
Easy Read Guidelines and FAQs



Development with NETFLIX



Grierson DocLab: Development

Guidelines and Frequently
Asked Questions



This document includes

- **Tips** to help you apply to Grierson DocLab: Development programme
- The **application questions** to read
- Answers to some **questions** about the programme that you might find useful
- The Grierson Trust **Privacy Policy** to read



How to apply

Complete your **online application** form by **Thursday 3 April 2025 at 5pm**

Send in your **CV** as a **PDF document** with your full name in the title of the file name.



Monitoring Form

You will need to complete the **monitoring form**. This asks questions about things like your:

- age
- disability
- ethnicity
- gender

It is important that the Grierson Trust knows this information, but it **won't affect how they assess your application**.

When your monitoring information is received, your name and other personal information will be **kept separately** from your answers so no one will know it relates to you.



References

You need to write the name, email address and telephone number of **two people** who can give you a **professional reference**.



Confirmation email

Once you have completed your application you will get a **confirmation email**.

Check your junk folder to see if the email has arrived there.



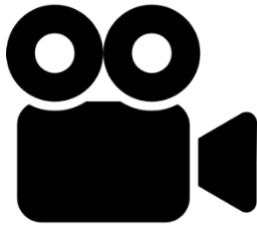
Questions

Email training@griersontrust.org if you have **any questions**.



Access Support for Applications

If you have any **access needs** or would like to talk to someone about the application process, please email training@griersontrust.org



You can submit your application in a **different format** if you would like to. This could be

- A voice note or recording
- A short video

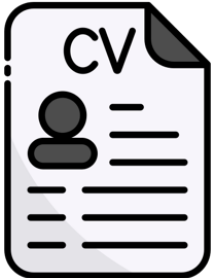

There is space to write about any **access needs** or **adjustments** you might have in the online application form.


If you are selected for an interview, you will be asked again if you have any **access needs** or need any **adjustments** to the interview process.



Tips for applying

- Check your application for **spelling mistakes** and use **good grammar**
- If you want to work in **documentaries** make sure you research and show interest in **different types** of documentaries. Visit the Grierson Trust [webpages](#) to see examples
- **Read all** the information we provide applicants, making sure

	<p>you meet the criteria and are eligible.</p> <ul style="list-style-type: none">• Note that it is a character count and not a word count in the application. As a guide, 2,500 characters can vary from approximately 350 words to 625 with spaces included.
	<p>Tips for your CV</p> <ul style="list-style-type: none">• Make sure your CV does not only list your experience but also the soft skills that are relevant to the programme• Read these tips for an enhanced CV
 <p>IMPORTANT</p>	<p>Application Questions</p> <p>VERY IMPORTANT: Please write and save your answers to these questions in a document before you start the online application.</p>

	<p>You cannot save the online application form or come back to it at another time once you start it.</p>
	<p>1. Tell us what draws you to this specialism. What excites you about working in development? (2,500-character count)</p> <ul style="list-style-type: none">• Why do you work, or want to work in development, over and above other roles?• Was there a lightbulb moment that made you think this is what you want to do? <p>We are looking for a considered, thought-through answer that clearly articulates why you want to further develop your career in this part of the industry.</p>



2. Please outline your role in development on two documentaries and explain how these examples illustrate your nose for a story, creative approach and resourcefulness. (3,000-character count)

In this question, we are looking for you to provide examples of your specific input which could have been at different stages of the development process. For instance:

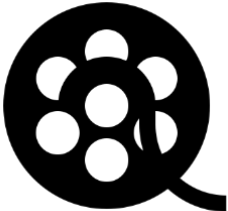
- How did you find a story or contribute to the initial phases that became a winning pitch?
- Were you involved in identifying the significant characters and if so, how did you seek and secure access to them?
- How has your creative take, through writing, creating sizzles or pitching, helped the project to stand out?




3. Working in development requires a melding of resilience, incalculable curiosity, topped with a thick skin to take rejection time and time again.

How have you developed and honed these skills over the course of your professional career to date? (2,500-character count)

- Is there a standout case study that showcases your soft skills when in the development process?
- How do you approach projects which contain challenging content?
- Is there an example of how you have embraced feedback on a project, which has moved it on in a positive way?
- Has there been a project which demonstrates your resilience

	<p>and persistence in pursuing a story?</p>
	<p>4. Please identify two standout, premium documentaries that have been released, or broadcasted over the last 18 months, and provide an analysis of why you consider them noteworthy examples of the genre.</p> <p>This could be a commissioned documentary on a channel, platform or a theatrical release. (2,500-character count)</p> <ul style="list-style-type: none">• Perhaps you have watched a documentary that was not widely seen, but you believe it is worth championing.• What made it stand out from what is a crowded market? Was it the access, the story, the structure, the music, the way the story was told?

	<ul style="list-style-type: none">• Is there specific talent in the industry you would like to work with? Which directors, producers, editors and composers would be on your wish list? Why?
	<p>5. Tell us the reasons you are applying for the programme now. The Grierson Trust supports groups that are under-represented in the world of documentary and factual programme-making, how do you fit into this criterion? (2,500-character count)</p> <ul style="list-style-type: none">• What obstacles have you faced in terms of career progression?• What would being selected for the training mean to you?• How would being chosen for the programme improve wider representation in the industry?

	<ul style="list-style-type: none"> • What challenges and barriers can you identify that prevent you from reaching your potential? • How will being selected for the scheme benefit you?
	<p>Grierson DocLab: Development</p> <p>Frequently Asked Questions</p>
	<ul style="list-style-type: none"> • I've got credits working in development for factual entertainment, can I apply? <ul style="list-style-type: none"> ○ If you only have credits in factual entertainment, no.
	<ul style="list-style-type: none"> • When will I do the placement? I have some



holidays and other commitments in the diary.

- We anticipate placements to commence from September onwards, but this timeline is indicative only. We will work closely with trainees and production companies to try and make the timing optimal for all parties.



• What will I be paid during the eight-week placement?

- Successful applicants will be contracted to a production company and paid on a PAYE basis. To reflect the level of experience of applicants we expect who will apply, the weekly salary will be £930 (inclusive of employers NI and holidays).



- **In my application, do I have to use up all the word count?**

- You do not necessarily need to use the full allocation, but we recommend a fully formed response. We want to feel your passion on the page.



- **Why do I have to complete the monitoring form?**

- The monitoring section of the application form helps us capture information about applicants that feeds into our reporting to funders. The reporting is a condition of securing our funding that enables us to do the work supporting trainees. You can read about why monitoring matters [on the ScreenSkills website](#) and [on the ACAS website](#).



- **I am currently at university, can I apply?**

- This programme is not for new entrants. Neither is this a graduate training scheme. We are focussing on applications from candidates who can demonstrate they have three-to-five years' experience in the documentary sector.



- **I can't commit to some of the dates. Can I still apply?**

- You need to be available for all parts of the programme, as listed in the schedule. There will be no exceptions.

- **Do you expect successful candidates to do any preparation ahead of the training?**



- There will be a comprehensive watch list that we expect all the successful candidates to watch, once their place has been confirmed, in advance of the training.



- **Why are only UK residents eligible for the scheme?**

- This programme is designed to help trainees secure development work in the UK, so it is essential that we prioritise applicants who can work in the UK.



- **Where will I be based during my placement?**

- It is likely that placements will be based in London, but there may be some

opportunities in the nations and regions.

- For those successful applicants who may need additional support for relocating, there is the [ScreenSkills bursary fund](#) where you outline that you are on a Netflix training programme. More guidance available if you are selected.



- **What happens after the training ends?**
- We would like to stay in touch and can support you through
 - Mentoring
 - Check-ins with the Director of Training Programmes
 - Invitations to networking events
- Netflix would like you to stay in touch and continue to work with them
- Netflix networking events

	<ul style="list-style-type: none">• Who are your mentors?<ul style="list-style-type: none">○ Established industry professionals in the industry.
	<ul style="list-style-type: none">• Can I get feedback if my application is unsuccessful?<ul style="list-style-type: none">○ Due to the high volume of applications, we are unable to provide any feedback.
	<ul style="list-style-type: none">• If I am selected for the scheme, as someone with accessibility needs, what support can I expect?<ul style="list-style-type: none">○ We are aware that some trainees may need additional support. We have a specific member of the team who has responsibility for establishing the access needs of all participants.



- **How do you make sure the assessment of applications is inclusive and fair?**

- The Grierson Trust wants to see applications from people of all backgrounds and to create an inclusive workplace.
- People making decisions about applications read them with the person's name and contact details removed. This helps to stop unconscious bias.
- Unconscious bias is when a person thinks better of someone because they believe they are the same - or less of someone because that person is different to them. For example, they might be of a different race, religion or age.
- You can read the Grierson Trust [diversity and inclusion statement](#) for more information.



Privacy Policy

By completing the online application form and the monitoring form for this programme you agree that the Grierson Trust can

- Collect, store and process your personal details including your name, address, email address for purposes of the application and the programme
- Make your personal details available to other companies so they can assess your application

The Grierson Trust will

- Store and process your data legally and in line with General Data Protection Regulations GDPR
- Share your personal details with Netflix so they keep in touch with you in line with [their privacy statement](#)
- Ensure the information you provide on the monitoring form is kept treated as strictly confidential and is anonymised for reporting purposes



Grierson DocLab
www.griersontrust.org
@griersontrust
#GriersonDocLab



Development with NETFLIX

You can view the Grierson Trust [privacy statement](#)