



MetroEast's Junior Contractor BIPOC Contractor Program (BCP)

Overview:

MetroEast's BIPOC Contractor Program (BCP) provides paid positions in video production and post-production and aimed to uplift marginalized creatives through paid career building opportunities. There is no question that BIPOC communities are underrepresented in the film and video industry. Our program is intended to minimize this divide. It decenters whiteness in the industry giving applicants hands-on experience in professional productions. It will provide hired contractors with production credits to help bolster resumes, access to professional production gear, mentors so contractors can use their passion for video not only to create art, but to finance their lives.

This program is open to students, freelancers and professionals who have basic production experience. Program contractors will be placed in a basic Contractor Pool and will be hired to assist MetroEast's Emmy-nominated production team on a project to project basis based on availability, interest, and skillset.

We hope to help participants grow and expand their skill set. Having fun while learning and being excited to be part of the team. This opportunity requires someone with a strong interest in developing their production skills. As contractors gain experience they will be given more responsibility; starting with simpler projects and building up to more complex productions.

Note: Gigs are offered on a project to project basis and we won't know ahead of time how many shoots/editing jobs you can expect to work on. Pay for production is \$200/day and for post-production is \$250/day.

You:

The ideal candidate is detail-oriented and can easily adapt and learn new skills. You're upbeat and willing to jump in wherever you're needed. You're a creative problem solver, who welcomes criticism and often seeks feedback.

If hired, you will be partnered with a MetroEast Producer. On-the-job training is included but a basic knowledge of video production is required. You will be given the opportunity to take



free classes at MetroEast in video production including DSLR photography/videography and Final Cut editing.

Basic Responsibilities and Skills: the skills you'll bring and what we hope you'll learn

- Ability to work on diverse teams and with a diverse range of people
- Demonstrated proficiency with digital video production including DSLR cameras and/or nonlinear editing.
- Genuinely creative, curious, and enthusiastic
- Ability to create video content in multiple styles for multiple audiences
- Ability to be punctual and organized for all work activities
- Ability to listen and understand others
- Good communication and interpersonal skills
- Ability to work calmly and effectively under pressure; dealing courteously with production crew and the public.

Duties to get started include (but are not limited to):

- Assisting camera operator
- Camera operation: gathering footage (b-roll and/or interviews clips)
- Monitoring and leveling audio
- Set-up and grip for lighting
- Assisting with talent (interviewee)
- Interfacing with nonprofit contacts upon arrival
- Gathering and testing gear for production
- Other production duties as requested by producer

Please note: A background check may be required.

Dress Code: The participant will wear clothing appropriate for work in public places. Should wear black or dark colors on production days.

Schedule: Working hours will vary according to production needs. Schedules will be arranged with the Production Team. Production schedules may fall outside of the regular work week (M-F 9-5).

Working Conditions/Physical Demands: Work is usually performed in an indoor environment with long periods standing or at a desk. Work may be conducted outdoors and employees may be exposed to inclement weather. Environment is oriented to public service and can be

subject to interruptions. The candidate must be able to move about the facility to communicate with staff members. Must frequently lift and/or move 25 to 30 pounds.

Perks:

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- Access to all MetroEast classes and workshops at no cost
- Access to MetroEast production gear and edit rooms at no cost
- Mentorship and review
- Networking opportunities
- Warm work culture dedicated to Diversity Equity and Inclusion