



**COMPANY PLACEMENT SCHEME:**

***TRAINEE JUNIOR ANIMATOR***

***FLICKERPIX***

**CANDIDATE INFORMATION PACK**



Northern Ireland Screen is the screen agency for Northern Ireland. We are committed to maximising the economic, cultural and educational value of the screen industries for the benefit of Northern Ireland. Our mission is to accelerate the development of a dynamic and sustainable screen industry and culture in Northern Ireland.

Our 3 economic, cultural and educational objectives are for:

1. Northern Ireland to have the strongest screen industry outside of London in the UK and Ireland;
2. Ensure the industry supports vibrant and diverse cultural voices that will be recognised and celebrated equally at home and abroad;
3. Mainstream across Northern Ireland the most successful screen and digital technologies education provision in Europe.

Northern Ireland Screen is a company limited by guarantee, currently employing 45 people and we are governed by a Board of thirteen directors. The Chairman is Sir David Sterling and Sir Kenneth Branagh is Honorary President.

### **Company Placement Scheme: Flickerpix – Trainee Junior Animator**

Northern Ireland Screen intends to run a skills development programme as part of their **COMPANY PLACEMENT SCHEME** called **Trainee Junior Animator**. The programme will provide a placement opportunity for one person in **Flickerpix**.

This is a paid placement scheme (Real Living Wage) starting in January 2025 for a duration of 12 months, with the potential of a further 12 months extension.

#### **Where is it based?**

The scheme will be based in Belfast, Northern Ireland and participants will be expected to base themselves in Northern Ireland for the duration of the scheme.

#### **Who is eligible to apply?**

You are eligible to apply if you can answer these three questions:

- Are you eligible to work in the UK?
- Do you currently reside in Northern Ireland?
- Are you available to participate in the scheme from January 2025 – January 2026



If you cannot answer YES to these three questions, please do not apply. Ineligible applications will be automatically discarded.

**\*For the avoidance of doubt, Northern Ireland needs to be your primary residence for tax purposes. Applicants residing in Northern Ireland will take priority.**

### **How do I apply?**

To apply to the **Company Placement Scheme** applicants must submit the following via the online application form where you will be asked to complete:

- Employment history;
- Educational background;
- Answer the eligibility questions and provide a link to an online portfolio or reel.
- Details of two referees. These can be educational, professional or personal references.

You can access our online application system via our [online portal](#). Please note, that if this is your first time applying for a role via our online application system, you will be prompted to create a profile. Once registered, the system will retain your information for any future roles you apply for.

### **How do I obtain application details?**

It is preferable that all applications are completed via our [online portal](#). However, should you require an application form in an alternative format, please contact Human Resources via email: [Hr@northernirelandscreen.co.uk](mailto:Hr@northernirelandscreen.co.uk) or on 028-90232444. CVs will not be accepted.

**The deadline for applications is 13:00 Tuesday 10th December  
Please note under no circumstances will late applications be considered.**



## FLICKERPIX

Flickerpix is a multi award-winning animation production company based in Northern Ireland. We are a creatively driven animation studio and offer a one-stop shop from concept origination to delivery, including scripting, character design, storyboarding, animation and post-production.

### Job Summary:

- **Job Title:** Trainee Junior Animator
- **Contract Length:** 12-month Company Placement, with potential extension.
- **Start Date:** January 2025
- **Hours:** 37.5hrs per week
- **Salary:** Real Living Wage (currently £12.60 per hour)
- **Location:** Hollywood/ Hybrid

### Job Description

As a Trainee Junior Animator, you will work across both 2D and 3D animation pipelines, contributing to various stages of the animation production process. This role offers hands-on experience in character animation, character design, and background design for both 2D and 3D projects.

### Key Responsibilities:

- **Animation and Design:** Assist in animating characters and designing backgrounds for both 2D and 3D projects, contributing to the visual storytelling and stylistic elements of each project.
- **Asset Creation:** Create high-quality assets using Adobe Photoshop and Illustrator, including character and background elements, ensuring they align with the artistic vision and project requirements.
- **Collaboration:** Work closely with team members—including animators, designers, and project leads—to meet project timelines and deliver animations that meet the studio's high standards.
- **Feedback and Iteration:** Participate in feedback sessions, incorporating notes and suggestions from team members and supervisors to refine and enhance animation quality.
- **Quality and Standards:** Maintain attention to detail, ensuring consistency and accuracy in animation, design, and asset creation across all assigned tasks.

### Essential Criteria

1. **Strong Drawing and Design Skills:** A portfolio showcasing character and background designs that demonstrate creativity, originality, and design proficiency.
2. **Experience in 2D or 3D Animation:** Demonstrable work samples in a portfolio or showreel, showcasing animation ability in either 2D or 3D formats.
3. **Understanding of Lighting, Tone, and Composition:** Portfolio examples that exhibit a strong grasp of lighting, tone, and composition to create depth, mood, and visual appeal.
4. **Attention to Detail:** Ability to demonstrate careful attention to detail, following instructions accurately and ensuring consistency in work.
5. **Communication and Organisational Skills:** Strong communication skills to express ideas clearly, along with good organisational skills to manage tasks and meet deadlines.

Applicants must provide a link to their portfolio, demonstrating how they meet the criteria outlined above. This portfolio will be used as part of the shortlisting process.

### Desirable Criteria

1. **Knowledge of Adobe After Effects:** Familiarity with Adobe After Effects.
2. **Experience with both 3D and 2D Animation Software:** Basic knowledge of software for both 2D and 3D animation (e.g., Toon Boom, Maya, Blender).
3. **Proficiency in Adobe Creative Suite:** Competence with Adobe Creative Suite, including Photoshop and Illustrator.
4. **Educational Background:** A degree or higher qualification in animation or a related creative field.



## **Selection Process**

Northern Ireland Screen's aim is to appoint the best person to each vacant post. Recruitment and selection will be conducted to ensure equality of opportunity and selection will only be made on the basis of merit.

Northern Ireland Screen will follow best practice in recruitment and selection procedure and will ensure that everyone involved in the selection can apply the procedure effectively, consistently and fairly. As far as possible the selection panel will be balanced in terms of gender, community background, etc.

Selection will be based solely on merit measured against clear, precise criteria based on the abilities, experience, qualifications and qualities required for the post. The nature and level of these requirements will be justifiable and appropriate to the job. The selection criteria will be applied fairly and consistently when short-listing, at interview and throughout the selection process.

All candidates will be given an equal chance to demonstrate their abilities and the same standards will be applied to all. As far as possible, all interviews will be held on the same day or completed on subsequent days. Northern Ireland Screen will try to accommodate applicants who request alternative dates or times for interviews but this may not always be possible. Any specific needs relating to access will be accommodated.

The assessments and decisions at the short-listing, interviewing and selection stages will be properly recorded and retained for between 6 months to one year after notifying unsuccessful applicants. Confidentiality will be assured at every stage of the recruitment and selection process. Members of selection panels will not discuss applicants outside panel meetings and all information on applicants will be kept secure and confidential.

The essential criteria for the post will be used to shortlist candidates for interview and it is important that all candidates address each of the criteria clearly on the application form giving specific, personal examples where appropriate. If there are a large number of candidates who satisfy the essential criteria, Northern Ireland Screen reserves the right to take the desirable criteria into consideration in order to reduce the number of candidates invited to interview.

**Please let us know if you require any special arrangements throughout the recruitment process.**



We are an equal opportunities employer and we welcome applications from all suitably qualified persons regardless of their sex; religious or similar philosophical belief; political opinion; race; age; sexual orientation; or, whether they are married or are in a civil partnership; or, whether they are disabled; or whether they have undergone, are undergoing or intend to undergo gender reassignment

### **Guaranteed Interview Scheme**

As part of our commitment to the employment of disabled people, we operate a Guaranteed Interview Scheme (GIS). The GIS does not guarantee a job. However, its objective is to ensure a guaranteed number of disabled applicants, who meet the minimum essential criteria for the role they have applied for, are offered an interview.