulations, and best practices related to IT infrastructure and security
- ✓ Conducting periodic audits and assessments to ensure compliance with industry standards and internal policies
- ✓ Implementing corrective actions and improvements to address any non-compliance issues or security vulnerabilities

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
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	3D	3D Modelling and Animation Software		
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Systems Technical Director (TD)

Role Summary:

A Systems Technical Director (TD) in the VFX industry is responsible for designing, implementing, and maintaining the technical infrastructure and systems required to support visual effects production pipelines. They collaborate with various teams to identify technology needs, develop solutions, and ensure the smooth operation of hardware and software systems.

Key Tasks:

1. Designing and implementing VFX production pipelines
2. Developing and maintaining render farm infrastructure
3. Managing software installations and configurations
4. Troubleshooting technical issues and providing support
5. Optimizing system performance and scalability
6. Researching and evaluating new technologies
7. Leading technology projects and initiatives

Task statements

Key Task 1:

Designing and implementing VFX production pipelines

Associated activities

- ✓ Collaborating with production teams to define workflow requirements and pipeline specifications
- ✓ Designing and architecting efficient and scalable production pipelines using industry-standard tools and frameworks
- ✓ Developing custom tools and scripts to automate repetitive tasks and streamline workflow processes
- ✓ Integrating third-party software and plugins into the production pipeline as needed

Key Task 2:

Developing and maintaining render farm infrastructure

Associated activities

- ✓ Designing and deploying render farm architectures to meet the rendering needs of VFX projects
- ✓ Installing, configuring, and managing render management software to optimize render job distribution and resource utilization
- ✓ Monitoring render farm performance and capacity and scaling infrastructure as needed to meet production demands
- ✓ Troubleshooting render farm issues and resolving hardware or software failures promptly

Key Task 3:

Managing software installations and configurations

Associated activities

- ✓ Installing, configuring, and maintaining VFX software packages and tools used in production, such as 3D modelling software, compositing applications, and render engines
- ✓ Managing software licenses and ensuring compliance with vendor agreements and usage terms
- ✓ Creating and maintaining software deployment packages and installation scripts for efficient distribution across production workstations
- ✓ Providing technical support and training to artists and production staff on software usage and best practices

Key Task 4:

Troubleshooting technical issues and providing support

Associated activities

- ✓ Responding to help desk tickets and support requests from artists and production staff in a timely manner
- ✓ Diagnosing and troubleshooting hardware, software, and network issues across production workstations, servers, and infrastructure
- ✓ Collaborating with IT support teams to escalate and resolve complex technical problems
- ✓ Documenting troubleshooting procedures, solutions, and best practices for future reference

Key Task 5:

Optimizing system performance and scalability

Associated activities

- ✓ Monitor the system performance metrics and identify areas for improvement or optimization
- ✓ Implementing performance tuning strategies, such as system configuration adjustments, hardware upgrades, and software optimizations
- ✓ Conducting capacity planning and scalability assessments to ensure systems can accommodate future growth and resource demands
- ✓ Performing regular system maintenance tasks, such as software updates, patches, and security enhancements

Key Task 6:

Researching and evaluating new technologies

Associated activities

- ✓ Staying abreast of emerging technologies, trends, and best practices in VFX production and IT infrastructure
- ✓ Researching and evaluating new hardware, software, and tools to enhance productivity, efficiency, and quality in VFX workflows
- ✓ Conducting proof-of-concept testing and pilot projects to assess the feasibility and effectiveness of adopting new technologies
- ✓ Collaborating with vendors and industry partners to stay informed about product developments and advancements

Key Task 7:

Leading Technology Projects and Initiatives

Associated activities

- ✓ Planning, coordinating, and leading technology projects and initiatives to improve VFX production workflows, infrastructure, and tools
- ✓ Establishing project goals, milestones, and timelines, and managing project resources and budgets
- ✓ Collaborating with cross-functional teams, including artists, developers, and production managers, to ensure project success
- ✓ Communicating project status updates, risks, and dependencies to stakeholders and senior management

Competencies Required

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VFX Supervisor (Virtual Production)

Role Summary:

A VFX Supervisor in a virtual production arena oversees all visual effects aspects of virtual production projects, ensuring that creative visions are achieved while meeting technical requirements. They collaborate closely with the production team, including directors, producers, and department heads, to develop and implement VFX strategies that enhance storytelling and visual fidelity within the virtual production environment.

Key Tasks:

1. Leading the visual effects team in virtual production projects
2. Providing creative direction and technical guidance for VFX elements
3. Collaborating with the virtual production team to integrate VFX seamlessly into live-action footage
4. Overseeing VFX shot planning and execution
5. Managing VFX resources, budgets, and timelines
6. Ensuring quality control and adherence to project specifications
7. Staying updated on emerging VFX technologies and industry trends
8. Mentoring and coaching junior VFX artists and technicians

Task statements

Key Task 1:

Leading the visual effects team in virtual production projects

Associated activities

- ✓ Assembling and managing a team of VFX artists, technicians, and specialists
- ✓ Providing leadership, direction, and support to the VFX team throughout the project lifecycle
- ✓ Collaborating with department heads to allocate resources and delegate tasks effectively

Key Task 2:

Providing creative direction and technical guidance for VFX elements

Associated activities

- ✓ Participating in creative meetings to discuss VFX goals, challenges, and solutions
- ✓ Offering artistic vision and creative input to enhance storytelling through visual effects
- ✓ Providing technical expertise and guidance on VFX techniques, tools, and workflows

Key Task 3:

Collaborating with the virtual production team to integrate VFX seamlessly into live-action footage.

Associated activities

- ✓ Working closely with virtual production supervisors, directors, and cinematographers to plan and execute VFX shots
- ✓ Integrating VFX elements into live-action footage using real-time rendering technology and virtual production techniques
- ✓ Ensuring that VFX elements complement and enhance the overall visual aesthetic of the production

Key Task 4:

Overseeing VFX shot planning and execution

Associated activities

- ✓ Participating in pre-production meetings to plan VFX sequences, shots, and visual effects requirements
- ✓ Supervising on-set VFX shoots, providing guidance and direction to ensure successful execution of VFX elements
- ✓ Reviewing and approving VFX shots throughout the post-production process

Key Task 5:

Managing VFX resources, budgets, and timelines

Associated activities

- ✓ Estimating VFX resource requirements, including personnel, equipment, and software
- ✓ Developing and managing VFX budgets, ensuring efficient use of resources and adherence to financial constraints
- ✓ Establishing and maintaining project timelines and milestones, tracking progress, and adjusting plans as needed

Key Task 6:

Ensuring quality control and adherence to project specifications

Associated activities

- ✓ Implementing quality control measures to maintain high standards of visual excellence and technical accuracy
- ✓ Reviewing VFX work-in-progress and final deliverables to ensure compliance with project specifications and client expectations
- ✓ Addressing feedback and revisions promptly to meet project deadlines and objectives

Key Task 7:

Staying updated on emerging VFX technologies and industry trends

Associated activities

- ✓ Researching and evaluating new VFX technologies, tools, and techniques software, compositing applications, and render engines
- ✓ Attending industry conferences, workshops, and training sessions to stay informed about the latest developments in VFX
- ✓ Advising on the adoption of new technologies and workflows to enhance the efficiency and quality of VFX production

Key Task 8:

Mentoring and coaching junior VFX artists and technicians

Associated activities

- ✓ Providing guidance, support, and constructive feedback to junior VFX team members
- ✓ Facilitating skill development and career growth opportunities through training, mentorship, and professional development initiatives
- ✓ Fostering a collaborative and inclusive team environment that encourages creativity, innovation, and continuous learning

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		

Video Engineer

Role Summary:

A Video Engineer in the realm of virtual production is responsible for managing and optimising the video capture, processing, and distribution systems used to produce real-time visual content in virtual production environments. They ensure the reliability, quality, and efficiency of video workflows, including camera systems, video signals, and display technologies, to facilitate seamless production operations and achieve the desired visual results.

Key Tasks:

1. Setting up and configuring video capture systems
2. Monitoring and adjusting video signals and camera settings
3. Managing video data and file workflows
4. Collaborating with production teams to achieve desired visual results
5. Troubleshooting technical issues related to video equipment and systems
6. Implementing and maintaining video compression and streaming solutions
7. Ensuring compliance with industry standards and best practices for video production

Task statements

Key Task 1:

Setting up and configuring video capture systems

Associated activities

- ✓ Installing and configuring camera systems, including cameras, lenses, and accessories
- ✓ Setting up video capture software and hardware, such as capture cards and video recorders
- ✓ Calibrating cameras and adjusting settings to achieve optimal image quality and consistency

Key Task 2:

Monitoring and adjusting video signals and camera settings

Associated activities

- ✓ Monitoring video signals and camera feeds to ensure quality and consistency
- ✓ Adjusting camera settings, such as exposure, focus, and white balance, to achieve desired visual results
- ✓ Collaborating with cinematographers and directors to capture shots that meet creative requirements

Key Task 3:

Managing Video Data and File Workflows

Associated activities

- ✓ Managing video data storage and archival systems to ensure data integrity and availability
- ✓ Transferring and transcoding video files between different systems and formats as needed
- ✓ Implementing file naming conventions and metadata tagging to organize and track video assets

Key Task 4:

Collaborating with production teams to achieve desired visual results

Associated activities

- ✓ Working closely with directors, cinematographers, and visual effects supervisors to understand creative goals and requirements
- ✓ Providing technical expertise and recommendations on video production techniques and technologies
- ✓ Collaborating with other departments, such as lighting and set design, to integrate video elements seamlessly into virtual production environments

Key Task 5:

Troubleshooting technical issues related to video equipment and systems

Associated activities

- ✓ Identifying and diagnosing technical issues with video equipment, software, and infrastructure
- ✓ Performing troubleshooting steps to resolve issues quickly and minimize downtime
- ✓ Documenting and reporting technical issues and resolutions to support continuous improvement

Key Task 6:

Implementing and maintaining video compression and streaming solutions

Associated activities

- ✓ Implementing video compression algorithms and codecs to optimize video quality and bandwidth usage
- ✓ Configuring and managing video streaming servers and protocols for real-time delivery of video content
- ✓ Monitoring and optimizing video streaming performance to ensure smooth playback and minimal latency

Key Task 7:

Ensuring compliance with industry standards and best practices for video production

Associated activities

- ✓ Staying up-to-date with industry standards and regulations related to video production and broadcasting
- ✓ Implementing best practices for video production, including colour management, aspect ratios, and broadcast standards
- ✓ Conducting quality assurance tests and audits to ensure compliance with industry standards and internal guidelines

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		

Virtual Art Department

Role Summary:

The Virtual Art Department is responsible for creating digital assets, environments, and visual elements that form the backdrop of virtual production projects. This team leverages advanced digital tools and artistic techniques to design and produce virtual sets, props, and backgrounds, enabling filmmakers to visualise and interact with virtual environments in real time.

Key Tasks:

1. Designing and creating digital assets for virtual environments
2. Collaborating with directors and production designers to develop visual concepts
3. Building and texturing virtual sets and props
4. Integrating digital assets into virtual production workflows
5. Iterating on designs based on feedback and creative direction
6. Ensuring consistency and quality across virtual environments and assets
7. Optimizing assets for real-time rendering and performance

Task statements

Key Task 1:

Designing and creating digital assets for virtual environments

Associated activities

- ✓ Generating concept art and sketches to explore visual ideas and concepts
- ✓ Modelling 3D assets, including sets, props, vehicles, and architectural elements
- ✓ Sculpting and detailing digital sculptures to add depth and realism to virtual environments

Key Task 2:

Collaborating with directors and production designers to develop visual concepts

Associated activities

- ✓ Participating in creative discussions and brainstorming sessions to develop visual concepts and designs
- ✓ Presenting design proposals and concepts to directors and production designers for feedback and approval
- ✓ Incorporating feedback and revisions into design iterations to meet creative objectives

Key Task 3:

Building and texturing virtual sets and props

Associated activities

- ✓ Creating 3D models of virtual sets and props based on design specifications and reference materials
- ✓ Applying textures, materials, and shaders to 3D models to add surface detail and realism
- ✓ UV mapping and unwrapping models to prepare them for texturing and rendering

Key Task 4:

Integrating digital assets into virtual production workflows

Associated activities

- ✓ Importing 3D assets into virtual production software and game engines
- ✓ Setting up asset hierarchies, pivot points, and constraints for animation and interaction
- ✓ Collaborating with technical teams to ensure compatibility and interoperability with virtual production pipelines

Key Task 5:

Iterating on designs based on feedback and creative direction

Associated activities

- ✓ Soliciting feedback from directors, production designers, and other stakeholders on design iterations
- ✓ Making adjustments and refinements to designs based on feedback and creative direction
- ✓ Documenting design decisions and revisions for future reference and collaboration

Key Task 6:

Ensuring consistency and quality across virtual environments and assets

Associated activities

- ✓ Establishing and maintaining style guides and asset libraries to ensure visual consistency
- ✓ Conducting quality control checks and reviews to identify and address issues with assets
- Collaborating with other artists and departments to maintain consistency and continuity across virtual environments

Key Task 7:

Optimizing assets for real-time rendering and performance

Associated activities

- ✓ Implementing optimization techniques to improve rendering speed and efficiency
- ✓ Reducing polygon counts, optimizing textures, and implementing LOD (Level of Detail) systems
- ✓ Testing assets in virtual production environments to ensure smooth performance and frame rate

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		

Virtual Camera Operator

Role Summary:

A Virtual Camera Operator is responsible for operating the virtual camera system within a virtual production environment. They collaborate closely with directors, cinematographers, and virtual production supervisors to capture dynamic camera movements and shots that enhance storytelling and visual aesthetics. Virtual Camera Operators play a key role in bridging the gap between traditional filmmaking techniques and emerging virtual production technologies.

Key Tasks:

1. Operating the virtual camera system during virtual production shoots
2. Collaborating with directors and cinematographers to achieve desired camera movements and shots
3. Capturing real-time camera movements and framing within the virtual environment
4. Monitoring and adjusting camera settings and parameters in response to directorial feedback
5. Ensuring smooth coordination between virtual camera movements and live-action performances
6. Providing technical support and troubleshooting assistance for the virtual camera system
7. Maintaining a high level of situational awareness to anticipate and react to changes in the virtual production environment
8. Collaborating with the virtual production team to integrate virtual camera shots seamlessly into live-action footage

Task statements

Key Task 1:

Operating the virtual camera system during virtual production shoots

Associated activities

- ✓ Familiarizing self with the virtual camera hardware and software systems
- ✓ Setting up and calibrating the virtual camera system before each shoot
- ✓ Operating the virtual camera controls to adjust camera position, orientation, and framing in real-time

Key Task 2:

Collaborating with directors and cinematographers to achieve desired camera movements and shots

Associated activities

- ✓ Participating in pre-production meetings to discuss shot requirements, camera movements, and visual aesthetics
- ✓ Collaborating with directors and cinematographers to translate creative vision into actionable camera movements and shots
- ✓ Providing input and suggestions for framing, composition, and camera angles based on virtual production capabilities

Key Task 3:

Capturing real-time camera movements and framing within the virtual environment

Associated activities

- ✓ Monitoring the virtual camera viewfinder or display to frame shots and compositions accurately
- ✓ Adjusting camera movements and angles to capture dynamic and visually engaging shots
- ✓ Reacting quickly to changes in directorial instructions or performance dynamics to maintain shot continuity

Key Task 4:

Monitoring and adjusting camera settings and parameters in response to directorial feedback

Associated activities

- ✓ Listening to directorial feedback and adjusting camera settings, such as focus, exposure, and depth of field, accordingly
- ✓ Maintaining clear communication with directors and cinematographers to ensure that camera settings align with creative intentions
- ✓ Collaborating with the virtual production team to optimize camera performance and image quality

Key Task 5:

Ensuring smooth coordination between virtual camera movements and live-action performances

Associated activities

- ✓ Anticipating actor movements and performance cues to adjust camera movements and framing in real-time
- ✓ Coordinating with actors and performers to ensure that camera movements enhance their performances and storytelling
- ✓ Collaborating with the virtual production team to synchronize virtual camera movements with live-action elements seamlessly

Key Task 6:

Providing technical support and troubleshooting assistance for the virtual camera system

Associated activities

- ✓ Troubleshooting technical issues or malfunctions with the virtual camera hardware or software
- ✓ Providing technical assistance to other crew members and departments as needed
- ✓ Collaborating with the virtual production team to implement solutions and workarounds for technical challenges

Key Task 7:

Maintaining a high level of situational awareness to anticipate and react to changes in the virtual production environment.

Associated activities

- ✓ Remaining attentive and observant to changes in the virtual environment, such as lighting conditions or set modifications
- ✓ Anticipating potential obstacles or challenges and proactively adjusting camera movements and framing to accommodate them
- ✓ Communicating effectively with other crew members to coordinate actions and responses during virtual production shoots

Key Task 8:

Collaborating with the virtual production team to integrate virtual camera shots seamlessly into live-action footage.

Associated activities

- ✓ Providing input and feedback to the virtual production team regarding the integration of virtual camera shots with live-action footage
- ✓ Participating in post-production reviews and revisions to ensure that virtual camera shots meet quality standards and creative objectives
- Contributing to the overall success of virtual production projects by delivering high-quality virtual camera shots that enhance storytelling and visual impact

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		

Virtual Production Supervisor

Role Summary:

A Virtual Production Supervisor in the VFX industry oversees the planning, execution, and coordination of virtual production projects. They leverage cutting-edge technology and techniques to integrate live-action footage with computer-generated imagery (CGI) in real-time, creating immersive and interactive virtual environments. Virtual Production Supervisors collaborate with directors, producers, cinematographers, and VFX artists to achieve creative visions and deliver high-quality visual content. They possess a deep understanding of virtual production tools, workflows, and best practices to optimise efficiency and enhance storytelling capabilities.

Key Tasks:

1. Planning and coordinating virtual production projects
2. Managing real-time virtual production workflows
3. Overseeing technical aspects of virtual production setups
4. Collaborating with creative teams and stakeholders
5. Ensuring quality control and troubleshooting
6. Supporting staff development and training

Task statements

Key Task 1:

Planning and coordinating virtual production projects

Associated activities

- ✓ Collaborate with directors, producers, and creative teams to define project objectives, requirements, and deliverables
- ✓ Develop comprehensive project plans, schedules, and budgets, considering logistical, technical, and creative aspects
- ✓ Coordinate with department heads and production teams to allocate resources, secure equipment, and streamline workflows

Key Task 2:

Managing real-time virtual production workflows

Associated activities

- ✓ Implement and optimize real-time virtual production pipelines, tools, and technologies to facilitate seamless integration of live-action and CGI elements
- ✓ Oversee on-set operations, including camera tracking, motion capture, and real-time rendering, to ensure smooth production workflows and timely delivery of assets
- ✓ Monitor performance metrics, data streams, and system outputs to identify opportunities for optimization and efficiency improvements

Key Task 3:

Overseeing technical aspects of virtual production setups

Associated activities

- ✓ Configure, calibrate,and maintain virtual production hardware and software systems, including LED walls, camera rigs, and motion capture systems
- ✓ Collaborate with technical teams and vendors to troubleshoot hardware and software issues, resolve technical challenges, and implement solutions
- ✓ Conduct pre-production tests, rehearsals, and mock-ups to validate virtual production setups and ensure compatibility with project requirements

Key Task 4:

Collaborating with creative teams and stakeholders

Associated activities

- ✓ Foster open communication and collaboration among creative teams, department heads, and stakeholders to align on creative vision, aesthetic goals, and technical requirements
- ✓ Provide guidance, feedback, and support to cinematographers, VFX artists, and other production personnel to achieve desired visual effects and storytelling objectives
- ✓ Facilitate reviews, approvals, and feedback sessions to iterate on virtual production assets, sequences, and compositions

Key Task 5:

Ensuring quality control and troubleshooting

Associated activities

- ✓ Implement quality control processes and standards to maintain consistency, accuracy, and visual integrity throughout virtual production projects
- ✓ Monitor for errors, artefacts, and discrepancies in real-time virtual production outputs, taking corrective action as needed to address issues and maintain quality standards
- ✓ Anticipate and proactively resolve technical and logistical challenges to minimize disruptions and ensure project continuity

Key Task 6:

Supporting staff development and training

Associated activities

- ✓ Identify training needs and professional development opportunities for virtual production teams, providing mentorship, coaching, and resources to enhance skills and capabilities
- ✓ Foster a culture of continuous learning, innovation, and knowledge sharing within the virtual production department, encouraging experimentation and exploration of new techniques and technologies
- ✓ Collaborate with HR and the talent management team to recruit, onboard, and retain top talent in the virtual production field, contributing to team growth and development

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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Working Independently	3D	Shading and Material Creation		
	3D	Texture Mapping		
	3D	3D Modelling and Animation Software		
	3D	Groom Techniques		

(The) Volume Operator

Role Summary:

A Volume Operator plays a crucial role in virtual production environments, operating the volume—a physical space equipped with LED walls and other immersive technologies. They ensure that the volume runs smoothly during filming, managing technical aspects and collaborating with the production team to achieve the desired visual results.

Key Tasks:

1. Operating and maintaining the volume during filming sessions
2. Managing real-time rendering and playback systems
3. Collaborating with the production team to execute creative visions
4. Troubleshooting technical issues to ensure uninterrupted filming
5. Overseeing the calibration and alignment of LED walls and other components
6. Implementing safety protocols to ensure a secure working environment

Task statements

Key Task 1:

Operating and maintaining the volume during filming sessions

Associated activities

- ✓ Adjusting camera tracking systems to synchronize with virtual environments
- ✓ Monitoring temperature and humidity levels within the volume to prevent equipment overheating
- ✓ Conducting pre-shoot checks to ensure all equipment is functioning properly

Key Task 2:

Managing real-time rendering and playback systems

Associated activities

- ✓ Configuring rendering software settings for optimal performance and image quality
- ✓ Monitoring system resource usage to prevent performance bottlenecks
- ✓ Collaborating with software developers to troubleshoot and resolve software bugs or glitches

Key Task 3:

Collaborating with the production team to execute creative visions

Associated activities

- ✓ Participating in pre-production meetings to understand the director's vision and requirements
- ✓ Offering technical expertise and suggestions to enhance creative ideas
- ✓ Communicating effectively with artists and technicians to ensure seamless integration of virtual elements with live-action footage

Key Task 4:

Troubleshooting technical issues to ensure uninterrupted filming

Associated activities

- ✓ Identifying and resolving hardware malfunctions or connectivity issues in real-time
- ✓ Working closely with the technical support team to resolve complex technical problems
- ✓ Developing contingency plans to address potential issues before they impact filming schedules

Key Task 5:

Overseeing calibration and alignment of LED walls and other components

Associated activities

- ✓ Conducting regular calibration tests to maintain colour accuracy and brightness levels
- ✓ Collaborating with set designers and technicians to ensure proper alignment of LED panels
- ✓ Adjusting LED wall configurations to accommodate changes in scene lighting or camera angles

Key Task 6:

Implementing safety protocols to ensure a secure working environment

Associated activities

- ✓ Conducting safety briefings for cast and crew members before each filming session
- ✓ Monitoring the volume for potential hazards or safety risks
- ✓ Enforcing safety guidelines to prevent accidents or injuries during filming operations

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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Working Independently	3D	Shading and Material Creation		
	3D	Texture Mapping		
	3D	3D Modelling and Animation Software		
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