



**COMPANY PLACEMENT SCHEME:**  
**ALT ANIMATION**  
***TRAINEE JUNIOR BACKGROUND ARTIST***

**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: Trainee Junior Background Artist**

Northern Ireland Screen intends to run a skills development programme as part of their **COMPANY PLACEMENT SCHEME** called **Trainee Junior Background Artist**. The programme will provide a training opportunity for one person in **ALT Animation**

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

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

The placement will be fully remote, 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 four 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 October 2025 – September 2026?
- Are you over 18 and not in full-time education?

If you cannot answer **YES** to these **FOUR** 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;
- 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 on Tuesday 23<sup>rd</sup> September**  
**Please note under no circumstances will late applications be considered.**



**NB: Due to the high volume of applications Northern Ireland Screen receive, unfortunately we are unable to offer individual feedback to unsuccessful applicants.**

**There may be a reserve list of applicants drawn up for this post which would last for a maximum of 6 months. Should a similar post become vacant within this time, it may be offered to those on the reserve list, in order of merit, without further interview.**



**ALT Animation** is a Northern Irish animation studio focused on delivering exciting and engaging animated content for global audiences of all ages. Formed in 2016 by Andrea McQuade, Lee McQuade and Tim Bryans, the studio aims to develop their original IPs whilst also creating an inclusive and collaborative workplace which would enable producers from all around the world to access the talent and finance available in Northern Ireland.

## Job Description

### Job Summary:

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

We are looking for a creative and enthusiastic **Trainee Junior Background Artist** to join our art team on an animated children's television series. This is a fantastic opportunity to gain hands-on experience in a professional animation production environment while contributing to a visually engaging and fun series for young audiences.

### Job Responsibilities:

Requirements of the role will include, but not be limited to:

- Assist in the design and illustration of background environments based on scripts, storyboards, and layout instructions.
- Work under the guidance of senior artists and the Art Director to maintain the visual style and consistency of the show.

- Prepare background roughs and final clean versions ready for production.
- Receive and implement feedback from the design and production teams.
- Help maintain file organization and proper naming conventions within the studio pipeline.

### **Essential Criteria:**

- Strong drawing skills and an eye for composition, perspective, and environment storytelling.
- A portfolio demonstrating background design work, roughs and/or finished pieces (student work is acceptable). ***Applicants must provide a link to their portfolio, demonstrating how they meet the criteria outlined. This portfolio will be used as part of the shortlisting process***
- Basic proficiency with industry-standard design tools e.g. Photoshop
- Ability to take direction and work collaboratively in a team environment.
- Enthusiasm for animation and children's storytelling.

### **Desirable Criteria:**

- Experience working with a digital drawing tablet and familiarity with animation production pipelines.
- Interest in learning more about colour styling or layout processes.
- Love for imaginative, child-friendly environments and playful design.



## **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.

### **Pre-Employment Checks**

To be officially appointed at Northern Ireland Screen, all candidates who successfully complete the selection process will be required to undergo an Access NI Basic Disclosure Check. Human Resources will provide further guidance once a candidate has been provisionally offered the position.