

CHART OF COMPETENCIES

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DIRECTORS FILM AND TELEVISION

You should find everything you do somewhere on the Competency Chart, but you will not necessarily do everything identified on the Chart.



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The Cultural Human Resources Council (www.culturalhrc.ca) strives to be at the centre of vision and forward thinking in the area of cultural human resources development. CHRC brings together representatives of arts disciplines and cultural industries in the cultural sector to address the training and career development needs of cultural workers — artists, creators, technical staff, managers and all others engaged professionally in the sector, including the self-employed.

CHRC's initiatives on behalf of and in collaboration with the film and television industry include developing *Fast Forward*, a national training strategy for the industry, and establishing a National Training Advisory Council (NTAC) to oversee the implementation of the *Fast Forward* recommendations. CHRC has also undertaken occupational analyses for certain key occupations in the film and television industry including one for **Film and Television Directors**. The others are Documentary Filmmakers, Film and Television Producers and Production Managers.

This Chart of Competencies identifies the combined competencies that make up the work of a Film and Television Director; it was compiled by a group of expert practicing professional film and television directors from across Canada. It is to be used in conjunction with CHRC's *Competency Profile for Film and Television Directors*. The Competency Chart and Profile can be used by individuals to evaluate their own skills and to determine areas where they should pursue additional training. On a corporate level, this material can be applied in defining job profiles, developing competency-based professional development programs, negotiating and customizing training programs, developing career planning programs, recruitment profiles and individual position descriptions.

The opinions and interpretations in this publication are those of the authors and do not necessarily reflect those of the Cultural Human Resources Council and the Government of Canada.

A Film and TV Director must be able to...

PROFESSIONAL COMPETENCIES:

A. ANALYSE SCENARIOS / CONCEPTS

- 1. Evaluate narrative structure
- 2. Educate oneself on subject matter
- 3. Analyse technical issues
- 4. Assess financial feasibility
- 5. Consider alternative solutions

B. TRANSFORM CONCEPTS AND SCENARIOS INTO ONE'S CINEMATIC LANGUAGE

- 1. Create a preliminary shot list
- 2. Create a storyboard / animatics
- 3. Create a cue sheet (for live-events, news, live-to-tape, magazines)
- 4. Present a detailed vision of project to concerned parties

C. SELECT TALENT AND KEY CREATIVE TEAM

- 1. Determine character profiles
- 2. Audition talent
- 3. Evaluate talent's ability to perform
- 4. Determine key team profiles
- 5. Perform key creative selection process
- 6. Brief and seek input from key creative team

D. DETERMINE SHOOTING PARAMETERS

- 1. Define sound and visual style
- 2. Develop shooting strategy and solutions in compliance with set time and budget
- 3. Determine shooting format
- 4. Determine shooting location(s)
- 5. Determine required equipment
- 6. Approve shooting schedule

E. PREPARE FOR PRODUCTION

- 1. Perform a technical reading with creative team
- 2. Perform technical surveys
- 3. Approve suggestions made by key creative team
- 4. Approve schedules
- 5. Perform collective reading with talent
- 6. Make script adjustments
- 7. Transfer vision to screen
- 8. Create / maintain relationships with talent and team members

F. DIRECT MISE EN SCÈNE

- 1. Conduct rehearsals off set
- 2. Choreograph blocking
- 3. Finalise technical preparation
- 4. Shoot the scene

G. DIRECT EDITING

- 1. Analyse rushes
- 2. Share one's vision and expectations with editor
- 3. Provide direction to move edit to rough cut
- 4. Provide direction to move edit to fine cut
- 5. Promote / defend director's cut
- 6. Provide direction to move edit to locked picture
- 7. Provide direction for colour correction and visual effects

H. CREATE MUSIC AND SOUND AMBIANCE

- 1. Determine musical style and soundscape
- 2. Brief composer / music supervisor and sound editor
- 3. Select music
- 4. Direct voice over and Automatic Dialogue Recording (A.D.R.)
- 5. Approve mix

GENERAL COMPETENCIES:

I. DEMONSTRATE COMMUNICATION SKILLS

- 1. Practice active listening
- 2. Communicate verbally in a clear and concise manner
- 3. Communicate clearly and concisely in writing
- 4. Make presentations
- 5. Conduct interviews
- 6. Display tact and diplomacy
- 7. Demonstrate empathy
- 8. Persuade
- 9. Use industry terminology

J. DEMONSTRATE PERSONAL COMPETENCIES

- 1. Assert one's artistic identity
- 2. See the big picture
- 3. Exercise leadership
- 4. Exercise authority
- 5. Make decisions
- 6. Solve problems
- 7. Exercise analytical skills
- 8. Be open minded
- 9. Demonstrate creativity and imagination
- 10. Display self-confidence
- 11. Maintain focus
- 12. Demonstrate thoroughness and attention to detail
- 13. Negotiate
- 14. Exercise patience
- 15. Work under pressure
- 16. Anticipate challenges / issues
- 17. Demonstrate entrepreneurial skills
- 18. Demonstrate time management skills
- 19. Demonstrate teamwork skills
- 20. Take risks
- 21. Multi-task
- 22. Keep abreast of industry-specific technology
- 23. Trust one's intuition

The tasks linked to the competencies must conform to applicable laws, regulations and standards.