



Employer Partner Industry Insights

Our employer partners at Kilogramme have talked to us about what it takes to succeed in the Animation industry:

What would you say the top 3 skills are to succeed in your industry?

Talent, work ethic and a willingness to improve.

What do you look for in a top candidate when you recruit?

Past work is the best way to see who someone is and what animation means to them. If they have a lot of work, which shows they have been improving each year, we know they are worth working with. We just need to point them at the right tasks and teach them anything they don't know about the production process.

On the other hand we understand some people don't know all the things we'd like them to be working on. In that case we just need to see they've tried and will take on any tasks we give them.

Why do you think work experience is important for college students?

Work experience shows students how animation is made, what the different roles are and where they might fit in. Both we and they can see what they do and don't know, then work together to fill any gaps in their knowledge.

It should be treated as an audition. We are watching to see if they are someone we would like to work with in the future, or recommend to others. We are checking on their existing skills, willingness to improve, willingness to learn, enthusiasm for the job and general demeanour.

We will give you every opportunity to impress us, because at some point we'd like you to impress an audience.



What is the best thing about working in your industry?

For me, it's when a project has blossomed because several people have become involved and invested. It can be hard to see what you've done and accept it wasn't everything. But a good film will outlive you, or be seen by people who haven't and never will meet you. At that point it's not the personnel that matters, but the film. A good film needs a good script, design, board, animation and direction. It's very rare one person can do all of these things. A good film usually means people have put their egos aside and worked for the greater good. It's a great expression of civilisation at its best.

Further information:

<https://www.kilogramme.co.uk/>

<https://icould.com/>

<https://targetcareers.co.uk/>