

Skills Shortage Roles

(sources Screenskills Assessment 2021, BFI Future Film Skills 2017)

Mayor's Academy Programme West London Film & TV Skills Hub, 2023, richard.goodwin@jga-group.co.uk

Subsector	Role	Report	Short description (NCS/IFATE/Google)	URL (use tiny font)	Seniority	annual earnings
Film	Accounts assistant	SS	Maintaining an efficient and accurate finance function within a business.	instituteforapprenticeships.org/	Junior	£22k - £35k
Games	Animator	SS	Take the objects created by 2D and 3D artists and breathe life into them by making them move.	skills.com/jobs/	Junior	£25k - £35k
Games	Artist	SS	Animator and/or 3D modeler who creates both 2D and 3D art for video games.	spectrum.com/career/	Junior	£24k - £32k
Film	Assistant location manager	SS	Assists the location manager in finding/scouting locations for film and TV productions.	directionbase.co.uk/blog/2018/10/	Junior	£24k - £32k
Games	Back-end programmer	SS	Responsible for creating and maintaining technology at the back end of a website (the server, database and application)	zerohalf.co.uk/employers/technology/	Junior	£25k-£30k
Exhibition	Big Data Analytics	BFI	Collects, organises and studies data to provide business insight.	rad.com/blog/2018/04/big-data/	Junior	£23k-£28k
Film	Camera operator	SS	Records images for film, television, commercials and online.	sco.uk/careers-advice/job/	Senior	Up to £40k
Construction	Carpenters	BFI	Make and install wooden structures, fittings and furniture.	slab.co.uk/carpenter/job/	Senior	Variable (depending on)
Exhibition	Cinema programmers	BFI	Help select films to be shown in festivals, cinemas and on TV.	independentcinemaoffice.org.uk/wh/	Senior	Unknown
Film	Costume designer	SS	Responsible for the overall look of the clothes and costumes on film and TV productions	terteam.com/costume-designer/	Junior	£23.5k-£28.5k
Costume	costume jewellery	BFI	Design and make jewellery using a variety of materials, including gold, silver and precious stones.	boutcareers.com/job/	Junior	£16k-£17k
Costume	Costume prop makers	BFI	Create objects for use on costumes in films, TV programmes and the theatre.	https://www.w.media/		£15k-£25k
Film	Covid safety roles	SS	Help employees of the industry to be safe in COVID times	mcommission.org.uk/wp/	unknown	Unknown
Other scripted TV	Covid safety roles	SS	Help employees of the industry to be safe in COVID times	mcommission.org.uk/wp/	unknown	Unknown
Unscripted TV	Covid safety roles	SS	Help employees of the industry to be safe in COVID times	mcommission.org.uk/wp/	unknown	Unknown
Unscripted TV	Development assistant producer	SS	Part of a team that comes up with the ideas that get transformed into TV programmes	skills.com/jobs/	Entry	Dependent on experience
Other scripted TV	Director	SS	Holds the creative vision throughout the whole process, from pre-production through to the final edit	skills.com/jobs/	unknown	Unknown
Post-production	Dubbing mixer	SS	Brings together all the different sound elements of a production to create the final mix.	https://www.screenskill.com/	entry	£18k-£20k
Film	Edit assistant	SS	Ingests footage that has been captured on location, or in the studio, so that it can be accessed by the picture editor	skills.com/jobs/	Entry	Unknown
Film	Editor	SS	Works with the director/producer to select shots in a coherent way that tells a story from beginning to end.	skills.com/jobs/	junior	£23k-£33k
Construction	Finishing	BFI	Works on practical tasks on construction sites from the start to the end of building projects.	pia.com/finisher-what-does-it-look-like/	unknown	£120-150 (daily)
Film	First and second assistant camera	SS	Works with camera operators or camera supervisors, helping with the photography of a film or TV programme in any way necessary.	https://www.w.screenskill.com/	Entry	£15 (hourly)
Children's TV	First assistant director	SS	Also known as first ADs, they plan the filming schedule, working with the director, director of photography and other heads of department to ensure an efficient shoot.	https://www.w.screenskill.com/	unknown	Unknown
Production	First Assistant Directors	BFI	Also known as first ADs, they plan the filming schedule, working with the director, director of photography and other heads of department to ensure an efficient shoot.	https://www.w.screenskill.com/	unknown	Unknown
Games	Game designer	SS	Responsible for how a game feels and what it looks like.	https://www.w.screenskill.com/	unknown	Unknown
Exhibition	General managers	BFI	Effectively acts as scaled-down CEOs, overseeing the daily operations of a business segment or department.	https://www.resources.works/	senior	£28k-£38k
Film	Hair and make-up artist	SS	Help actors portray their characters by using hair and make-up to create a look.	https://www.w.screenskill.com/	unknown	Unknown
Other scripted TV	Hair and make-up artist	SS	Help actors portray their characters by using hair and make-up to create a look.	https://www.w.screenskill.com/	unknown	Unknown
Post-production	High-end tech ops (MCR pipeline)	SS	Responsibilities include incident reports, capacity management, monitoring systems, and infrastructure planning.	w.coherents.com/	senior	£30k
Film	Line producer	SS	Hire the crew, allocating the money and making sure the filming is done safely, creatively, on budget and on time.	https://www.w.screenskill.com/	Senior	Unknown
Production	Line producers	BFI	Hire the crew, allocating the money and making sure the filming is done safely, creatively, on budget and on time.	https://www.w.screenskill.com/	Senior	unknown
Film	Location assistant	SS	Litter pickers, traffic marshals and messengers. They help the location manager and unit manager with the day-to-day running of the site.	https://www.w.screenskill.com/	Entry	Unknown
Film	Location manager	SS	Arrange recce (visits) to the locations, take photographs, detailed notes, start discussions with the location owners and work out costs.	https://www.w.screenskill.com/	Entry	Unknown
Other scripted TV	Location manager	SS	Arrange recce (visits) to the locations, take photographs, detailed notes, start discussions with the location owners and work out costs.	https://www.w.screenskill.com/	Entry	Unknown
Production	Location managers	BFI	Arrange recce (visits) to the locations, take photographs, detailed notes, start discussions with the location owners and work out costs.	https://www.w.screenskill.com/	Entry	Unknown
Games	Network programmer	SS	Make it possible for gamers to play with each other online.	https://www.w.screenskill.com/	Senior	£35k-£111k
Post-production	Post-production producer	SS	Focuses on the Post Production phase in the video production process which includes everything that is done after filming.	w.yellowcat.com/	Junior	Unknown
Film	Producer	SS	The overall decision-makers. They will come up with story ideas and hire writers, or choose and secure scripts to develop into feature films.	https://www.w.screenskill.com/	Junior	Up to £28k (depending on)
Film	Production assistant	SS	Their duties include booking venues and equipment, creating and distributing production documents and getting copyright permissions.	https://uk.1ndeed.com/	unknown	u
Unscripted TV	Production coordinator	SS	Do all the admin that is crucial to the smooth working of a production from beginning to end.	skills.com/jobs/	Junior	Unknown
Film	Production manager	SS	Responsible for budgets, shooting schedules, and managing the day-to-day business side of a production.	sterclass.com/articles/film-101/	unknown	
Unscripted TV	Production manager	SS	Responsible for the day-to-day financial running of an unscripted TV production and all the admin involved.	skills.com/jobs/	unknown	Unknown
Visual effects	Real-time engine coder (for virtual production)	SS	?	?	unknown	Unknown
Construction	Riggers	BFI	A skilled tradesperson who specializes in the assistance of manual mechanical advantage device comprising pulley, block and tackle or motorised such as a crane or	futurefuture.com/job-type/filmtv/	Junior	20k-50k
Distribution	Rights & sales analysts	BFI	?	?	?	?
Film	Floor runner	SS	Do anything required to aid the shoot's progress. They run errands, convey messages, look after cast and crew, make drinks and provide food, drive and deliver kit.	skills.com/jobs/	Entry	£7.93-£14.15 (hr)
Film	Production runner	SS	They copy the call sheets, sides, scripts, health and safety notices and other paperwork and run around distributing it to the crew.	skills.com/jobs/	Entry	£7.93 - £14.15
Camera	Script supervisors	BFI	Closely monitor what's happening to check no dialogue is overlooked and the actions and eye-lines of the actors match.	skills.com/jobs/	Senior	Unknown
Unscripted TV	Series producer	SS	Responsible for the content of an entire series of programmes. They ensure shows are made as creatively as possible, honouring the contract between broadcaster and	skills.com/jobs/	Senior	Unknown
Unscripted TV	Shooting producer director	SS	Do two jobs at once; creating and producing the content while also directing the action.	skills.com/jobs/	Senior	Unknown

Construction	Specialist painters	BFI	Specialise in certain kinds of painting, such as window exteriors, doors, gates and fences.	https://artdeparmental.com/	Senior	£120-£150 (daily)
Construction	Specialist plasterers	BFI	Plasterers are skilled tradesmen who apply plaster and decorative finishes to interior and exterior walls and ceilings.	https://www.bettertea.com/	Senior	£120-£150 (daily)
Film	Storyboard artist	SS	Translate the script and the director's vision into pictures.	in the animation industry -	Entry	Unknown
Games	Technical artist	SS	Make the work of the artists easier. They develop the games engines, so they work as well as possible for the people making the art.	in the games industry -	Junior	£22k-£28k
Games	Technical artist directors	SS	Working with the Art Teams and the Leads to deliver the game to the artistic vision	in the games industry -	Senior	Unknown
Exhibition	Technical Skills	BFI	Checking and trouble-shooting equipment and working to provide solutions where issues arise	?	Junior	£25k-£30k
Games	UI/UX designer	SS	Create the look and feel of things like the heads-up display (HUD) showing the score, lives, and levels.	luxidesigner in the games.	Senior	£50k-£60k
Other scripted TV	Unit manager	SS	Responsibilities are to keep everybody on budget and task, prepare and monitor the shooting schedules, approve call sheets, review and update production reports, and manage the whole process of creating the VFX for film or TV. They make sure that the client, usually the film or TV series' producer or director, is happy with what the VFX	kstage.com/magazine/article/unit-	junior	unknown
Visual effects	VFX producer	SS	Create still images that are played in a rapid sequence to create the illusion of movement.	sensskills.com/job-	Junior	Unknown
Animation	2D animator	SS	2D modeler who creates 2D art for video games/film/TV.	sensskills.com/job-	junior	£25k - £35k
Animation	2D designer	SS	Usually trained in the basic languages of computer programming, programmers make a game come to life. They may specialize in areas of coding such as graphics, AI, sound,	spectrum.com/career-	Senior	£35k-£111k
Games	3D programmer	SS	Design the scenery around, or on top of, where the animation happens.	designer (also known as	Entry	Unknown
Animation	Background designer	SS	investigate business situations, analyse problems and identify improvements.	areas.service.gov.uk/job-	senior	£26k-£30k
Distribution	Business/financial analysts	BFI	Contribute to the mood and look of a film by defining its colours. They work with the director and director of photography to decide the palette.	https://www.screenskills.com/	unknown	Unknown
Post-production	Colourist	SS	Help actors portray their characters by using hair and make-up to create a look.	sensskills.com/job-	unknown	Unknown
Hair & Make-up	Combined hair & make-up skills	BFI	Responsible for the overall look of the clothes and costumes on film and TV productions	areas.service.gov.uk/job-	Junior	£23.5k-£28.5k
High-end TV	Costume designer	SS	Responsible for the overall look of the clothes and costumes on film and TV productions	areas.service.gov.uk/job-	Junior	£23.5k-£28.5k
Costume	Costume designers	BFI	Curators are responsible for assembling, cataloguing, managing and presenting/displaying artistic and cultural collections.	s.co.uk/careers-advice/job-	Entry	£22k-£26k
Exhibition	Curators	BFI	Bring together images and sound for use in film, TV and online productions.	https://www.screenskills.com/	junior	£23k-£33k
Unscripted TV	Editor	SS	Bring together images and sound for use in film, TV and online productions.	***	junior	£23k-£33k
Post production	Editors	BFI				
Visual effects	Facial modeller	SS			unknown	Unknown
Camera	Film camera technicians	BFI	Also known as first ADs, they plan the filming schedule, working with the director, director of photography and other heads of department to ensure an efficient shoot.	https://www.screenskills.com/	Entry	Unknown
Other scripted TV	First assistant director	SS	Set up and operate lighting for concerts, conferences and theatre, or in film and TV productions.	https://www.screenskills.com/	Junior	£23k
Electrical	Gaffers	BFI	Calculate finances, work out the cost of a production, talk to the completion guarantor (an insurance policy to make sure the film is delivered on time and on budget) and do all the admin that is crucial to the smooth working of a production from beginning to end.	sensskills.com/job-	junior	£28k-£38k
Production	Production accountants	BFI	Do all the admin that is crucial to the smooth working of a production from beginning to end.	sensskills.com/job-	junior	£28k-£38k
Film	Production coordinator	SS	Responsible for the day-to-day financial running of an animated production and all the admin involved.	sensskills.com/job-	junior	£28k-£38k
High-end TV	Production coordinator	SS	Responsible for the day-to-day financial running of a children's TV production and all the admin involved.	sensskills.com/job-	Junior	£35k-£42k
Animation	Production manager	SS	Create the physical sound effects on films, TV programmes, animation, video and games.	https://www.sensskills.com/job-	Junior	Unknown
Children's TV	Production manager	SS	Translate the script and the director's vision into pictures.	in the animation industry -	Junior	£33k
Post production	Storyboard artist	SS	Compositors create the final image of a frame, shot or VFX sequence. They take all the different digital materials used (assets), such as computer-generated (CG) images, live	sensskills.com/job-	Entry	£27k
Post production	VFX – Compositing	BFI	Create photoreal, digitally-generated imagery. The role requires the seamless integration of these effects into live action in feature films, television and, increasingly,	spects.ac.uk/job-profiles/vfx-	Entry	£27k
Post production	VFX – Effects	BFI	Create digital skeletons for 3D computer-generated (CG) models. They program these 'rigs' or puppets so that they move in a realistic way.	sensskills.com/job-	Entry	£29k
Post production	VFX – Rigging	BFI				