



RECRUITMENT POLICY

WE HOPE YOU FIND US BUT WE ARE LOOKING FOR YOU TOO.

REPRESENTATION IN FRONT OF AND ESPECIALLY BEHIND THE CAMERA HAS TO BE AT THE HEART OF EVERYTHING WE DO.

OUR COMMITMENT

**TO BUILD A BETTER VISION FOR A WORKPLACE WHICH IS A COMMUNITY, WHERE PEOPLE BOND WITH SHARED VALUES AND FEEL VALUED,
WHO HAVE A VOICE IN DECISIONS THAT AFFECT THEM**

TREAT EVERYONE WITH RESPECT

BE SOLUTION ORIENTATED AND ASSUME POSITIVE INTENT

HOLD OURSELEVES AND OTHERS ACCOUNTABLE

INNOVATE IN ALL ASPECTS OF OUR WORK

SEEK SIMPLICITY AND CO-ORDINATE EFFORTS TO AVOID WASTING TIME

CONSTRUCTIVELY CHALLENGE - LEAVING THE WORK AND EACH OTHER BETTER

DELIVER WITH EXCELLENCE

DARE TO TRY AND BE FEARLESS IN TACKLING CHALLENGES

MOVE FAST AND BE DECISIVE

PRIORITISE SAYING 'YES' TO THE RIGHT THINGS

BE STRONGER TOGETHER



COMMUNICATION

'THE MOST IMPORTANT THING IS TO SHOW KINDNESS. YOU BRING YOUR IDEAS TO THE TABLE AND I'LL BRING MINE. LET'S DECIDE WHAT'S BEST FOR THE PROJECT.'

PROFESSIONAL GHOSTING IS ENDEMIC IN THE UK TV INDUSTRY.

IT IS OUR COMPANY COMMITMENT TO RESPOND TO AN EMAIL WITHIN ONE WEEK OF RECEIVING IT.

IF YOU ARE INTERVIEWED BY US, IT'S A COMPANY COMMITMENT THAT A PERSON WHO HAS INTERVIEWED YOU, WILL BE THE PERSON WHO GETS BACK TO YOU TO LET YOU KNOW IF YOU WERE SUCCESSFUL IN THE POSITION OR NOT.

FREELANCERS GET TOO MANY SPECULATIVE ENQUIRES AND THEN SILENCE. IF YOU ARE CALLED OR EMAILED BY US, AND ASKED ABOUT YOUR AVAILABILITY FOR A SPECIFIC PROJECT, IT IS OUR COMPANY COMMITMENT TO GET BACK TO YOU WITHIN A WEEK WITH AN UPDATE TO LET YOU KNOW WHETHER WE WOULD LIKE TO TAKE YOU FORWARD IN THE PROCESS OR NOT.

A FUNDAMENTAL ISSUE REGARDING FREELANCER'S MENTAL HEALTH, IS COMPANIES TREATING THEIR WORKFORCE WITH DECENCY AND PROFESSIONAL COURTESY. THIS MEANS BEING PROMPT, HONEST AND OPEN FROM THE VERY BEGINNING OF OUR WORKING RELATIONSHIP WITH OUR COMMUNICATIONS VIA EMAIL, PHONE OR TEXT - WHETHER ITS GOOD NEWS OR NOT SO GOOD NEWS.

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PAY SECURITY

FREELANCERS NEED TO KNOW WHEN THEY ARE GOING TO GET PAID SO THEY CAN PLAN THEIR LIVES.

TOO MANY FREELANCERS HAVE TO FUND THEMSELVES FOR TOO LONG WHEN THEY START THEIR ROLES. THIS CAN BE A WORRYING ISSUE, ESPECIALLY FOR THOSE IN ENTRY LEVEL POSITIONS ON SHORTER CONTRACTS.

THIS IS ALSO A MASSIVE ISSUE TO ENSURE BETTER REPRESENTATION IN THE INDUSTRY AND IMPORTANTLY RETENTION OF FREELANCERS, PARTICULARLY FROM UNDER REPRESENTED GROUPS.

OUR PAYROLL OPERATES TWICE A MONTH AND WE PROCESS OUR INVOICES IN THE SAME MONTH WE RECEIVE THEM.

WE THINK THIS MEANS OUR FREELANCERS WILL WORRY LESS ABOUT THEIR BILLS AND BE ABLE TO ENJOY THEIR JOB WORKING WITH US.

TITLES, CREDITS AND FLEXIBLE WORKING

WE DON'T BELIEVE IN 'JUNIOR' OR 'SENIOR' TITLES BECAUSE THEY ARE NOT DESIGNED FOR TRAINING. THEY ARE DESIGNED TO PAY YOU LESS FOR THE JOB YOU ARE DOING.

WE THINK IF YOU'RE DOING THE JOB, YOU GET THE TITLE, CREDIT AND THE RATE FOR IT.

OUR JOB APPLICATIONS DO NOT ADVERTISE ROLES WHICH REQUIRE A MINIMUM NUMBER OF CREDITS. WHY? IT'S A BARRIER OF ENTRY. YOU MIGHT BE A SUPERSTAR AND ONLY HAVE ONE CREDIT, WELL WE WANT YOU TO FIND US.

WE THINK PEOPLE GET 'PIGEON HOLED' TOO EARLY IN THEIR CAREERS AND WITHOUT DIVERSITY IN THEIR PROGRAMME MAKING SKILLS, IT LIMITS THEIR LONG TERM CAREER PROGRESSION AND CHOICES. IT ALSO MEANS RETENTION AND BETTER REPRESENTATION IS MORE DIFFICULT BECAUSE YOU ARE NOT BEING CHALLENGED OR STIMULATED BY DOING THE SAME TYPE OF JOB OVER AND OVER AGAIN.

WE ENCOURAGE YOU TO TAKE DIFFERENT ROLES ON OUR PRODUCTIONS WHETHER THAT'S INTO PRODUCTION MANAGEMENT, OR FROM CASTING, GAMES, ARCHIVE, SCRIPTED DEVELOPMENT AND PRODUCTION.

FLEXIBLE WORKING - WHAT ABOUT LIFE ISN'T ALWAYS FLEXIBLE BUT WE AIM TO BE. IF YOU NEED TO SHIFT HOURS TO FIT AROUND LIFE, WE WILL ALWAYS ACCOMMODATE. YOU'RE AN ADULT AND A PROFESSIONAL. WE TRUST YOU TO GET THE JOB DONE WHEN IT NEEDS TO BE DONE BY AND TO DO THAT WE WILL SUPPORT YOU WHETHER THAT'S CHILD CARE, LOCATION OR LIFESTYLE.



WELLBEING

IT'S ONLY TELLY RIGHT?

WELL, NO. IT IS MORE MORE THAN THAT - OUR RENT, OUR MORTGAGE, OUR FOOD, OUR CLOTHES, OUR HOLIDAYS, AND OUR TIME WITH OUR LOVED ONES ESPECIALLY OUR FAMILIES. IT CAN BE HARD AND MAKES WHAT WE DO FAR LESS FUN.

IF YOU'RE WORKING WITH US, YOU HAVE OUR SUPPORT AND ACCESS TO OUR TRUSTED AND QUALIFIED CONSULTANTS - ANNA IN MENTAL HEALTH, NEZHA IN WEIGHT MANAGEMENT AND TAMAYA FOR FITNESS.

ALWAYS, IN CONFIDENCE, YOU CAN TALK TO US BECAUSE YOUR WELLBEING IS OUR PRIORITY.



EXPERT TRAINING

WE OFFER FREE TRAINING FROM RUNNER TO PRODUCTION MANAGER, FROM RESEARCHER TO DIRECTOR, USING OUR BREADTH OF EXPERIENCE AND NETWORK OF CONTACTS.

WE ALSO OFFER Q&A SESSIONS WITH THE 'FRIENDS OF CURLEYVISION' - ESTABLISHED INDUSTRY FIGURES WHO CAN OFFER PRACTICAL ADVICE ABOUT PRODUCTION ISSUES WHETHER THAT'S EVERYTHING FROM HOW TO NETWORK BETTER, INTERVIEW TECHNIQUE OR MANAGING UP.

IF YOU'RE INTERESTED TO FIND OUT MORE, EMAIL CHRIS WITH 'TRAINING' IN THE SUBJECT BOX.



AND, HAPPY BIRTHDAY!

IF IT'S YOUR BIRTHDAY WHEN YOU ARE WORKING WITH US, IT'S A DAY OFF PAID FOR BY US.

AND, IF YOUR BIRTHDAY FALLS ON A WEEKEND, TURN IT INTO A LONG WEEKEND.

YOUR BIRTHDAY IS SPECIAL. ENJOY IT WITH FAMILY AND FRIENDS. DON'T WORRY ABOUT WORK.

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