INDUSTRIAL
LIGHT & MAGIC
A LUCASFILM COMPANY

RECRUITMENT 101

A GUIDE TO HELP YOU SUCCEED IN THE VISUAL EFFECTS INDUSTRY
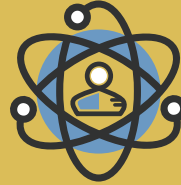
RECRUITING

PORTFOLIO WORK

We look for appropriate and quality portfolios. Great examples include photoreal, action–oriented, polished and creative work.

EXPERIENCE

Great candidates have experience in the field. That may include professional work, internships, independent and school projects and co–op programs (mostly relevant for tech roles).

INDUSTRY INVOLVEMENT

Attend events (TAFI, Siggraph, CTN, etc), volunteer, network with peers, teachers, professionals and mentors and become a member of various organizations (VES, WIA).

INDUSTRY KNOWLEDGE

Familiarity with current and past films, especially in VFX; knowledge of current disciplines and practices of studios; and basic understanding of how features are made are important.

ENTHUSIASM FOR THE WORK & INDUSTRY

You have to be passionate about VFX and want to work in the industry. We look for excitement about working on live action, visual effects projects.

KNOWLEDGE OF & INTEREST IN ILM

Be familiar with the type of work we do, the movies we have worked on, and the legacy of ILM.

COMMUNICATION SKILLS

Be attentive, don't be afraid to ask questions and make sure you have the ability to follow directions well.

TEAM PLAYER

We look for candidates who work well in groups and are collaborative, supportive and flexible.

GENERAL PORTFOLIO TIPS >>>

- Have an online portfolio | Vimeo, blogs, website, etc.
- Title multiple URLs appropriately
- Put your best work first
- Edit your reel so it flows and captures your best work
- Include a shot breakdown

RECRUITING

HOW RECRUITMENT WORKS

Timing in the hiring process can vary from studio to studio. As projects grow and studio requirements change, flexibility in the recruitment process is essential for us to staff our shows effectively. Below are the list of steps taken by recruiters to fill a specific role.

The hiring manager has a role to fill and recruiters are tasked with finding appropriate candidates, getting the job posted online for applicants to apply and filling the role.

Recruiters attend industry events and school events (job fairs & portfolio shows) to meet and inform potential candidates, and to network with professionals. They also might host or participate in events like meet-ups and presentations (VES talks, Grace Hopper, Women in Animation panel).

Recruiters go through qualified candidates who have applied and forward them to supervisors and managers. Recruiters will take first pass based on requirements of the job.

Supervisors will select potential candidates for the position and an interview is scheduled (by phone or onsite).

After interviews are completed, supervisors and hiring manager will decide who they are interested in making an offer to.

Recruiters use information they receive from events, LinkedIn, and other sources to stay in touch with candidates and for future opportunities that become available.

OTHER RECRUITMENT TOOLS:

- LINKEDIN (most commonly used)
- FACEBOOK
- TWITTER
- OUR WEBSITES | lucasfilm.com, ilm.com & jobs.jobvite.com/lucascompanies

EDUCATION

WHAT TO LOOK FOR IN A SCHOOL'S ANIMATION OR VFX PROGRAM

RECOMMENDATIONS:

Do online research of the best visual effects schools. Also, check company websites. Some companies promote certain schools.

GRADUATES WORKING:

When researching a specific school, check the ratio of graduates who work in the industry and their studios of employment.

CURRICULUM:

- Will you be exposed to software that is used in the industry (check job postings on company websites)?
- Do the required classes meet the specific qualifications listed in job descriptions of various companies?
- How do they keep curriculum current?
- Does the curriculum have a "generalist" approach or does it give students the opportunity to specialize in a particular field?

PRODUCTION ENVIRONMENT:

Does the school offer a production pipeline environment (dailies, deadlines, etc.) to mimic industry production and the demands/expectations that come with it?

FACULTY:

- Look at the faculty background and their experience in the industry. Are they currently employed in the industry? What was their length of employment? Etc.
- Which industry events do they attend to promote the school?

INVOLVEMENT IN THE INDUSTRY:

- What is their exposure to the industry?
- What studios attend their career fairs?
- What does the school offer to connect with the industry after you graduate? Review the school placement or career services offerings.

PROFESSIONAL ALUMNUS:

Check LinkedIn for background info on artists in the industry and the schools they attended.

CANADIAN SCHOOLS:

For US/foreign students studying in Canada; if your intention is to work in Canada post-grad, find out if the school offers a post-grad work permit upon graduation. If not, be aware that Canadian facilities will potentially have a challenge hiring you since work permit requirements include a minimum 3-4 years of industry experience.
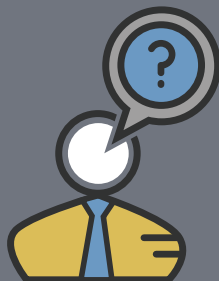
EDUCATION

HOW TO PREPARE FOR APPLYING TO SCHOOLS

RESEARCH

Do research on the schools you are interested in and their requirements for application as well as deadlines.

ATTEND EVENTS

Attend school fairs, open houses and events sponsored by schools to get information and to ask questions.

CONTACT THE SCHOOL

Contact the school directly. Ask a counselor or advisor about how you should prepare.

REFINE PORTFOLIO

Work on your online portfolio. Show quality work and put your best pieces first. Having this demonstrates interest.

TALK TO ALUMNI

Talk to alumni about their experiences and get advice.

REVIEW CURRICULUM

Review a school's curriculum to get insight on the type of work you could be doing.

INDUSTRY TIPS

HERE ARE SOME GENERAL TIPS ON HOW TO SUCCEED IN THE INDUSTRY

- Work hard, do good work and complete your degree.

- Always ask your peers, professors, family members, professionals, etc., for feedback on your reel/portfolio. Positive feedback goes a long way in this industry. There are numerous blogs and communities online including Vimeo, digitaltutors.com, CG Society, Art of VFX and many specialist LinkedIn groups where industry pros share tips and tricks and other advice.

- Gain experience (internships, personal projects, volunteer).

- Network with peers, professors and industry professionals.

- Go to events and get exposure to the industry.

- Research the industry and companies you would want to work at.

- Watch movies and understand how each shot and scene is done. Break it down.

- Be humble. Understand that you are a student applying to companies with employees that have many years of experience on you.

- Set yourself apart from others. Be unique and creative but approachable and work well with others.

- School will have exposed you to many departments in the pipeline. When applying for a role, be specific in what you want to do and what area is of most interest to you. Avoid saying that you'll do anything to work for ILM because that doesn't really help us understand your area of focus. Be clear and concise. Being open to opportunities is great, but tell us what areas most excite you.

- Never take things personally. Our hiring needs change daily. If you're not a fit for this opportunity, there will be another one in the future.

- Once you have a relationship with a studio recruiter, respectfully keep in touch with them. Update them about your upcoming availability as you move through contracts. This industry is as much about relationships as it is about the work.

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