

**SKILLS FRAMEWORK FOR MEDIA
TECHNICAL SKILLS AND COMPETENCIES (TSC) REFERENCE DOCUMENT**

TSC Category	Production and Direction					
TSC Title	Talent Casting					
TSC Description	Evaluate and select talent for productions which include managing auditions, interviews and selection and negotiation of scope, payments and terms of contract					
TSC Proficiency Description	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
		MED-MPN-2027-1.1	MED-MPN-3027-1.1	MED-MPN-4027-1.1	MED-MPN-5027-1.1	
		Coordinate with talent agencies and other sources of talent to support the identification of talent for secondary roles	Organise the casting process by conducting initial shortlisting of potential talent to align the talent requirements with the production content	Conduct auditions to select talent based on creative considerations and fulfil talent requirements for production	Recommend changes to the key talent selection based on commercial considerations and monetisation potential	
Knowledge		<ul style="list-style-type: none"> Requirements of characters based on the script Terms and conditions of standard performer contracts Types of platforms and channels to tap on for talent scouting Advantages and limitations of talent scouting platforms Types of internal stakeholder to be notified upon new talent acquisition Type of information in a talent candidates database Techniques for street casting 	<ul style="list-style-type: none"> Requirements of characters based on the script Contractual arrangements and procedures, legal and ethical requirements and obligations relating to the engagement of supporting artistes and contributors Avenues where potential performer candidates could be identified for a production Logistics when organising auditions Factors to consider when selecting audition locations Techniques for managing a system of appointments when holding auditions Process of conducting auditions 	<ul style="list-style-type: none"> Specific acting requirements of the production Requirements for a main character, narrator or voice-over artistes, supporting talent or contributors Acting techniques and styles of potential talent Techniques for improvisation based on script Types of audition or selection process Commercial and aesthetic criteria for selecting supporting artistes and contributors Methods to identify emerging talents Marketability of talent available 	<ul style="list-style-type: none"> Budgetary limitations regarding casting Specific acting requirements of the production Principles underpinning contractual arrangements and procedures Legal and ethical requirements and obligations relating to the engagement of key artistes and contributors Marketability and audience appeal of the talent 	
Abilities		<ul style="list-style-type: none"> Study the general creative approach given by the creative team to identify suitable talent 	<ul style="list-style-type: none"> Create a shortlist of candidates who may fit into key roles of the production 	<ul style="list-style-type: none"> Review the types of audition or selection process that would be 	<ul style="list-style-type: none"> Provide initial suggestions on the suitability of key talent based on their 	

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		<ul style="list-style-type: none"> Recommend a shortlist of talent who are suitable for secondary roles of the production Recommend a shortlist of secondary talent who may add value to the production and match the general creative requirements Communicate with the talent agencies and other talent sources for the list of suitable talent Coordinate the call-back process for conducting the auditions Check the availability and cost of talent in secondary roles to align with the casting needs and budgets Make logistics arrangements related to auditions including booking locations, coordinating with stakeholders for selection Maintain an up-to-date database of all talent candidates and their attributes to facilitate the selection process 	<ul style="list-style-type: none"> Provide guidance on the types of audition or selection process that would be appropriate including details of location type, scenes to be used for audition and required stakeholders Estimate the number and types of main character and supporting talent needed for the production Find suitable alternatives for talent needed Check the availability and cost of key talent to align with the production needs and budgets Review pre-audition materials submitted by talent candidates to create initial shortlist Brief all stakeholders on the type of talent, their suitability based on initial assessment and audition arrangements Manage the process of contracting with the selected talent post-selection and provide necessary details for management of the talent 	<p>appropriate for the production</p> <ul style="list-style-type: none"> Review potential talent briefs to provide inputs for alternatives Conduct interviews or auditions with talent, narrators or voice-over artistes and other supporting talent Evaluate strengths and weaknesses of talent Assess the performer's impact on the production 	<p>marketability and audience appeal and suitability to the genre of content</p> <ul style="list-style-type: none"> Lead discussions regarding the talent needs for production and financial arrangements Balance the agreement on compensation arrangements and contractual requirements with the talent and production team Make the final decisions about the main characters in the production based on commercial considerations and in collaboration with the creative leadership 	
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