

Filming in England

A Resource Guide for New Entrants

So You Want to Work
in Film & TV?

@filminengland

filminginengland.co.uk



Contents

This resource is for young people or career changers who are looking to kickstart a career in the Film & TV industry.

At Filming in England, we're dedicated to supporting individuals from all backgrounds and skillsets as you start your career journey.

We'll provide you with easy-to-understand information on...

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Bridgerton S3 © Netflix



Who We Are

Creative England's Filming in England team is a part of the [Creative UK Group](#), proudly funded by the [British Film Institute](#) and endorsed by the Department for Culture, Media & Sport.

We operate at a national level with an experienced, regionally based team offering free production support to feature film and High-End TV across England, outside of London.

We work alongside our Film Office partners and our Regional and National networks to help government grow and develop our Creative Industries.

With our national crew directory currently listing 6000+ regional crew, we are on a mission to connect industry across the regions, aiding in job creation and promoting diverse collaboration and best practice.



Entry Options

When it comes to working in the industry, one big, lucky break can be enough to jump start your career. And the good news is that there are multiple pathways to securing your first job. In this section we explore what we consider are the most effective entry options...

Filming in England's National Crew Directory

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Barbie © Warner Bros. Pictures

Napoleon © Apple TV+

Masters of the Air S1 © Apple TV+

Indiana Jones and the Dial of Destiny © Disney

Queen Charlotte: A Bridgerton Story © Netflix

Filming in England's National Crew Directory

Filming in England's [National Crew Directory](#) is a fully accessible, online resource designed for crew members based in the English Regions seeking opportunities in Film & TV production. Through the directory, Filming in England connect crew to productions based on their skillset, availability and location.

It is completely free to use, and we warmly welcome new entrants.

We aim to support and promote skilled workers from all backgrounds to industry. No matter where you are in your career, our national crewing service is here to connect you directly to industry and share opportunities local to you.

What Are the Benefits?

- **Free Registration:** Signing up to our Directory won't cost you a penny!
- **Dedicated Crewing Team:** Our friendly team is ready to assist you.
- **Direct Connections:** We send your details and CV directly to productions.
- **Tailored Job Alerts:** Stay informed about hiring opportunities with our speedy job posting service.
- **CV Support:** Receive valuable feedback and guidance on your CV.
- **Exclusive Events:** Enjoy exclusive invitations to our regional Filming in England Connect: Industry Mixer events.

"The database is a brilliant resource to find jobs and has provided me with many opportunities over the years. It's great to know I can rely on it to find local, paid work and I won't be receiving job notifications that aren't relevant to me."



What Makes The Directory Different?

- **No Subscription Fees:** You'll never pay to hear about opportunities! Our National Directory is entirely free.
- **Supported by BFI:** Funded by the BFI, we actively create and share new opportunities across the English Regions, making us a trusted industry resource.
- **Fair Pay Guarantee:** We notify crew only of positions paying NMW+ (National Minimum Wage and above) and offer personalized career guidance and CV feedback.
- **Partnerships for Success:** We collaborate closely with industry partners like [ScreenSkills](#) and local Film Offices to keep you updated with the latest industry developments.
- **Inclusive Registration:** No prior credits or experience required! We welcome everyone, including those starting their careers.



Sign up today!

[Filming in England's National Crew Directory](#)



Film Offices & Screen Agencies

Alongside Filming in England are England's various Film Offices and Screen Agencies. They provide essential support to productions at a local level, offering locations and crewing assistance while ensuring compliance with filming guidelines.

Film Offices actively promote their city, county, or region to the industry, showcasing England's film-friendly environment. With numerous Film Offices spread across the English Regions, many offer free crew databases to enhance your industry exposure.

Increase your chances of securing work by registering on Filming in England's Crew Directory to hear about national opportunities, and connect with your local Film Office for updates on productions hiring in your area.

Find your local Film Office and get connected!



Film Office Areas

Across the English Regions, numerous Film Offices operate in various capacities. The following organisations are some of our partners that are sat within or formally endorsed by local authorities to provide essential production support services to the screen industry. Many also offer crewing services, training, and facilitate job opportunities within their respective local authority areas.

East

[Essex Film Office](#)

[Hertfordshire Film Office](#)

[Norfolk Screen](#)

[Screen Suffolk](#)

North-East

[North-East Screen](#)

North-West

[Liverpool Film Office](#)

[Screen Manchester](#)

South-East

[Berkshire Film Office](#)

[Buckinghamshire Film Office](#)

[FilmWight](#)

[Kent Film Office](#)

[Surrey Film Office](#)

South-West

[Bath Film Office](#)

[Bristol Film Office](#)

[North Somerset Film Office](#)

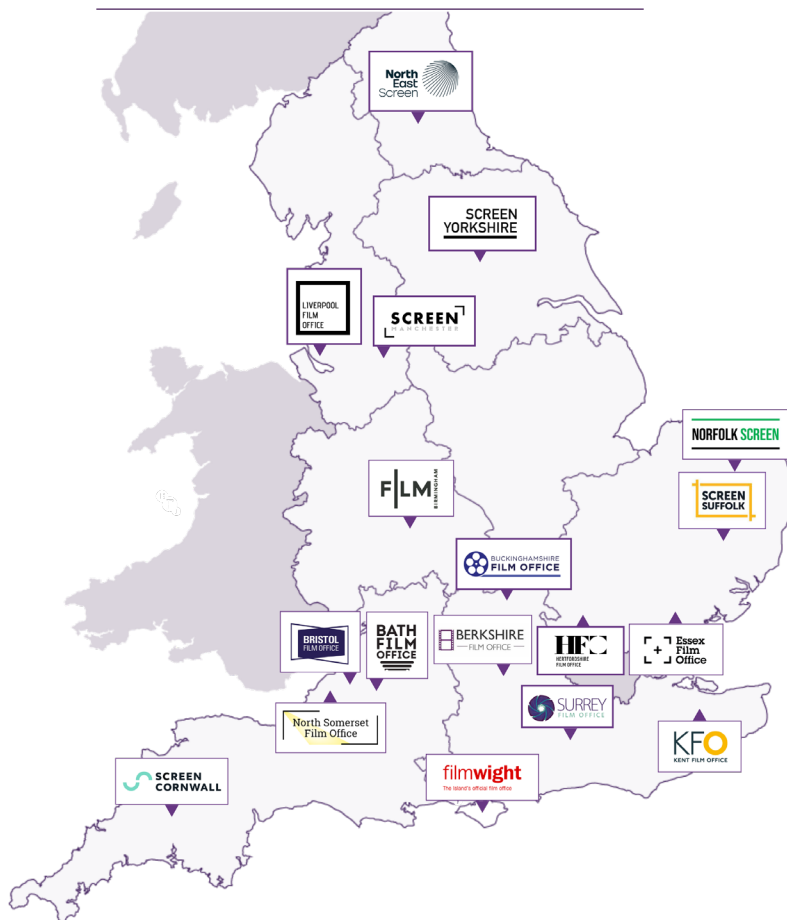
[Screen Cornwall](#)

West Midlands

[Film Birmingham](#)

Yorkshire

[Screen Yorkshire](#)



Trainee Schemes

There are lots of industry endorsed training schemes out there – from brushing up on your people skills to health and safety training – and they all help your CV stand out! Below is a selection of the top training providers offering regional opportunities. Please note, this list is not exhaustive, and requirements may vary depending on your skillset and location.

4Skills

Channel 4's Production Training Scheme provides opportunities across the UK for those at the beginning of their career.

All Spring Media

A south-east based training provider that supports an inclusive and diverse workforce for the Screen Industries through a comprehensive range of entry and CPD programmes.

BBC Production Traineeship

The BBC's 'gold-standard' Production Trainee Scheme is well-established and aimed at those seeking a career in TV.

BFI Skills Clusters

The current [Skills Clusters](#) in the English Regions cover the areas of the North of England, the West Midlands, and Berkshire, Buckinghamshire, Hertfordshire and Surrey in the South. They form 4 of the 6 BFI Skills Clusters. These areas have been awarded funding from the BFI to develop clearer pathways into employment. Check out their websites to explore the range of training opportunities they offer.

Beyond Brontës

For people aged 19+ based in West Yorkshire and delivered by Screen Yorkshire. Beyond Brontës is a part-time training programme designed to build confidence and skills.

BFI Film Academy

A variety of courses for 16 to 19-year-olds to develop skills and build a career in the film industry. UK-wide.

Trainee Schemes

Sara Putt Trainee Scheme

A UK-wide professional development programme designed to support trainees working behind the camera in High-End TV drama and film.

ScreenSkills

The industry-led skills body for the screen industries, ScreenSkills offer a multitude of UK-wide free e-learning and training initiatives.

thinkBIGGER!

A training, recruitment and consultancy provider for underrepresented groups working within Film & TV.



Apprenticeships

Apprenticeships are a great way of developing job-specific skills, whilst earning a wage in an area that interests you – and receive an industry recognised qualification along the way!

Often you won't need experience or specific qualifications to enrol onto an apprenticeship scheme – but a genuine passion for your chosen field is essential.

Please note that the list provided is not exhaustive, and apprenticeship applications operate on deadlines. Stay informed about opening and closing dates for the opportunities listed below.

4Skills

One department, 14-36 months, and a Level 2, 3, 4 or 6 qualification in a related subject at the end of it.

BBC Production Apprenticeships

Learn on-the-job as part of a BBC production team, developing vital knowledge and skills.

ITV

The broadcaster offers opportunities across a variety of departments and locations.

NFTS

In partnership with The Prime Video Craft Academy, this apprenticeship has places for 25 people based in London, Cardiff and Glasgow.



Apprenticeship or Trainee Scheme

So, you may find yourself asking what's right for you? Well, both are great options, and one is by no means 'better' than the other.

There's no limit to the amount of training you can pursue, and with an apprenticeship you can earn while you learn! You can also take on both simultaneously.

Two factors to consider that may help your decision are:

- **Work Experience:** Evaluate how much work experience you already have.
- **Financial Needs:** Consider if earning money is a necessity for you right now.

If you are looking to gain or broaden general skills, then a trainee scheme might be the right fit.

If you want to gain job-specific skills in a particular field whilst earning an income, then an apprenticeship could be more suitable.

If you're still unsure, here are some useful websites with more information

- [Become an Apprentice](#)
- [Apprenticeships](#)
- [Browse Apprenticeships](#)
- [Institute for Apprenticeships & Technical Education](#)



Networking

Ah, the dreaded networking. Look, we get it. Networking can be... awkward. Walking into a room and talking to people you've never met before? It's intimidating. But this is a people's industry. And the more of them you know, the more opportunities you'll hear about.

Networking events aren't just about socialising.

Through networking you can...

- Expand your contacts by meeting fellow crew based in your area
- Stay informed about upcoming and ongoing productions that may be hiring
- Gain insights into relevant funding and business support related opportunities
- Boost your confidence and refine those essential communication skills.



Tips for Successful Networking

- **Honesty about Your Skillset:** Always be truthful about your current abilities. Employers and clients appreciate a commitment to learning and gaining experience, even at entry level.
- **Show Enthusiasm:** Demonstrate your passion for your chosen career path and your dedication to pursuing it.
- **Build a Supportive Network:** Networking is not just about securing your next job; it's about cultivating a network of contacts who can offer advice and support over time. Allow these relationships to develop naturally.
- **Stay Informed:** Stay updated on current films and TV programmes. This demonstrates your awareness of the industry's current landscape, which filmmakers and commissioners value.
- **Research and Reach Out:** After watching a TV show or recent film you admire, check the credits for Heads of Departments or professionals in roles you aspire to. Reach out to them, expressing your admiration for their work and interest in their field.



How to Network as an Introvert

“Networking is the one thing we’re told to do – but as someone who is naturally very quiet and has a lot of anxiety, it’s really, really hard.”

Networking can be daunting for introverts who prefer quieter settings. Here are some tips to leverage your introverted qualities effectively!

- **Start Online:** Begin by making connections online if in-person networking feels overwhelming. Use platforms like the Filming in England National Crew Directory to find experienced professionals who share your interests or career goals.
- **Navigate Large Events:** If you attend large networking events, gently challenge yourself to say hello to new people. Don’t feel pressured to mingle extensively; focus on forging deeper connections with a few individuals.
- **Prepare in Advance:** Request the attendee list beforehand to identify people of interest. After all, it’s easier to talk to someone if you’re genuinely curious about what they do! You can also ask the organisers to help make tailored introductions on your behalf.
- **Value Quality over Quantity:** Recognise that even one meaningful conversation at an event is a success. Go home and put your feet up. Follow up with that person the next day, and if they’re local, maybe suggest a catch up over coffee.



Networking Opportunities

Industry networking events should welcome a mix of experienced crew and new entrants. After all, they're a great way for productions to meet potential new trainees, and for freelancers to hear about potential work!

Here are some of the leading organisations providing regional opportunities aimed at entry and early level professionals

BFI Network

The BFI's Local Film Hubs regularly host networking events – sign up and turn up!

Facebook Groups

[Film/TV industry Networking Group](#)

[Film & TV Production Crew](#)

[Film UK Crew](#)

[UK TV and Film Jobs-\(LOVING YOUR WORK\)](#)

Filming in England

Receive exclusive invites to our regional industry mixers via our Crew Directory Mailing List. Hosted quarterly in a different region.

Film Offices

Regional and local Film Offices will often host networking events in their areas to connect local industry. Receive exclusive invites by signing up.

ScreenSkills

ScreenSkills' Open Doors events are in-person networking sessions, regularly hosted across England.



Choosing Your Role

So... you know you want to work in Film & TV – great!
But do you know in what role? Or in what department?

Some people know right away what they want to do, others may still be exploring – and that's fine. The good news is our industry has lots of different departments with all sorts of jobs and opportunities for progression.

Whether its Camera or Costume, Script or Sound – there's a matching job somewhere for you!

To get the ball rolling, ask yourself these questions:



What am I good at?

Budgeting? Writing? Painting? Research?
Model-making? Electrics? Cooking?

Film & TV has opportunities to suit almost every skillset.

What do I enjoy?

This is important if you think about it from a **progression** point of view. We all have to start somewhere, but it's important you know how that job will evolve.

How do you want to progress?

How can my qualifications help?

Transferrable skills are important, but there are some roles that will only be available to you IF you have the relevant qualifications.

For instance – thinking about Production Accountancy? You may need a Maths, Business Studies or equivalent Finance qualification.

Careers in Film & TV



Accountancy



Assistant Directing



Art



Camera



Casting



Catering



Costume



Development



Grip



Hair & Make-up



Lighting



Locations



Production Management



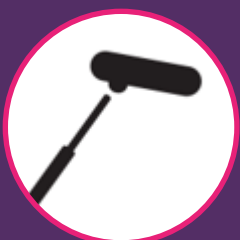
Post-production



Script Editing



Script Supervision



Sound

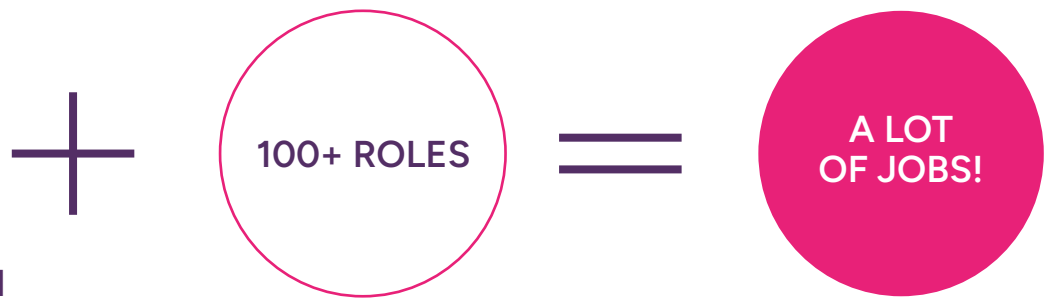


Transport

...and so much more!

Careers in Film & TV

DEVELOPMENT
PRODUCTION
CRAFT
TECHNICAL
POST-PRODUCTION



Having ambition to become a **Director** or a **Screenwriter** is a great goal – but think about the roles AND the paths available to you right now.

What's an entry level role you can realistically pursue? Where are the skills gaps? Because of the National Skills Shortage, we urgently need...



Accounts Trainees



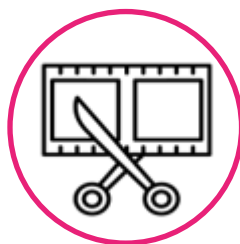
Script Supervisors



Art Department Trainees



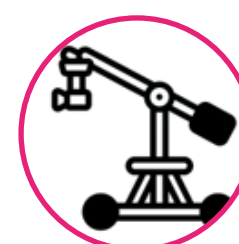
Location Trainees



Location Trainees



ADs



Grip Trainees



Production Secretaries

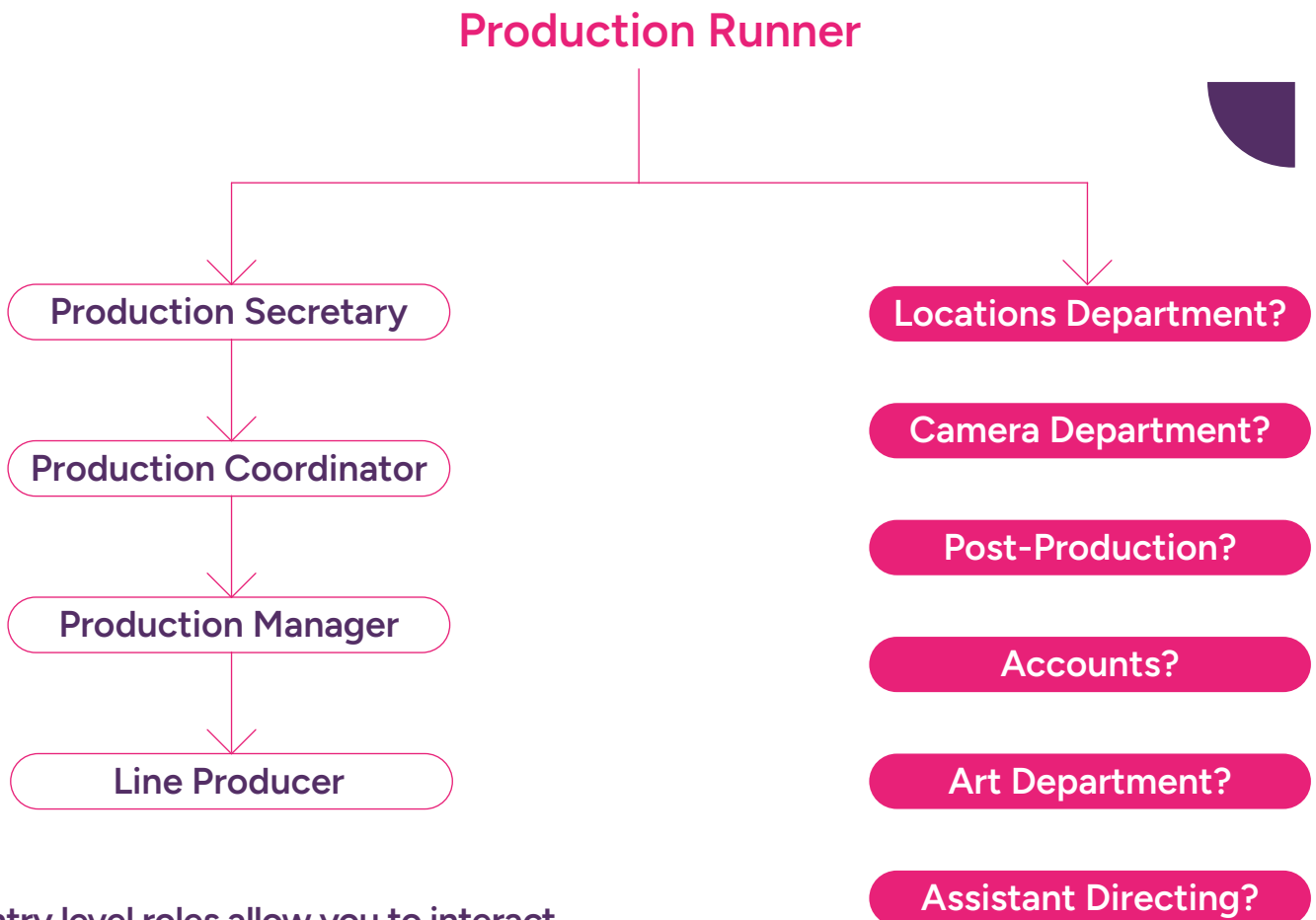
Although all different skills and departments, most of these roles only require new entrants to demonstrate key transferrable skills and a hard-working attitude.

Take a look at ScreenSkills' [Job Profiles](#) page to see more information on the specific skills required for these roles.

How Do I Progress?

Understanding your chosen department is important for knowing where progression will take you. Everyone has to start somewhere – but how will that first role evolve?

Let's take the most common entry level role within the industry – the Production Runner. This is a very important role that has endless possibilities for progression.



Entry level roles allow you to interact with and get a taste for how other departments operate – starting off as a Runner could take you on a unique career path!



How to Find Opportunities

In the really early stages, you don't need to have your whole career fleshed out. Maybe you're interested in Locations and Production. Or in the Art Department - or all three!

To ensure you're hearing about relevant opportunities, sign up to [Filming in England's National Crew Directory](#).

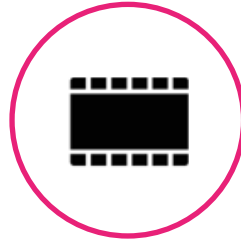
Remember:

- **Choose Up to Five Roles:** When registering, select up to five roles. This allows you to broaden your opportunities beyond just one department or role.
- **New Entrant Category:** We offer a dedicated category for crew members with little to no experience. No prior credits are required to join our Directory; our goal is to help you build your credits.
- **Relevant Opportunities:** We only send opportunities that match your selected roles and experience level. As a trainee or new entrant, focus on positions that interest you most and emphasise your commitment to skill development on your profile and CV.
- **Know Your Skills:** Understanding your skills and how they align with qualifications is crucial for identifying suitable roles.
- **Maximise Exposure:** Register on both Filming in England's National Directory and your local Film Office's database. If you live in a [BFI Cluster](#) area, explore their training opportunities to enhance your industry exposure.



How to Approach Your CV

As a new entrant, it's unlikely you'll have specific Film & TV experience – and that's okay. What you need to do is showcase the skills you **do** have.



Always state availability, location and flexibility



Demonstrate a variety of hard and soft skills i.e. a driver's licence **and** proficient grammar/syntax



Always value skills and experience over formal education



Showcase your transferrable skills – as a new entrant, an employer won't expect you to have specific Film & TV experience, but they will expect you to demonstrate a good work ethic



Be honest with your current skill level. Employers appreciate candidates who acknowledge and possess the necessary skills for the job at hand



Showcase specific training and/or industry recognised qualifications i.e. First Aid Training or ScreenSkills' Mental Health Awareness course



CV Templates

We understand that writing your first industry CV can be a daunting task. To help, we have produced two templates tailored for entry level professionals, complete with detailed notes for every section.

Please note the layout and structure used in both templates is not mandatory but is Filming in England's recommended, industry standard example.

CV 1

No Experience Template

For new entrants with zero industry experience

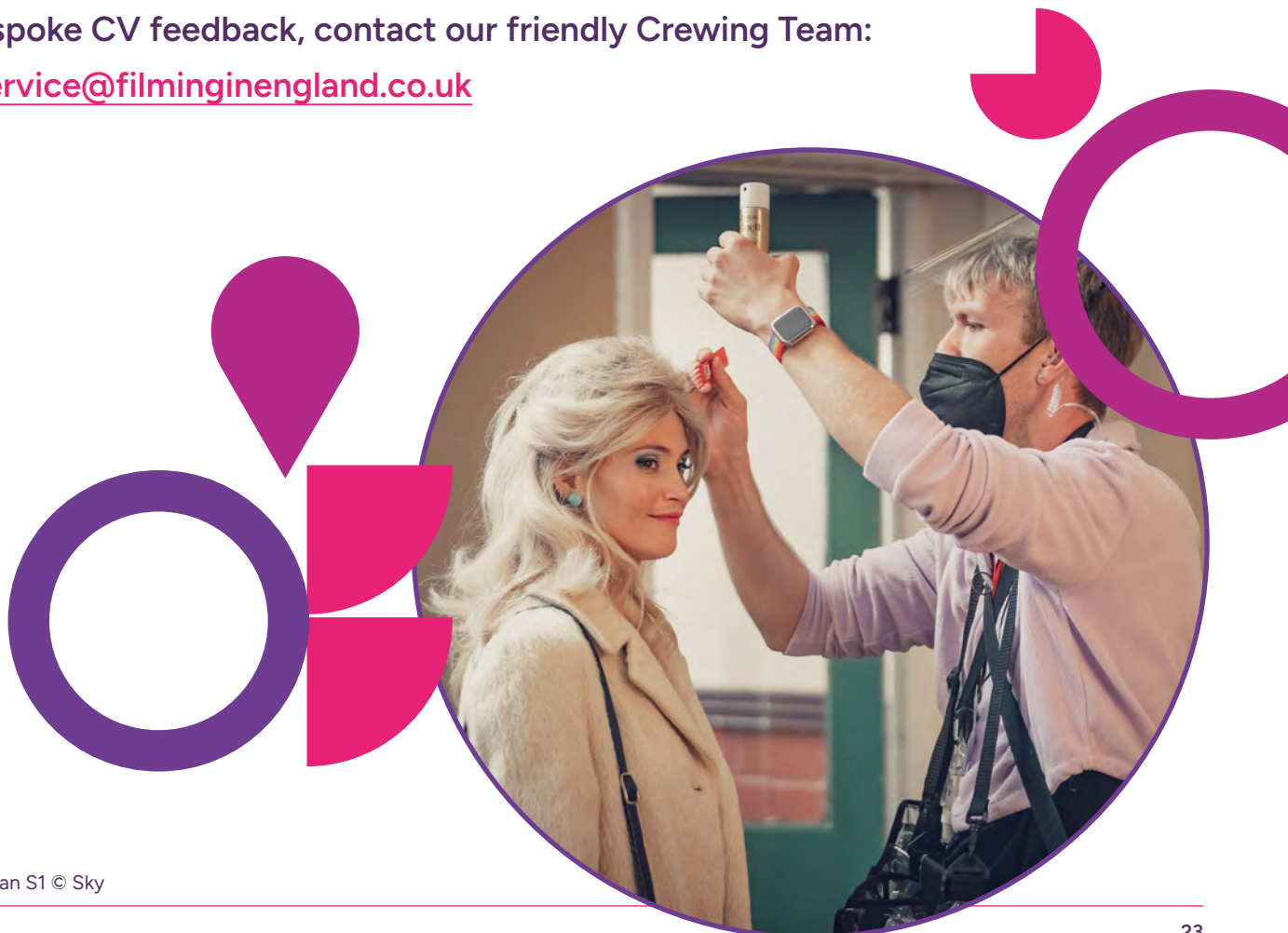
CV 2

Limited Experience Template

For new entrants with some/limited industry experience

For bespoke CV feedback, contact our friendly Crewing Team:

crewservice@filminginengland.co.uk



Summarising the CV

CV Do's...



Save a CV as something short and succinct i.e. Name_ROLE YOU'RE APPLYING FOR_date



Always save a CV in PDF format



Make sure your job title is the same as the role you are applying for



Where possible, always state your availability



Be honest – you will get a job because you're a hard-working new entrant eager to learn and develop your skills. Be careful not to come across as over-qualified



Always include previous employment and experience – even if it isn't Film/TV related. Showcasing transferrable skills is vital in the early days of job hunting



Think about who you are sending your CV to. If you're a Costume Trainee, look for Costume Designers (your Heads of Department). After all, these are the people who will be working directly with you and reading your CV!



Summarising the CV

CV Don't's



Don't let future goals hurt your chances of securing entry level positions. Think about the skills you do have that relate to the job in question



Don't apply for a position if you're not qualified or fully available. Whilst it's tempting to throw your CV into the ring for any job that becomes available, this will only hurt your chances



Don't add too much information in the About Me section – you can still say a lot with a little! In fact, keep information minimal across the board



Don't feel obliged to include personal characteristics i.e. birth date/profile photo. Excluding them helps to combat any unconscious bias hiring practices



Don't prioritise your Education section over your Experience section



Don't make your CV too long – when all is said and done, it shouldn't be more than 2 pages (A4)



Going Freelance

Approximately 32% of the UK Creative Industries are freelance - a big number when you consider that only 16% are freelance across the entire UK workforce! So, if you're interested in Film & TV, it will help if you understand the basics of the freelance lifestyle.

What Does Freelance Mean?

Being freelance basically means you're self-employed as opposed to employed. This means that it's up to you to calculate your own tax, file your own tax returns and National Insurance yourself.

It is entirely possible to be self-employed and employed at the same time, and many new entrants may prefer to freelance in their spare time whilst holding down a 9-5 job somewhere else. There are also different ways to describe a freelancer – here's a simple rundown of all of them:

Freelancer:

Someone who takes on several clients and jobs without being permanently employed by them. A freelancer takes direction from their client in how to complete the project. You can't be a freelancer without being self-employed.

Self-employed:

Someone who is responsible for their own business ventures and who files their own tax returns. If self-employed, you have full creative control over the project. You can be self-employed without being a freelancer.

Sole Trader:

A HMRC term to describe someone who is self-employed.

Limited Company:

A method of running a business when you're self-employed. A limited company has limited liability, which means you are not personally liable for any losses, though setting a company up can be complex and only worthwhile if your business can support you.



Pros & Cons of Freelancing

Freelancing can be hard. After all, it requires a committed work ethic, but with managing your own marketing, tax, finances and equipment on top! Here we break down the benefits and challenges of being a freelancer...

PROS

Freedom & Flexibility:

You choose the jobs you want to do and decide your working hours. Only want to work in the evenings or do compressed weeks? You're the boss!

Income Growth:

Freelancers can take on additional clients and adjust their rates as they become more experienced. You're not limited by a fixed rate established by someone else.

People & Locations:

If you love being surrounded by creative people outside of a 9-5 office environment, then freelancing in Film & TV is great. Not to mention all the wonderful locations you'll get to see.

CONS

Work-related Benefits:

Holiday, sick and maternity pay are all things that can become much more difficult to access when you're a freelancer.

Unpredictable Landscape:

Events outside of your control can abruptly alter work-flow. The COVID-19 pandemic and US Guild Strikes are recent examples that majorly impacted UK freelancers' income streams. It's not uncommon that shows and films get cancelled, leaving you out of work.

Filing Taxes:

As a freelancer, it's your responsibility to ensure all your taxes are correctly filed and that you keep track of your business activities. Keeping hold of receipts and other supporting documents is very important.



Freelance Skills & Qualities

Remember earlier when we were talking about the importance of soft skills? Well, this is where they really get to shine.

MOTIVATION

This can be harder than you think! Keeping your work hours consistent and establishing a routine can go a long way to help keep you motivated. From setting up your home office to networking, staying in the game is vital for future success. As can being mentally prepared for when there's a decrease in work.

CONFIDENCE

Freelancing is all about selling yourself and your business. Whether you're on set, at a networking event or negotiating your rate, it's important to know your worth.

ADAPTABILITY

Embracing change is at the heart of every freelancer's lifestyle and work ethic – you need to be able to adapt to rapidly changing client briefs and to a rapidly changing and unpredictable landscape. Embrace and adapt – don't resist!

TIME MANAGEMENT

Your skills in this area will make or break your freelance career. Prioritise and organise to ensure you're meeting client deadlines and expectations.

COMMUNICATION

An absolute must – you need to be able to express your creative ideas, just as much as you need to listen to your client's brief. Good communication skills are the foundation for a strong freelancer-client relationship.



Freelance Finance in Film & TV

The UK Film & TV Industry has its own rules when it comes to working freelance. Basically, your role will determine whether you're eligible to be self-employed OR if you must be paid under PAYE (Pay As You Earn) for a fixed-term contract.

How do I know if I should be self-employed or PAYE?

HMRC's [Film, Television and Production Industry Guidance Notes](#) list all the roles that permit you to work as self-employed. You'll notice that the permitted roles are largely heads of department or 'above the line' crew.

If your role is not listed in the above appendix, then your employer must pay you via PAYE as a fixed-term employee.

What is a fixed-term employee?

Fixed-term employees (FTEs) usually receive the same treatment as full-time permanent staff. You are paid via PAYE, usually monthly, and tax and national insurance is deducted on your behalf.

You work to a fixed-term contract, meaning you will be employed for a specific amount of time.

What is the seven-day rule?

Many FTEs are engaged for only short periods of time. If you are employed for less than a week, the seven-day rule is applied, meaning you will receive gross pay, and it's down to you to calculate any tax and national insurance deductions.

Check out ScreenSkills' [Freelance Toolkit](#) for more insight!



Useful Organisations

Please note this list is not exhaustive, but rather a sample of supportive organisations working within the screen sector.

Diversity & Inclusion

A comprehensive list of organisations for individuals seeking support

[Filming in England's Resource Directory](#)

Mental Health Support

Organisations offering mental health and financial support

[The Film & TV Charity](#)

National Organisations

Industry bodies and agencies working alongside regional partners to support UK Film & TV production

[BFC \(British Film Commission\)](#)

[BFI \(British Film Institute\)](#)

[Creative UK](#)

[PGGB \(Production Guild of Great Britain\)](#)

Screen Agencies

Public bodies that support our screen industries across the nations and regions

[Creative Wales](#)

[Film London](#)

[Filming in England](#)

[Northern Ireland Screen](#)

[Screen Scotland](#)

Skills, Education & Training

Organisations committed to upskilling, training and growing our industry's workforce

[Create Central](#)

[NFTS](#)

[Screen Alliance North](#)

[Screen Berkshire](#)

[ScreenSkills](#)

Unions & Trade Bodies

Membership organisations representing and supporting workers in Film & TV

[BECTU](#)

[PACT](#)



Filming in England

We wish you every success
in your career!

Remember, Filming in England's friendly
Crewing Team are on hand to help you

crewservice@filminginengland.co.uk

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