



## **ANIMATION GRADUATE PLACEMENT SCHEME CANDIDATE INFORMATION PACK MAY 2025**

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.

### **ANIMATION GRADUATE SCHEME PLACEMENT OPPORTUNITIES**

Northern Ireland Screen is partnering with a range of studios working in Northern Ireland's animation sector to offer Graduate Placements to applicants who have recently completed an Animation related course.

**The Animation Graduate Placements** are for 12 months, full time and paid ([Real Living Wage](#)), with the opportunity to work on some of the most exciting animation projects in Northern Ireland.

**The Animation Graduate Placements** are open to applicants who have completed their FE/HE course within the last two years. There are **4** placement opportunities available with a number of local animation companies. Applicants can apply for multiple placements if they meet the essential criteria.

### Who is eligible to apply?

1. Applicants must have completed their FE/HE course within the last two years (graduated/finished their course as of 01/06/2023).
2. Applicants must be resident within Northern Ireland for the duration of the 12-month placement.
3. Applicants must be eligible to work in the UK.
4. Applicants must demonstrate they have studied a course which is relevant to the Animation Sector for example: Animation; Computer Animation; Digital Art & Animation; Games, Animation & VFX Skills; etc...

*\* If you cannot answer YES to these 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.**

Interviews will take place in June and July 2025 and placements will commence on various dates from July 2025 depending on the companies' work schedule requirements.

### How do I apply?

To apply to the **Animation Graduate 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.

***\* Please include a link to your portfolio in your application\****

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 02890232444. CVs will not be accepted.

**The deadline for applications is 13:00 Monday 9<sup>th</sup> June 2025**

**Please note under no circumstances will late applications be considered.**

**Please see below for further clarification on each individual placement:**

- 1. Flickerpix – Trainee Generalist**
- 2. HaZimation – Data Wrangling/Layout Trainee**
- 3. Jam Media – Trainee 2D FX Animator**
- 4. Makematic – Trainee Deliverables/Postproduction Assistant**



## **FLICKERPIX – TRAINEE GENERALIST**

Flickerpix has a proven track record in the production of high quality animated content, placing particular emphasis on creating expressive, memorable characters with universal appeal.

We have an international reach with our short films and programs, showcasing in over 70 countries and a client list which includes Channel 4, RTE, BBDO, SKY, Hat Trick, Discovery Channel, Sesame Workshop USA and BBC to name a few.

We have produced films such as the IFTA award-winning MACROPOLIS, which has been screened in over 170 film festivals to date and won 16 awards and our multi-award winning short films DA HUMBUG, MILO'S MELTDOWN and ONE TRACK MIND. We have had recent success with our CGI series HOP N' ZIP which has amassed 1.8 million online views. Our animation styles are tailored to the audience we address and we pride ourselves on delivering strong narratives and appealing animated characters.

In addition to our character animation, we have produced animated sequences for over 30 educational and factual programmes to date, including the BAFTA nominated 'Living With Alcohol' for CBBC.

You can find out more about Flickerpix as well as view our catalogue of animated content on our website... [www.flickerpix.com](http://www.flickerpix.com)

**Job Title:** Trainee Generalist – with a strong focus on design

**Contract Length:** 12 months

**Start Date:** August 2025

**Hours:** 37.5hrs per week

**Salary:** Real Living Wage (currently £12.60 per hour)

### **Job Description:**

We're excited to offer a 12-month graduate placement designed for a motivated and creative individual looking to kickstart their career in the animation industry.

The successful candidate will begin their placement within our design team, contributing to the visual development of our upcoming 2D animated series, Luna. This is a fantastic opportunity to gain real-world experience while working alongside a passionate and experienced team.



As a generalist, you'll have the chance to explore various areas of the animation pipeline. The second half of the placement will be tailored to align with your individual interests and career goals—whether that's design, storyboarding, production, or another area of the studio.

**Essential Criteria:**

- Proficiency in Adobe Creative Suite particularly Photoshop and Illustrator
- Ability to interpret and work to a creative brief, delivering work within agreed timeframes
- Strong team player with excellent collaboration skills

**Desirable Criteria:**

- Understanding of the design pipeline for animated series (training will be provided)
- A strong portfolio showcasing a range of design work, ideally with a focus on animation

## **HAZIMATION – DATA WRANGLING/LAYOUT TRAINEE**

Hazimation is a trans media company creating content across multiple platforms with our own IP and co producing with others. We are a world building company based in Northern Ireland where our team of animators, game developers, shot creators, producer and directors have created games, animation, in game cinematics and live action for a variety of household names including BBC, Fremantle, Funcom and Millennium Media.

**Job Title:** Data Wrangling/Layout Trainee

**Contract Length:** 12 months

**Start Date:** ASAP

**Hours:** 37.5hrs per week

**Salary:** Real Living Wage (currently £12.60 per hour)

### **Job Description**

Candidate will be expected to learn to export and import various elements of the animation process ie : layouts, cameras., props, characters out of UE as FBX and then into animating softwares such as Maya and iClone.

We use motion capture to animate some of the background characters in our film and we would like someone who is interested in performance of the animated characters to work with the mo cap suit and other facial recording tools to expedite the process of crowd animations.

### **Essential Criteria:**

- Ability to pay close attention to detail and ensure accuracy in animation sequences.
- Strong communication and teamwork skills to effectively collaborate with team members and supervisors.
- Willingness to learn new techniques and adapt to changing project requirements.
- A passion for animation and the ability to contribute to the creative vision of the project.

### **Desirable Criteria:**

- Experience of editing software
- A solid understanding of animation principles, including timing, spacing, and the mechanics of animation.
- Some knowledge of Unreal Engine / Maya / iClone / Character Creator

## **JAM MEDIA – TRAINEE 2D FX ANIMATOR**

JAM Media, with operations in both Ireland and the United Kingdom, is one of the leading creators and producers of multi-award winning animated and live action content for the children's and pre-school audience. We pride ourselves on delivering high quality, innovative, story-driven brands across multiple platforms based around engaging characters with humour at its heart.

**Job Title:** Trainee 2D FX Animator

**Contract Length:** 12 months

**Start Date:** July/ August 2025

**Hours:** 37.5hrs per week

**Salary:** Real Living Wage (currently £12.60 per hour)

### **Job Description**

Animators will design, animate and build a library of FX's to match the style of this show. These FX's will further enhance the characters, adding magic to their actions and impacting upon their environments using ToonBoom Harmony software. This is a full-time, specified purpose role. Further support JAM team, Production Manager(s) and/or Production Coordinator(s) or other personnel as deemed necessary and appropriate by senior management. Any other tasks as deemed necessary by managers or directors of the company.

### **Essential Criteria**

- Good understanding of the technical aspects of ToonBoom Harmony
- Strong knowledge of FX design and animation fundamentals and principles
- Utilise FX concepts and video libraries when creating new FX
- Attention to detail, problem solving ability and taking direction in order to work in a collaborative environment

### **Desirable Criteria**

- Past experience with FX

## **MAKEMATIC – TRAINEE DELIVERABLES/POSTPRODUCTION ASSISTANT**

Makematic is committed to making better educational media. We develop educational video and animation for customers including Amazon Studios, Adobe, Microsoft, Macmillan Education, Oxford University Press, Scholastic, Crayola, Khan Academy and the BBC. In addition, we produce our own Intellectual Property in collaboration with high-profile foundations and philanthropic organisations like Colonial Williamsburg, The National Constitution Center, and the White House Historical Society.

We also license content we develop to 3rd party educational apps, websites and remote learning platforms around the world - helping to reach and inspire a generation of global learners who are empowered to take action. Our aim is “to become the world’s most trusted educational media partner for purpose-driven brands, publishers and not for profits”.

You’ll be working alongside an established team to develop fun and engaging slick motion graphics, animation, and live action educational content.

**Job Title:** Trainee Deliverables/Post Production Assistant

**Contract Length:** 12 months

**Start Date:** ASAP

**Hours:** 37.5hrs per week

**Salary:** Real Living Wage (currently £12.60 per hour)

### **Job Description**

- Provide assistance with deliveries by exporting final project deliverables- videos, SRT files, social media cuts, etc.- and uploading the content to our Makematic plus platform.
- Organize and manage media files on cloud server, ensuring all assets are properly labelled, organized, and backed up.
- Collaborate with editors, producers, and other team members to ensure project goals are met.
- Edit and modify content in After Effects and Premier Pro as needed to meet client requirements and project specifications.
- Possess very good IT knowledge to troubleshoot technical issues and provide solutions to ensure efficient workflow.



- Assisting the offboarding of projects using both After Effects and Premiere Pro.

### **Essential Criteria**

- Proficient using Adobe After Effects, reasonably proficient using Adobe Premiere Pro, and solid knowledge of video and audio file formats.
- Reasonably strong IT skills with an ability to troubleshoot software and computer problems.
- Effective organizational and time-management skills with the ability to take direction, while also having the initiative to problem solve.
- A team player, who is also able to work independently.
- The ability to multitask and work in a fast paced environment.

### **Desirable Criteria**

- Experience with Google Drive, Google Sheets and Google Docs.
- Willing to learn new skills

## **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.