

Competency Framework for Film & TV Scriptwriters

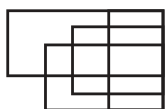


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Foreword

A great script lies at the heart of every successful Film and TV production. The great success of the Irish film and television industry in recent years is testament to the brilliant minds that create those scripts. The work of a screenwriter is a complex skillset coupled with the unique experience that a screenwriter brings to bear on a project.

The Writers' Guild of Ireland have developed a Scriptwriters Competency Framework (herein for ease of reference this will be called the 'competency framework' or the 'framework') to set out the skills and behaviours necessary to achieve career progression. The framework will provide a template for tracking those skills, and the crucial stages of personal and career development for screenwriters. It will enhance access opportunities and recruitment practices. It will clarify progression routes and pathways for career development, and it will support better retention of talent within the sector. Furthermore, it will help third level and other training providers to enhance their current provision and develop new curricula that is better aligned to the actual job roles as they operate within the TV and film industry. While the career path listed is not linear, it gives a clear overview of the scope and breadth of the work a writer does.

The Competency Framework is a live document, and we are committed to monitoring and updating it when required to ensure it remains relevant in an ever-changing industry.

For consistency purposes this report uses the same structure, competency terminology and level descriptions as set out in the Screen Guilds of Ireland, Competency Framework report published by Fís Éireann/Screen Ireland in 2022.

Jennifer Davidson

Chair

Writers' Guild of Ireland

What is a **Competency Framework?**

From the executive level to the employee level there are always clear nuances that set one industry apart from the other; these are often described as competencies – the various behaviours, skills, experience, knowledge, abilities, personality traits, attributes and motivators that contribute to someone performing well in their role within the organisation or sector. Competencies can be applied to all job functions/roles and at all grades/levels. The Competency Framework creates a foundation for future initiatives such as building career paths, designing personal development plans and driving data-based decisions surrounding skills and training.

This Competency Framework for Scriptwriters is designed as a learning resource and guide to give direction to personal and career development and enable access to relevant learning and development opportunities within the film and TV sectors.

The Framework is not a legally binding document and does not constitute contractual terms for the purposes of HR and/or employment matters nor is it an implied term within the various contracts of employment and contracts for service that exist within our sector.

Whilst the Competency Framework is designed to be comprehensive and to apply to all Guilds and departments, it does not by its nature cover any prerequisites or legal requirements associated with any particular role. For example, some job roles within the sector may require the individuals to have an up to date Set Pass certificate and there may be additional health & safety and other technical qualifications that are relevant to a given role. These are matters for the employer and the employee or contractor and are not covered within this document.

The newly published Health & Safety Guide, which can be found here...

https://www.screenireland.ie/images/uploads/general/Screen_Ireland_Health_and_Safety_manual.pdf

...provides some further guidance and detail on qualifications linked to Health & Safety for different crew roles.

The Writers' Guild of Ireland and Screen Ireland have made this document widely and publicly available to promote learning and development within the industry. The ownership of this material and this Competency Framework rests jointly with the Writers' Guild of Ireland and Screen Ireland. Where this document or extracts from this document are copied and/or reproduced elsewhere, the source must be acknowledged.

Who are the Active Stakeholders?

This project involved a number of key stakeholders, many of whom had direct input into the project and the development of this Framework. These stakeholders are:

Primary Stakeholders

The Writers' Guild of Ireland and their members as authors of the Competency Frameworks and primary beneficiaries.

Screen Ireland

The national development agency for the Irish film, TV, and animation sectors. Screen Ireland is also responsible for the attraction of inward investment and promotion of the sector at major festivals and markets.

Screen Ireland oversees the skills development requirements linked to the Section 481 film tax credit; and invests in people and skills development for the screen sectors in Ireland, through the design, development and delivery of industry-focused skills development initiatives encompassing film, TV, animation, games and VFX, for all roles from new entrants to company leaders.

Film and TV Companies

Individuals and organizations in the film and TV industry who employ the services of scriptwriters on a permanent, part-time or contract basis.

Education Providers & Training Bodies

Including but not limited to Colleges, Universities and Skillnets.

We want to thank all our stakeholders for the time and effort that they have put into creating this Framework.

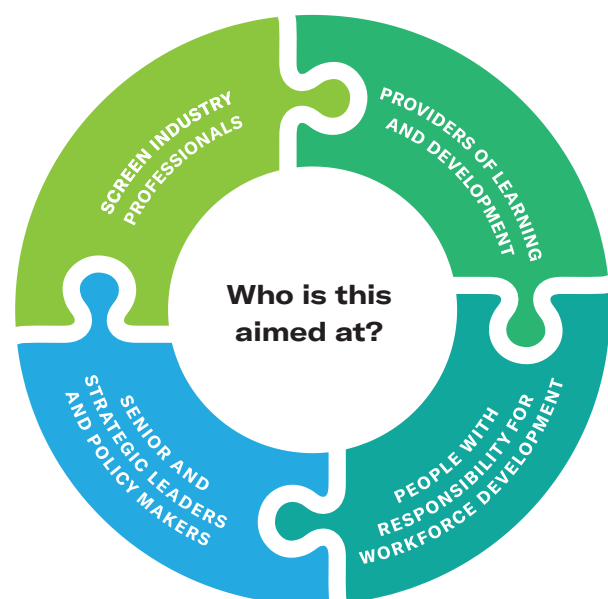
Why Develop a **Competency Framework** for the Writers' Guild of Ireland?

The expansion of the Film Industry needs to be met with a clear strategy for recruitment, retention, and development of skilled crew. A well-structured and well-defined Competency Framework plays a key role in achieving this common objective of all industry stakeholders.

The core aim of the competency Framework is:

- To help identify and address skills gaps.
- To further develop strengths and critical skills.
- Clarifying pathways for career development.
- Act as a resource for course/ curriculum development that is better aligned with the reality of actual roles within the sector.

Although this Competency Framework has been developed by the Writers' Guild of Ireland, it is intended for use by all those who currently work in the film and TV sector in Ireland as well as those who are interested in working in the sector.



Methodology

The development of the Competency Framework was broken down into 3 stages.

1. The Preparation Phase:

The Writers' Guild of Ireland commissioned a HRM (Human Resources Management) consultant to conduct in-depth one-to-one interviews with scriptwriters with experience in either/both the film and TV sectors. The 11 scriptwriters interviewed had different levels of experience within their profession.

2. The Development Phase:

The development phase was broken down into the following tasks:

- a) Research and review of existing reports on scriptwriter roles and competencies in use in the TV and Film sectors in Ireland and internationally.
- b) Thematic review of the one-to-one interviews to identify a draft behavioural competency framework.
- c) Draft framework presented to an expert panel for their input.
- d) Review of complete Competency Framework with the HRM consultancy.

3. The Continuous Review Phase:

Competency Frameworks are the starting point to define standards required to work effectively at each career stage. With the frameworks in place, the Writers Guild can focus on an in-depth analysis of each of the key tasks, behaviours and competencies and the identification of best practice models. The Competency Framework may be evaluated and updated as roles evolve overtime.

Language in use within the Framework:

Screen Ireland and the Writers' Guild of Ireland promote inclusive language and practice that support the development, engagement with, and inclusion of all talent within the sector irrespective of sex, gender, sexual orientation, race, disability, social class, marital status, and age.

Project Deliverables and Exclusions

While developing a competency framework for scriptwriting for film and TV follows closely the methodology used in other industries or sectors, there are some elements that make the profession unique.

Firstly, progression through roles at different levels is not as linear or hierarchical as other sectors. This is particularly the case for film. There is a hierarchy of roles in TV departments and companies.

Secondly, once a person masters the technical skills of scriptwriting, these remain stable over the course of the person's career and behavioural competencies become more important in being successful e.g., creativity, connectivity etc.

This Competency Framework is specifically for scriptwriters in film and TV, including animation, and does not cover writing for theatre, games etc. However, it is likely that many of the competencies could be applied in other areas of scriptwriting.

Review of the Competency Framework

This is the first publication of the Competency Framework for Scriptwriters. It is intended to be a living document that evolves as the industry and the needs of the industry grow and change.

The Guild will continue to monitor and update the framework as necessary in the future.

Career Levels

1. Beginner

A Beginner is an individual who is at the early stages of their career in screen writing, typically without prior work experience in the industry. This stage is characterised by individuals who are eager to learn and establish themselves within the field, often seeking opportunities such as assisting a writing or developing a short or student film. Beginners may include recent graduates who bring fresh perspectives and foundational knowledge, ready to apply their skills to real-world projects as well as writers who are experienced in other areas of writers such as journalism, fiction, or stage and are moving into the screen industry. This stage is marked by a focus on skill development, gaining practical experience within the landscape of screen writing and developing their 'voice' and creating work for to demonstrate their style and ability.

- No prior work experience in screen writing
- Starting out for first role in the screen industry
- Also applies to interns, apprentices and graduates
- May be a writer from a different industry

2. Emerging

The Emerging level represents professionals who have actively worked in the screen writing industry and have contributed to one or more screen writing projects. At this stage, individuals have gained practical experience, honed their technical and creative skills, and demonstrated their ability to effectively collaborate within a production team. Emerging practitioners have likely faced diverse challenges in their projects, allowing them to develop a nuanced understanding of the industry's intricacies. They are adept at translating creative visions into tangible stories and have established a track record of successful contributions to screen productions. They may have established their business entity and will have developed a way to promote themselves, such as a website, and they will be able to contract and negotiate.

- Has been actively working in screen writing
- Has contributed to at least one or more screen writing projects

3. Established

The Established level is characterised by individuals with extensive experience and a well-established presence in the screen writing industry. Professionals at this stage have a robust portfolio of work, showcasing a depth of expertise in various aspects of screen writing. Established professionals may take on leadership roles, potentially managing or employing others within a project. Their wealth of experience allows them to provide valuable insights, mentorship, and contribute to the strategic direction of projects. Established professionals may also engage in industry leadership, influencing trends, and contributing to the overall advancement of the screen writing field. This stage reflects a pinnacle of accomplishment and a commitment to ongoing excellence and innovation in the industry.

- Has extensive experience in the screen writing industry
- May be responsible for managing or employing others within a project

Competency Framework Table

Core	Technical	Leadership	Personal Development
Communication	Story Writing for the Screen	Managing People	Self-Awareness
Planning, Organising & Prioritising	Screenwriting Software	Inspirational Leadership	Proactive Learning
Digital Tools	Legal Issues in Screenwriting	Mentoring & Coaching	Freelancer Skills
Creative Thinking & Analysis	Intellectual Property (IP) Ownership	Managing Finance	Managing Wellbeing
Working Independently			Industry Knowledge
Working Collaboratively			Resilience





01

Core Competencies



Core Competencies

Core	Communication	
Description	<p>Communication is the competency involving the effective exchange of ideas, information, and creative concepts within the collaborative landscape of the screen writing industry. Professionals with strong communication skills excel in conveying concepts, providing and receiving feedback, and articulating their intentions. This competency extends to both verbal and written communication, ensuring clarity and alignment among project/production members, directors, producers, and other stakeholders.</p>	
Beginner	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none"> Demonstrates basic communication skills, conveying thoughts and ideas clearly and concisely within the project/production Listens actively to instructions and feedback, seeking clarification when needed to ensure a thorough understanding Uses professional and respectful language in written and verbal communication with project/production members and supervisors Shares updates on progress and seeks assistance when facing challenges, maintaining open lines of communication Adapts communication style to suit the preferences and needs of different project/production members and collaborators
Emerging	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none"> Effectively communicates complex concepts and ideas, articulating the intent behind decisions Facilitates clear and constructive discussions during collaborative sessions, fostering an environment conducive to creative exchange Navigates potential conflicts with diplomacy, addressing differences in opinions and finding common ground for the benefit of the project Collaborates in cross-functional project/productions, effectively communicating with professionals from various disciplines within the production process
Established	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none"> Masters advanced communication skills, conveying complex concepts in a compelling and inspiring manner Leads communication initiatives within the project/production, ensuring a shared understanding of the creative vision and project goals Effectively communicates with key stakeholders, including directors and producers, influencing decisions related to the screen writing Articulates the strategic importance of the writing in a project, aligning communication with overarching production objectives Mentors and guides project/production members in effective communication practices, fostering a culture of clarity, collaboration, and creative exchange

Core	Planning, Organising & Prioritising	
Description	<p>Planning, organising, and prioritising is the competency that involves efficiently structuring tasks, managing resources, and establishing timelines to ensure the successful execution of projects. This skill encompasses the ability to develop comprehensive plans, allocate resources effectively, and prioritise tasks based on their impact and urgency. Professionals with a strong competency in this area excel in creating organised workflows, managing complex schedules, and adapting plans to accommodate evolving project needs.</p>	
Beginner	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none"> Effectively organises personal tasks and assignments, ensuring timely completion of basic responsibilities within the writing process Follows established project timelines and schedules, meeting deadlines for assigned tasks with supervision and guidance Demonstrates an awareness of project priorities, seeking clarification and guidance to understand the relative importance of different tasks Adapts to basic organisational tools and methods, such as task lists and calendars, to manage workflow and track project milestones Collaborates with project/production members to organise collaborative tasks, contributing to a coordinated and structured work environment
Emerging	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none"> Independently creates and manages detailed project plans for screen writing, considering multiple cues, revisions, and project dependencies Effectively prioritises tasks based on project goals and timelines, optimising workflow and ensuring the efficient use of resources Demonstrates flexibility in adapting plans to accommodate changes in project scope or unexpected challenges, maintaining overall project coherence Leads the organisation of collaborative efforts, ensuring clear communication and coordination among project/production members with varying roles
Established	<ul style="list-style-type: none"> ✓ ✓ ✓ 	<ul style="list-style-type: none"> Strategically plans and oversees complex writing workflows, aligning project timelines with broader production schedules and industry standards Prioritises tasks and resources based on a deep understanding of project objectives, creative considerations, and business requirements Collaborates with key stakeholders to develop and implement strategies for efficient planning, organising, and prioritising

Core	Digital Tools	
Description	<p>Digital Tools encompass the proficiency in utilising a range of software applications and online platforms essential for efficient administrative tasks within the screenwriting industry. This competency involves the adept use of tools such as Microsoft Office Suite or Google Suite to perform tasks like document creation, data management, and collaborative work. Professionals with strong Digital Tools competency demonstrate the ability to navigate, leverage, and maximise the features of these applications, contributing to streamlined workflows, effective communication, and the successful execution of administrative responsibilities.</p>	
Beginner	<ul style="list-style-type: none"> ✓ ✓ ✓ 	<ul style="list-style-type: none"> Navigates commonly used digital tools (e.g., Microsoft Word, Google Docs) with guidance Performs fundamental tasks, such as creating, formatting, and saving documents Demonstrates introductory skills in managing emails and appointments using digital tools
Emerging	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none"> Independently creates and formats documents with moderate complexity Demonstrates increased efficiency in utilising digital tools for written communication Engages in collaborative work using online platforms like Google Drive or Microsoft SharePoint Shares documents and collaborates on basic projects with team members
Established	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none"> Manages and organises data effectively using spreadsheet applications (e.g., Microsoft Excel, Google Sheets) Applies advanced features like data sorting and basic formulas independently Integrates digital tools seamlessly into daily workflow, optimising administrative processes Demonstrates proficiency in using a variety of tools for different tasks within the screenwriting context

Core	Critical Thinking & Analysis	
<p>Description</p>	<p>Critical Thinking and Analysis is the competency involving a heightened ability to discern, evaluate, and interpret narrative and linguistic elements within the screenwriting context. Professionals with this skill demonstrate a keen intellectual insight into the intricacies of storytelling, character development, and thematic elements. This competency extends to the evaluation of plot structures, dialogue nuances, and the overall coherence of the narrative. Screen Writers with a strong Critical Thinking and Analysis competency possess the capacity to critically assess the effectiveness of their writing, ensuring clarity, depth, and alignment with the intended creative vision.</p>	
<p>Beginner</p>	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none"> Demonstrates a foundational understanding of story elements, including plot, characters, and setting Begins to grasp the importance of narrative coherence in storytelling Shows initial ability to identify and describe character motivations within a given narrative Begins to recognise the impact of character choices on the overall story Recognises explicit themes presented in a narrative Shows an initial awareness of how themes contribute to the overall meaning of a story Understands basic story structures (e.g., beginning, middle, end) Demonstrates awareness of the sequential progression of events in a narrative Begins to evaluate dialogue for clarity and consistency Demonstrates an early understanding of the role of dialogue in character development
<p>Emerging</p>	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none"> Analyses character arcs, identifying changes and growth throughout the narrative Begins to appreciate the impact of character development on the overall storyline Demonstrates the ability to recognize and analyse subtext within dialogue and narrative elements Shows an increased awareness of implied meanings and layers in storytelling Identifies and interprets symbolic elements or motifs within the narrative Begins to understand how symbolism contributes to the depth of storytelling Evaluates plot dynamics, recognising cause-and-effect relationships within the story Demonstrates an understanding of how plot choices influence the overall narrative Analyses pacing within a narrative, recognising moments of tension and release Demonstrates an awareness of the impact of pacing on audience engagement

Core	Critical Thinking & Analysis	
Established	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none"> Explores and analyses nuanced and implicit themes within a narrative Demonstrates a deep understanding of how themes contribute to the complexity of storytelling Conducts in-depth character analysis, considering motivations, conflicts, and internal dynamics Recognises the interplay between characters and their contribution to the overall narrative Critically assesses dialogue for subtlety, authenticity, and alignment with character voices Demonstrates an advanced understanding of dialogue as a tool for character expression Innovates and experiments with narrative structures, demonstrating a mastery of storytelling techniques Utilizes non-linear or unconventional structures to enhance narrative impact Evaluates stories holistically, considering the integration of characters, themes, and plot dynamics Demonstrates an advanced ability to critically assess and provide constructive feedback on overall story coherence

Core	Working Independently	
Description	<p>Working independently is the ability to take ownership of tasks and projects within screen writing, demonstrating self-reliance, initiative, and a high degree of autonomy. This competency involves effectively managing individual responsibilities, making informed decisions, and delivering quality work without constant supervision. Professionals with a strong competency in working independently possess advanced time management skills, enabling them to meet deadlines and contribute to project success without relying heavily on direct guidance.</p>	
Beginner	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none"> Focuses on tasks without being distracted Assesses and obtains resources to work independently effectively Asks for help and feedback when appropriate Prioritises tasks in relation to personal strengths, challenges, and levels of support required Monitors own energy and keeps track of working hours and personal wellbeing Proactively looks to develop and grow skills, staying up to date with emerging technology and innovation
Emerging	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none"> Manages distractions effectively, driving personal effectiveness Determines ‘best practice’ by creating effective processes and lines of communication with key stakeholders Creates helpful routines to support self-management Instigates feedback channels Actively engages in continuous professional development Accurately determines project definitions through effective partnership with key contacts in the production Can work in solitude with complete focus and concentration to get the job done within the parameters of schedule with minimum need for check-in
Established	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none"> Demonstrates a high level of autonomy in managing complex and multifaceted projects Leads the development and execution of original and innovative writing concepts, contributing to the uniqueness and distinctiveness of the final product Independently navigates challenges in the creative process, finding solutions without constant supervision Effectively manages time and resources, setting priorities and deadlines for both short-term tasks and long-term projects, ensuring timely and high-quality deliverables Takes the initiative to stay abreast of industry trends, emerging technologies, and creative innovations, integrating new ideas and techniques into independent work Acts as a mentor and guide to junior project/production members, fostering a culture of self-reliance, creativity, and excellence within the industry

Core	Working Collaboratively	
Description	<p>Working collaboratively is the proficiency to engage effectively with diverse project/production members and stakeholders to achieve shared objectives within a project. This competency involves fostering a cooperative and communicative environment, where individuals can contribute their unique skills and perspectives towards the collective success of a project. Professionals with strong collaborative skills excel in communication, active listening, and respecting the contributions of others. They navigate group dynamics with empathy, adaptability, and a commitment to the collective creative vision.</p>	
Beginner/Emerging	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none"> Demonstrates a willingness to actively engage with project/production members and contribute to collaborative efforts Listens and communicates effectively with others, seeking to understand different perspectives Works cooperatively on assigned tasks, understanding the importance of individual contributions to the project/production Adapts to project/production dynamics, showing flexibility and openness to diverse working styles Seeks guidance and feedback from project/production members, actively incorporating input into work
Established	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none"> Leads by example in fostering a collaborative and inclusive project/production culture, promoting open communication and mutual respect Builds and nurtures strong working relationships with key stakeholders, including directors, producers, and fellow creatives Initiates and facilitates collaboration between different departments, ensuring a cohesive and integrated production process Actively mentors and guides project/production members, fostering a culture of collaborative excellence Contributes to the development of industry-wide collaborative practices, influencing standards and expectations



Three Pages of Laughs (or Attempts) (Page 1) Hello everyone! How's it going? I hope better than my internet connection during rush hour. It's so slow that even a snail would outpace it—and I mean a snail that's training for a marathon. I was thinking, you know, what's the strangest thing about life? That we pay money to sit in a stuffy room and listen to someone tell jokes. Makes sense, right? We could just stay home, with pizza, cats, and ~~the internet~~ but not we came here! A mystery worthy of ~~the great outdoors~~ but without a body. Although, honestly, after some of my performances... just kidding! Recently, I tried to assemble ~~the furniture~~ furniture. You know those instructions? ~~and when I should be writing~~

They're so clear that even aliens who came to Earth for technology would scratch their heads. I spent three hours, broke two nails, and almost dislocated my arm, and it turned out I confused the instructions with a rocket assembly manual!

Now I have an almost finished bookshelf, and an almost finished rocket. Oh, if only I knew where it would fly... probably to the nearest store for a new nail. And do you know what the ~~long~~ queues is called? I came up with "queue-ophobias." ~~Shouldn't I be writing?~~

I once stood in line at ~~the store~~ and it was so long thinking about the meaning of life, about man's place in the universe... and about the fact that I forgot my dog at home. That was a real blow!

FADE IN

02

Technical Competencies



Technical Competencies

Technical	Story Writing for the Screen	
Description	<p>Story Writing for the Screen is the competency involving the proficient development of engaging and compelling narratives for screen projects. Professionals with this skill excel in crafting well-structured stories, creating memorable characters, and writing authentic and impactful dialogue. This competency extends to the ability to conceive and convey narratives that resonate visually, ensuring alignment with the vision of the screen project and captivating the audience.</p>	
Beginner	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none"> Develops narratives with a basic understanding of structure (e.g., beginning, middle, end) Demonstrates an initial grasp of how to introduce, develop, and resolve a story Introduces characters with basic details and attributes Begins to create characters that serve the narrative purpose Constructs dialogue with a focus on clarity and relevance to the plot Demonstrates an initial understanding of the role of dialogue in character interaction Establishes basic conflicts within the narrative Demonstrates an awareness of the need for tension and obstacles in storytelling Constructs scenes with a basic understanding of sequencing and flow Shows an initial ability to connect scenes to advance the storyline
Emerging	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none"> Develops narratives with more complexity, including multiple plotlines or layered structures Demonstrates an increased ability to create stories with depth and substance Creates characters with depth, motivations, and evolving arcs Demonstrates an understanding of character growth throughout the narrative Constructs dialogue with nuances, reflecting character personalities and emotions Shows an improved ability to convey subtext through dialogue Escalates conflicts within the narrative, introducing higher stakes Demonstrates an understanding of how conflict intensity impacts audience engagement Constructs scenes with dynamic pacing and visual impact Shows an increased ability to use scenes as visual and emotional storytelling tools
Established	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none"> Innovates and experiments with narrative structures and storytelling techniques Demonstrates an ability to push creative boundaries while maintaining narrative cohesion Develops characters with intricate relationships and interwoven storylines Creates characters that contribute significantly to the overall thematic depth Constructs dialogue with precision, capturing character voice authentically Demonstrates mastery in conveying complex emotions and ideas through dialogue Resolves conflicts in a satisfying and impactful manner Demonstrates the ability to conclude storylines effectively while leaving a lasting impression Integrates scenes seamlessly to create a cohesive and immersive narrative experience Demonstrates mastery in using scenes to enhance the overall impact of the story

Technical	Screenwriting Software	
<p>Description</p>	<p>Screenwriting Software Proficiency is the competency involving the effective and efficient use of screenwriting tools to create, edit, and format scripts. Professionals with this skill can navigate, leverage, and maximise the features of screenwriting software, ensuring the seamless translation of creative ideas into a well-structured and industry-standard script. This competency encompasses familiarity with various screenwriting software options and the ability to adapt to evolving technological tools in the screenwriting industry.</p> <p>N.B. Current software in use includes:</p> <ul style="list-style-type: none"> • Final Draft • CeltX • WriterDuet • Fade In • Scrivener • Movie Magic Screenwriter • Adobe Story • Highland • Trelby • Amazon Storywriter 	
<p>Beginner</p>	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none"> Navigates the chosen screenwriting software with fundamental proficiency Demonstrates the ability to locate and use essential tools for script creation Applies basic script formatting rules using the software Understands the importance of industry-standard formatting in scriptwriting Creates and organises scenes within the software interface Demonstrates an initial understanding of scene structure and sequencing Participates in basic collaboration features of the software Shares and receives script edits with team members using the software Manages script files, saves versions, and understands basic file organisation Demonstrates awareness of file saving, exporting, and backup functionalities
<p>Emerging</p>	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none"> Utilises advanced formatting features for script refinement Demonstrates an improved understanding of how formatting contributes to script clarity Adds detailed descriptions and notes within scenes for better visualisation Incorporates elements that contribute to the visual and narrative richness of scenes Engages in collaborative workflow features, such as real-time editing and commenting Demonstrates an increased ability to work seamlessly with team members using the software Manages script revisions efficiently, keeping track of changes and versions Demonstrates proficiency in utilising revision-tracking tools within the software Integrates multimedia elements (e.g., images, videos) into the script using software capabilities Demonstrates an awareness of how multimedia elements enhance the storytelling process

Technical	Screenwriting Software	
Established	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none"> Optimises script elements for visual storytelling and overall impact Utilises advanced features to enhance the visual and narrative quality of the script Facilitates and leads collaborative efforts using the software Demonstrates the ability to guide and manage collaborative projects within the software environment Implements advanced file security measures, ensuring script confidentiality Demonstrates a proactive approach to protecting script files from unauthorised access Innovates and integrates new features or tools into the scriptwriting workflow Explores and utilises emerging functionalities to enhance efficiency and creativity Adapts to and navigates multiple screenwriting software options Demonstrates versatility in using different tools based on project requirements

Technical	Legal Issues in Screenwriting	
Description	<p>Legal Issues in Screenwriting encompasses the understanding and application of legal principles relevant to the creation and distribution of screenplays. Professionals with this competency navigate legal challenges such as libel, slander, and copyright infringement. They are adept at ensuring that their work adheres to legal standards and mitigates potential risks associated with content creation.</p>	
Beginner	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none"> Demonstrates an awareness of basic legal considerations in screenwriting Identifies common legal pitfalls and ensures compliance with fundamental legal standards Recognises the basics of copyright law as it applies to screenwriting Ensures proper attribution and understanding of rights related to original work Understands the concepts of libel and slander in the context of storytelling Exercises caution to avoid defamatory content in scripts Gains awareness of basic contractual elements relevant to screenwriting Understands the importance of clear agreements in the creative process Demonstrates respect for the intellectual property rights of others Acknowledges and avoids unauthorised use of existing copyrighted material
Emerging	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none"> Adheres to advanced copyright standards, including fair use and licensing Demonstrates an understanding of nuanced copyright issues in screenwriting Engages in negotiations and understands the intricacies of contractual agreements Ensures that contractual terms align with creative intentions and protect the writer's rights Proactively identifies and addresses potential legal risks in screenwriting Takes steps to mitigate legal challenges before they escalate
Established	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none"> Navigates complex legal landscapes with a high level of expertise Collaborates with legal professionals when necessary to ensure comprehensive legal compliance Proposes and implements innovative legal solutions within the screenwriting context Stays informed about evolving legal standards and applies them to creative projects

Technical	Intellectual Property (IP) Ownership	
Description	Intellectual Property (IP) Ownership involves an understanding of the principles governing ownership, protection, and exploitation of intellectual property related to screenwriting. Professionals with this competency manage and protect their creative works, negotiate IP agreements, and ensure fair and ethical use of intellectual property.	
Beginner	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none"> Understands the concept of intellectual property and its relevance to screenwriting Recognises the importance of protecting original creative works Takes basic steps to protect original screenplays from unauthorised use Demonstrates awareness of IP registration processes Gains awareness of licensing principles related to intellectual property Understands the basics of granting and obtaining permissions for use Acknowledges and respects the intellectual property rights of others Avoids unauthorised use of existing creative works Recognises the concept of fair use and its application to screenwriting Exercises fair use principles appropriately in creative projects
Emerging	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none"> Implements advanced strategies to protect intellectual property Utilises legal mechanisms to safeguard creative works from infringement Engages in negotiations regarding intellectual property ownership Ensures clear and fair terms in IP agreements with collaborators and stakeholders Understands how to leverage intellectual property for collaborative projects Negotiates mutually beneficial terms for the use of creative works
Established	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none"> Manages a strategic portfolio of intellectual property assets Implements long-term strategies for the protection and exploitation of creative works Proposes and implements innovative solutions for maximizing the value of intellectual property Stays informed about emerging trends in IP and adapts strategies accordingly

In an old house on the outskirts of the city, there lived a woman who baked bread every morning. Its fragrance wafted all over the street, making the neighbors smile even before breakfast. She knew all the secrets of a good dough: you need to knead it at dawn, when the air still retains the coolness of the night, add a pinch of salt from the sea, which she had never seen, but which she dreamed of every night, looking at photos in an old album.

Her hands moved smoothly and confidently, as if they were dancing an ancient ritual. The dough beneath them came to life, turning into a soft, pliable mass, ready to take any shape. She remembered how her grandmother taught her this art: "Bread is life, dear. You need to put your soul into it, and then it will feed not only the body, but also the heart."

Every morning she went out on the porch and laid out her wares on a makeshift counter. People came for her bread, for her smile, for a piece of warmth that she put into each loaf. They knew that if the bread was warm and smelled like home, it was bound to be a good day.

And then one morning she didn't come out on the porch. The neighbors, sniffing the air, noticed the absence of the usual fragrance. They knocked on the door, but no one answered. They looked in the window and saw her sitting at the table.

third Thursday of
wake up on Friday
surprised - everyone

s sometimes open by
rettes. The hostess
e husband still
ve passed.

pecial croissant
the first
ay by the ghost
drink a cup of

giving way to
get on the next

ning. The
ds it strange.
e.

preparing the
ong been
m when

hear and are
ducts can

ricity.
iseled holes
even

e future
their



The day
unusual lit
change in th
very essence o
and the sounds

I was sitting by th
flasks of colorfu
hands automati
experiment, but my
change.

"Maybe it's just fati
was more than that
of a discovery that

Chapter

I found it on the third shelf to
dusty collection of dried plants. All
tarnished silver clasps. Its pages were
that flickered in the candlelight as if
one." the first line read. "Only you can solve
My fingers trembled as I turned the pages, each
about parallel worlds where time flows different
that can be imagined is possible.

Chapter 3, "Meeting with Chronos"

I appeared in my laboratory at dusk. A tall silhouette sh
ever mist, with eyes like the starry sky.

I the keeper of time," he said in a voice like the rust of
ent pages. "Are you ready to accept your fate?"

was silent, trying to make sense of what was happening. My mind
racing between faith and doubt, between the desire to believe and th
fear of the unknown.

"Time is a river," he continued, "and you are the one who can change



03

Leadership Competencies



Leadership Competencies

Technical	Managing People	
Description	<p>Managing people is the competency involving the ability to lead, guide, and support individuals. Professionals with this skill excel in project/production leadership, mentorship, and effective communication to foster a collaborative and productive work environment. This competency requires a balance of interpersonal skills, strategic decision-making, and an understanding of the unique dynamics within the creative industry.</p>	
Beginner	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none"> Demonstrates basic interpersonal skills, fostering positive communication within the project/production Follows guidance from more experienced project/production members on basic project/production management tasks Adapts to basic leadership responsibilities, such as task delegation and coordination, under supervision Seeks feedback on performance management and interpersonal dynamics, actively learning from more experienced professionals Collaborates effectively within the project/production, contributing to a positive and cooperative work environment
Emerging	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none"> Possesses advanced interpersonal and leadership skills, effectively managing project/production dynamics and communication Independently manages project/production tasks, demonstrating effective delegation and coordination Adapts to challenges in project/production management, actively identifying and addressing interpersonal issues within the project/production Effectively communicates with project/production members on performance expectations and provides constructive feedback Collaborates with project/production members to enhance overall workflow efficiency and creative collaboration
Established	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none"> Masters the art of managing people, providing expert leadership and mentorship Leads in the development and implementation of comprehensive project/production management strategies Adapts seamlessly to complex challenges in project/production dynamics, demonstrating strategic leadership Effectively communicates with project/production members, directors, and producers to align project/production goals with project objectives Mentors and guides project/production members at all levels, fostering a culture of collaboration, creativity, and excellence within the project and/or industry

Technical	Inspirational Leadership	
Description	<p>Inspirational Leadership in the screenwriting industry involves the ability to guide and motivate teams through a visionary and strategic approach. Professionals with this competency inspire creativity, foster a shared vision, and cultivate a positive and innovative work culture. They provide strategic direction, instil confidence, and empower team members to reach their creative potential.</p>	
Beginner	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none"> Communicates a basic vision for projects, aligning team members toward a common goal Demonstrates the ability to articulate an inspiring narrative for the creative process Encourages a positive and collaborative team environment Demonstrates an initial ability to motivate and engage team members through encouragement Encourages basic innovation and creative thinking within the team. Recognises and appreciates diverse ideas and perspectives Aligns team goals with broader project objectives Demonstrates an understanding of the strategic alignment between individual tasks and overarching creative goals Maintains a motivational presence within the team Inspires enthusiasm and commitment toward the creative vision
Emerging	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none"> Develops and communicates an advanced and nuanced creative vision Inspires team members by connecting individual contributions to the larger creative narrative Cultivates a culture of innovation and experimentation Encourages team members to take creative risks and explore new approaches Makes strategic decisions that align with the long-term vision Balances creativity with strategic considerations in decision-making Empowers team members with increased autonomy Delegates responsibilities and trusts team members to contribute to the creative process Demonstrates enhanced motivational leadership skills Adapts motivational strategies to individual team members' needs and preferences
Established	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none"> Engages in innovative visionary thinking, pushing creative boundaries Demonstrates a commitment to exploring unconventional and groundbreaking ideas Establishes a culture of continuous improvement and learning Promotes ongoing development and growth within the team Exercises strategic influence within the screenwriting industry Contributes to shaping industry trends and standards through visionary leadership Empowers and mentors emerging leaders within the team Fosters a pipeline of future creative leaders Achieves inspirational impact on the broader screenwriting industry Leaves a lasting legacy through visionary contributions to the field

Technical	Mentoring & Coaching	
Description	<p>Mentoring and Coaching in the screenwriting industry involves the skillful guidance, support, and development of individuals to help them achieve their creative and professional potential. Professionals with this competency provide personalised guidance, share industry insights, and foster the growth of mentees. They create a supportive learning environment, offering constructive feedback and empowering mentees to navigate their career paths effectively.</p>	
Beginner	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none"> Provides basic guidance and support to individuals in the early stages of their career Demonstrates an initial ability to offer assistance and share insights with mentees Communicates clearly and effectively with mentees Establishes a foundation for open and transparent communication Identifies basic development needs of mentees Recognizes areas where mentees can benefit from guidance and improvement Encourages mentees to develop foundational skills in screenwriting Provides resources and recommendations for skill enhancement. Offers constructive feedback and encourages mentees to reflect on their work Facilitates a feedback loop to support continuous improvement
Emerging	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none"> Provides advanced guidance and industry insights to mentees Shares personal experiences and knowledge to enrich mentees' understanding Creates tailored development plans for mentees Identifies specific goals and milestones for individual growth Champions mentees' career advancement within the industry Assists mentees in navigating opportunities for career progression Assists mentees in building strategic professional networks Provides guidance on networking strategies and industry connections Delivers enhanced feedback that promotes mentees' overall growth Encourages mentees to take on challenges and stretch their creative boundaries
Established	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none"> Masters the transfer of advanced skills and knowledge to mentees Fosters a deep understanding of screenwriting craft and industry dynamics Engages in leadership development with mentees Prepares mentees for leadership roles within the screenwriting industry Exercises influence on the industry through impactful mentoring Mentees contribute significantly to the industry under the mentor's guidance Leaves a legacy of mentoring excellence in the screenwriting field Former mentees achieve notable success and recognition Achieves inspirational impact through transformative mentorship Mentees credit the mentor with profound contributions to their creative journeys

Technical	Managing Finance	
Description	<p>Managing Finance in the screenwriting industry involves the adept handling of financial aspects, ranging from overseeing individual project budgets to managing large-scale production finances exceeding half a million dollars. Professionals with this competency demonstrate proficiency in budgeting, financial planning, expense management, and strategic financial decision-making to ensure the fiscal success of screenwriting projects.</p>	
Beginner	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none"> Demonstrates basic competency in managing personal and project-related expenses Maintains awareness of financial resources and expenditure Adheres to assigned budgets for small-scale projects Ensures that expenditures align with planned financial allocations Maintains basic financial records for individual projects Keeps organised documentation of expenses and financial transactions Understands the basics of resource allocation within a project budget Allocates funds according to project priorities and requirements Communicates basic financial information to relevant stakeholders Provides updates on budget status and financial considerations
Emerging	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none"> Develops and manages budgets for mid-sized projects Demonstrates an understanding of advanced budgeting principles Engages in expense forecasting for project lifecycles Anticipates and plans for potential financial fluctuations Strategically manages resources to optimise project outcomes Identifies opportunities for cost savings without compromising quality Exhibits proficiency in generating and interpreting financial reports Communicates financial insights and trends to key stakeholders Develops and implements strategies to mitigate financial risks Proactively identifies and addresses potential financial challenges
Established	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none"> Oversees budgets for large-scale productions exceeding half a million dollars Manages the financial intricacies of complex, high-budget projects Holds decision-making authority for significant financial choices Demonstrates sound judgment in making financial decisions that impact overall project success Engages in strategic financial planning for long-term project success Aligns financial strategies with broader organisational and industry goals Collaborates with cross-functional teams on financial matters Integrates financial considerations into creative and strategic discussions Exhibits financial leadership and innovation within the industry Drives financial excellence and explores innovative financial approaches



04

Personal Development Competencies



Personal Development Competencies

Personal Development	Self-Awareness	
Description	<p>Self-awareness is the competency involving a deep understanding of one's own strengths, weaknesses, communication style, and areas for personal and professional development. Professionals with this skill actively reflect on their own performance, seek feedback, and adapt their approach based on self-aware insights. This competency requires emotional intelligence, a growth mindset, and the ability to continually refine one's skills and interpersonal interactions.</p>	
Beginner	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none"> Demonstrates an initial awareness of personal development areas, seeking guidance on improvement Follows guidelines on identifying areas of expertise and strengths within the scope of work Adapts to basic self-reflection on communication style, seeking feedback from more experienced project/production members Seeks guidance on understanding how personal actions impact project/production dynamics and collaboration Acknowledges the need for ongoing self-awareness development and actively engages in learning opportunities
Emerging	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none"> Possesses an advanced understanding of personal development areas, actively working on continuous improvement Independently identifies and leverages areas of expertise and strengths in project contributions Adapts communication style to different contexts, understanding its impact on project/production dynamics Effectively navigates project/production interactions, demonstrating an awareness of personal actions and their influence Shares insights and experiences with project/production members, contributing to a culture of continuous self-awareness and improvement
Established	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none"> Masters the art of self-awareness, serving as a role model for ongoing personal and professional development Leads in leveraging a comprehensive understanding of areas of expertise and strengths in complex projects Adapts communication style strategically, fostering positive project/production dynamics and collaboration Effectively manages interpersonal relationships, demonstrating a high level of emotional intelligence Mentors and guides project/production members on advanced self-awareness techniques, fostering a culture of continuous improvement and excellence within the project and/or industry

Personal Development	Proactive Learning	
Description	<p>Proactive Learning is the commitment and ability to take intentional and continuous steps towards personal and professional development. Professionals with this competency demonstrate a proactive approach to acquiring new skills, staying abreast of industry trends, and actively seeking opportunities for growth. They engage in self-directed learning, adapting to evolving industry demands and enhancing their capabilities to remain at the forefront of the screenwriting landscape.</p>	
<p>Beginner</p>	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none"> Identifies and pursues opportunities for developing foundational screenwriting skills Demonstrates a willingness to engage in entry-level learning experiences Stays informed about basic industry trends and emerging practices Regularly seeks out industry-related news and updates Acknowledges and incorporates feedback from peers and mentors Demonstrates openness to learning from constructive criticism Takes the initiative to explore beginner-level learning opportunities Engages in entry-level courses, workshops, or networking events Demonstrates basic adaptability in response to new learning challenges Shows a willingness to step out of comfort zones to acquire new knowledge
<p>Emerging</p>	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none"> Engages in advanced skill development beyond foundational competencies Seeks out opportunities to refine and enhance screenwriting expertise Conducts in-depth research into current industry trends and advancements Demonstrates a nuanced understanding of evolving industry dynamics Proactively seeks feedback and takes initiative in implementing improvements Demonstrates an active role in the continuous improvement of writing skills Actively participates in advanced learning events, conferences, or master classes Seeks exposure to expert insights and experiences Adapts to evolving technological tools and platforms relevant to screenwriting Incorporates technological advancements into writing processes
<p>Established</p>	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none"> Masters advanced screenwriting skills and techniques Demonstrates a high level of proficiency in various facets of the craft Contributes innovative ideas and practices to the industry Takes a leadership role in introducing novel concepts or approaches Establishes thought leadership in the realm of continuous learning Shares insights and mentors others in their proactive learning journey Develops educational programs or initiatives within the industry Plays a role in shaping learning experiences for others Exhibits visionary adaptability to industry shifts and transformations Anticipates future trends and prepares for ongoing changes in the screenwriting landscape

Personal Development	Freelancer Skills	
Description	<p>Working as a freelancer is the competency involving the ability to effectively manage one’s career as an independent professional within the industry. Professionals with this skill excel in managing their own schedules, seeking and securing freelance opportunities, and navigating the business aspects of self-employment, including invoicing, client relations, and financial management. This competency requires a blend of entrepreneurial spirit, self-discipline, and adaptability to varying project scopes and timelines.</p>	
Beginner	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none"> Demonstrates awareness of the responsibilities and challenges of working as a freelancer Follows basic calendar management practices to organise work schedules effectively Sends basic pitches and proposals for work opportunities, seeking guidance when needed Adapts to basic invoicing and billing processes, following industry standards Begins to build useful industry contacts, attending entry-level networking events
Emerging	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none"> Possesses advanced skills in managing calendars and work schedules efficiently, optimising time and productivity Independently sends well-crafted pitches and proposals for a variety of work opportunities Manages invoicing and billing processes independently, ensuring professionalism and timely submissions Demonstrates proficiency in managing tax affairs as a freelancer/self-employed person, seeking professional advice when necessary Builds and maintains a solid network of industry contacts, contributing to a steady flow of opportunities
Established	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none"> Masters the art of managing complex calendars and work schedules, balancing multiple projects seamlessly Leads in crafting strategic pitches and proposals that align with personal and professional goals Independently manages advanced invoicing and billing processes, ensuring financial efficiency Demonstrates expert-level understanding of tax affairs and financial planning for freelancers/business owners Maintains an extensive and influential network of industry contacts, serving as a resource and collaborator for peers and newcomers

Personal Development	Managing Wellbeing	
Description	<p>Managing Wellbeing involves the ability to establish and maintain a healthy boundary between work and personal life. Professionals with this competency prioritise self-care, set appropriate boundaries, and employ effective strategies for relaxation and rejuvenation. They recognise the importance of mental and physical health in sustaining their long-term success and creativity.</p>	
<p>Beginner</p>	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none"> Recognises the importance of setting appropriate boundaries between work and personal life for overall wellbeing Demonstrates a basic understanding of the connection between mental health and professional success Takes initial steps to avoid excessive work-related stress Utilises basic relaxation techniques to manage stress Demonstrates awareness of and engagement in activities that promote relaxation Avoids prolonged periods of overwork Implements simple strategies to ensure downtime for personal pursuits Develops an awareness of personal wellbeing needs and stress triggers Begins to implement strategies to address specific wellbeing challenges
<p>Emerging</p>	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none"> Sets more advanced and clear boundaries to protect personal time Demonstrates an increased ability to say no to excessive work demands Adopts holistic wellbeing practices beyond basic relaxation techniques Engages in activities that support physical, mental, and emotional health Plans structured downtime for relaxation and personal activities Demonstrates intentional efforts to incorporate breaks into the work routine Integrates wellbeing practices seamlessly into daily routines Establishes habits that contribute to ongoing personal and professional balance Participates in stress reduction programs or initiatives Actively seeks out resources to enhance stress management skills
<p>Established</p>	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none"> Masters expert-level boundary management, safeguarding personal time effectively Demonstrates the ability to balance work demands with a strong commitment to personal wellbeing Advocates for wellbeing within the industry and organisational contexts Takes a leadership role in promoting a culture of wellbeing Develops and implements strategic plans for overall wellbeing Aligns wellbeing practices with career longevity and sustained success Innovates and explores advanced relaxation and rejuvenation techniques Contributes to the development of new practices for stress relief Pioneers initiatives that prioritise wellbeing in the screenwriting industry Leaves a legacy of positive wellbeing impact on the industry as a whole

Personal Development	Industry Knowledge	
Description	Industry Knowledge involves possessing a deep and up-to-date understanding of the industry's dynamics, trends, and key players. Professionals with this competency stay informed about current and emerging developments, maintain strong networks, and actively contribute to the industry's growth. They leverage their knowledge to make informed creative and strategic decisions within the landscape of screenwriting.	
Beginner	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none"> Demonstrates a basic understanding of the screenwriting industry's structure and key components Identifies major players, genres, and common practices within the industry Exhibits an awareness of basic current trends and emerging themes in screenwriting Regularly seeks out information on recent industry developments Begins to build a basic professional network within the industry Engages with peers and mentors to establish connections Participates in entry-level industry events, workshops, or seminars Takes initial steps to stay connected with the industry's pulse Understands basic industry practices and standards related to screenwriting Follows established protocols and guidelines for industry engagement
Emerging	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none"> Develops in-depth insights into the structure and dynamics of the screenwriting industry Demonstrates a nuanced understanding of various industry segments Actively participates in industry discussions, forums, or online communities Engages in conversations about current industry challenges and opportunities Expands and strengthens a professional network Establishes connections with influencers and experienced professionals Regularly attends industry events, conferences, and festivals Stays updated on the latest industry trends and innovations Contributes to industry initiatives or collaborative projects Engages in activities that contribute positively to the industry's advancement
Established	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none"> Possesses expert-level knowledge of the screenwriting industry's intricacies Keeps abreast of emerging trends and anticipates future industry directions Establishes thought leadership within the industry Influences and shapes discussions about the future of screenwriting Holds leadership roles within industry networks or associations Plays a pivotal role in fostering collaboration and innovation Forms strategic partnerships with key industry stakeholders Collaborates on projects that have a significant impact on the industry Engages in mentorship and education initiatives within the industry Shares extensive knowledge and experiences to contribute to the development of industry professionals

Personal Development	Resilience	
Description	Resilience is the competency involving the ability to adapt, recover, and maintain a positive mindset in the face of challenges and setbacks. Professionals with this skill demonstrate mental fortitude, the capacity to bounce back from failures, and a proactive approach to learning from setbacks. This competency requires emotional intelligence, self-awareness, and the ability to sustain motivation during demanding projects or periods of uncertainty.	
Beginner	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none"> Demonstrates a basic ability to handle constructive feedback, showing a willingness to learn and improve Adapts to challenges and setbacks, maintaining a positive attitude in the face of adversity Seeks guidance on processing negative feedback and setbacks, actively learning from more experienced project/production members Acknowledges the learning opportunities in failed pitches or negative situations, contributing to personal and professional growth Collaborates effectively with project/production members, demonstrating a positive and adaptable approach to work challenge
Emerging	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none"> Possesses advanced resilience, taking on critical feedback constructively and incorporating it into continuous improvement Independently navigates and rebounds from negative situations, maintaining focus on long-term goals Adapts to challenges in a proactive manner, demonstrating the ability to turn setbacks into opportunities for innovation Effectively communicates resilience to project/production members, fostering a culture of learning and growth Collaborates with peers and mentors to share experiences and insights, contributing to a supportive and resilient project/production culture
Established	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none"> Masters the art of resilience, serving as a role model for handling feedback and setbacks Leads in turning challenges into opportunities, demonstrating visionary resilience in the face of adversity Adapts seamlessly to complex challenges, providing guidance on resilience to project/production members and fostering a resilient culture Effectively communicates resilience to key stakeholders, directors, and producers, building trust in the face of uncertainty Mentors and guides project/production members at all levels on advanced resilience strategies, fostering a culture of continuous improvement and adaptability within the project and/or industry



Appendix 1: Screenwriting Credits

adapted by	dialogue supervisor	screenplay & dialogue	story Krotkaya
adapted screenplay	dramatisation	screenplay & dramaturgy	story only
additional writer	dramaturgy	screenplay adaptation	story support
after idea by	head of development	screenplay advice	story, script
associate head writer	head writer	screenplay advisor	story/screenplay
author	idea and story	screenplay by	storyboard
cinematic script	idea by	screenplay coaching	storyline
co-writer	improvised dialogue	screenplay punch-up	supervising story consultant
co-author	in association with	screenplay revision	supervising writer
co-concept	in collaboration with	screenplay revisions	supporting writer
co-creator	investigation	screenwriter	theatre play
collaborating writer	memoir	script	theatre scenes concept
commentary	narration	script advice	translated & subtitled by
concept	original concept	script by	treatment
concept development	participation	scriptwriter	voiceover script
consultant	researched & scripted by	staff writer	with collaboration by
contributing writer	re-written by	story & adaptation	with participation of
co-scenarist	screenplay	story & writer	with the collaboration of
co-screenplay	scenario	story advisor	with the participation of
co-screenwriter	scenario & adaptation	story & screenplay	writers' room
co-writer	scenario & dialogue	story & screenplay by	writing consultant
created by	scenario advice	story & screenplay collaboration	writings
creative writer	scenario advisor	story & script consultant	written by
creator	scenario editor	story & treatment	written for the screen by
	scenario revisions	story & writer	written in collaboration with

Source: Writers of European Film and TV Fiction 2025-2020, Gilles Fontaine, European Audiovisual Observatory, Federation of Screenwriters in Europe, May 2022





Appendix 2: TV Scriptwriting Roles

TV Scriptwriting – Ireland & UK

The website, myfirstjobintv.co.uk, describes the job roles for scriptwriting in the TV sector in the UK and these are the same for Ireland. In this document, for clarity, we have split these roles into three separate tracks: script-writing, story-writing/editing and script-editing.

Script Editing

Script Reader

This is an entry level role involving reading many scripts, scoring them, and providing written reports (usually three pages of notes) assessing: premise, characters, dialogue, format, structure, plot, descriptions, pace, originality, and theme.

Assistant/Junior Script Editor

This role reports to the Script Editor and works closely with scriptwriters and the script editor to provide editorial and research support

Script Editor

This is a key liaison role between writer and production, collaborating with producers and directors, to achieve best possible editorial outcome and deliver scripts on time, in the specified format, and to the agreed length. Script editors may also, in extreme circumstances, be asked to do very quick rewrites on a script if the writer is not available and where they have the writer's consent to make such changes.

Senior Script Editor

In this role, the person maintains continuity between writers on series or serials. Where there is more than one script editor, or a team of script editors, the series script editor ensures communication between them is thorough to assist continuity. They engage with the whole series and not just individual episodes. Series script editors tend to edit fewer scripts with writers but instead deliver their notes to script editors across the entire series, normally at least on two drafts of each script. They are responsible for episode continuity in terms of story and character arcs. They can be responsible for finding new writers and maintaining the stable of writers contracted to the show, including liaising with agents and contracts department over contracts for writers. They can also be the line manager for the script editors.

Story Writing/Editing

Storyliner

This role reports to the story editors and involves generating, developing, and writing story strands for long-running series. The person may be responsible for a number of different storylines or episodes and assist in writing up the story document which will be issued to all writers and editors, as well as keeping series integrity/structure up to date.

Story Editor

In this role, the person works to the story producer. They take a leading role in the pitching, editing, and general development of the story documents. They manage the Storyliners in forming the story arcs across episodes, following planning meetings where the broad brushstrokes of the story are decided by writers and story producers. Story editors will also need to liaise with schedulers over character and set availability when writing the storylines.

Story Producer (can also be known as Series Consultant, Series Story Editor or Story Executive)

This role is responsible for developing and maintaining story across episodes – providing a framework and then overseeing the production of a story document which is given to individual writers and editors, usually detailing a month's episodes on a long runner. On a long running drama or soap, they may run the entire editorial team. Can sometimes be titled editorial producers, story producers and script producers (tend to be roles on larger productions), or in development and they usually work directly to the executive producer, on the same level as producers.

Scriptwriting

Scriptwriter

In this role, the person is commissioned to write material in part or in full for a range of TV shows that include Continuing Drama/Series, Docu-dramas, or one-off TV shows. In writing continuing drama, for example, a scriptwriter's progress depends on the number of episodes a person is commissioned/employed to write. In matching the role to a competency framework, it is important to differentiate between a junior scriptwriter and more senior scriptwriters.

Lead Writer

The person in this role is usually a highly experienced writer with a strong track record of delivering high-quality scripts. They may have created the original format, or if the show is long-established, had an ongoing relationship with the show for a number of seasons, giving them a strategic insight into the show's narrative arc and character progression.

Executive Producer

This role is usually filled by the creator of the underlying intellectual property and is a highly experienced screenwriter with a track record of delivering excellent material. They will work alongside other executive producers who represent either the production company or other financiers, overseeing production. The Writer/Executive Producer will select the writing and script editing team and oversee the arcing and story lining of the show. They will give notes on script drafts and where necessary over-write episodes. They will have a say in casting, choice of director, and final edit of each show. They will have a role in promoting the show upon completion.

TV Scriptwriting – US

In a Screencraft blog, Ken Miyamoto (Miyamoto, 2021) provided a useful taxonomy of roles in scriptwriting within the TV business industry in the US. He noted the following key roles that people progress through in the industry.

Writers' Assistant

Writers' Assistants are note takers for working sessions of the Staff Writers and Story Editors and organise and keep track of ideas/concepts. They may be asked to proofread the scripts as they merge the notes and staff writing pages into a cohesive formatted script. Assistants may also be asked to handle any necessary research that is needed before, during, or after the writers' room meetings.

Staff Writer

Staff Writer are there to develop and break story. They work with and under the direction of other more senior or experienced Staff Writers. In this way they may be able to provide an input to the key story or character elements that are part of the final script, but if they are not an assigned writer, they may not always get credit for their participation. However, it represents an opportunity to begin learning the craft of scriptwriting and, where their suggestions add value, it can be a basis for further progression in the industry.

Story Editor

Editors Story or script editors are experienced writers who are given additional leadership responsibility. They benefit from Writers Guild of America (WGA) terms and conditions of pay and being credited. In a leadership capacity they help the writer(s) to successfully tell their story in a way that connects with their intended audience. This includes helping the writer to map out the story and providing feedback/review of their work. They supervise and manage the narrative goals, logic and continuity and have a strong understanding of all stages of development and audiences.

Co-Producer

Co-Producers report to the producers and take on additional duties and decision-making and support the Producers in activities such as casting, direction of the show etc..

Producer

Producers are very experienced writers and take on additional responsibilities beyond writing scripts in casting, production, and the creative direction of the show.

Supervising Producer

Supervising Producers are upper-level writers that handle extensive responsibilities, usually working with the writing staff directly in story development, breaking story, and actual writing of the episodes. They are in charge of the room when the Showrunner and EPs aren't available.

Showrunner/Executive Producer

Showrunners/Executive Producers have creative and management responsibility for all elements of television series' production including managing stakeholders, budget, creative direction, talent management etc..

Adapted from Miyamoto, K. (2021). Blog: What Exactly is a 'Showrunner' and How Can You Become One? Screencraft Blog.

Writers' Credits

Guiding Principles

As agreed between Screen Producers Ireland (SPI) and the Writers' Guild of Ireland (WGI) in September 2017 .

The following list of credits for writers is for guidance purposes only.

The writing credit definitions mirror those of the International Affiliation of Writers Guilds.

It is important to note that the contract between the producer and the writer will take precedent over these guidelines.

We recommend that the producer and writer avail of legal advice before signing a contract.

You can also consult with WGI/SPI.

1. Story by

The term "story" means an original idea written for the screen which is distinct from a screenplay and consisting of the basic narrative, idea, theme or outline indicating character development and action. A "Story by" credit is appropriate when the screenplay is based on a story, as defined above, and not based on any pre-existing material.

2. Screen Story by

Credit for story authorship in the form "Screen Story by" is appropriate when a story, as defined above, is based on source material though substantially new or different from the source material.

3. Screenplay by

A screenplay consists of individual scenes and full dialogue, together with such prior treatment, basic adaptation, continuity, scenario and dialogue as shall be used in, and substantially contributes to, the final script.

A "Screenplay by" credit is appropriate when the screenplay is based upon a story or a screen story as defined above.

4. Written by

The term "Written by" is used when the writer(s) is entitled to both the "Story by" credit and the "Screenplay by" credit.

This credit shall not be granted where there is source material of a story nature. However, biographical, newspaper and other factual sources may not necessarily deprive the writer of such credit.

5. Narration Written by

A “Narration Written by” credit is appropriate where the major writing contribution to a motion picture is in the form of narration. The term “narration” means material (typically off-camera) to explain or relate sequence or action (excluding promos or trailers).

2. Based on Characters Created by

“Based on Characters Created by” is a writing credit given to the writer(s) entitled to separated rights in a theatrical or television motion picture. This credit is accorded when a sequel to a theatrical or television motion picture is produced for television (excluding a television series).

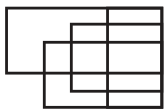
3. Shared Credit

When credit is accorded to a team of writers, an ampersand (&) shall be used between the writers’ names in the credit to denote a writing team. Use of the word “and” between writers’ names in a credit indicates that the writers did their work separately, one usually rewriting the other. This distinction is well established in the industry through custom and practice.

4. The Possessory Credit

The possessory credit “a film by” or its variations, is accorded to a director who has written and directed the film; and or who has a significant body of work and whose reputation as a filmmaker is such that it can make a significant contribution to the marketing of the film. Writers’ guilds do not believe that the possessory credit should be used in any other circumstances.





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