

4 E – reference grid

Career stage	Entry	Early	Experienced	Expert
Short form description	Entering the screen industries	Establishing your career	Progressing your career	Acknowledged as expert
Education history	I left full-time education within the last two years.	I left full-time education more than two years ago.	I left full-time education more than five years ago.	It has been 10 years or more since I was in full-time education.
Career	I'm still working that out, but I've decided the screen industries are definitely for me.	I have a sense of which job role or department I want to work in but as yet I might not be working regularly within it.	I've chosen my job role or department and I am regularly working in it.	I have chosen my specific job role or department and I am now acknowledged as being an expert in my chosen field.
Professional engagements	I am working towards my first couple of professional production credits or full-time employed roles in the screen industries.	I have two or more professional production credits and/or have been employed in an industry-recognised role on two or more occasions.	I have a number of professional production credits in my current role or I am transferring in with advanced skills from another sector. I have been working in my chosen industry- recognised role for a number of years full-time.	I have built up a portfolio of professional credits. I am highly regarded in my field and consistently work in advanced positions within my specialisation.
Budgetary responsibility	I am not expected to manage budgets or spend money on behalf of the production or company.	I have very minor budgeting responsibility, often restricted to petty cash or acquiring quotes for goods and services.	I might expect to be in control of my budget, reporting to a more senior member of the production or company.	I might be in control of my departmental budget, which could have many categories. I might be aware of other departments/overall budgeting strategy and report directly into the most senior member of finance.
Team management	I do not manage anyone else other than myself.	I manage myself and sometimes others also at my level.	I might be responsible in my department for overseeing entry- and early-stage career colleagues working with me.	I am responsible in my department for overseeing entry- and early-stage career colleagues working with me.

