

## **ISE Mentoring Scheme**

The ISE Mentoring Scheme is designed to provide up-and-coming editors with an opportunity to experience how more experienced editors work. This scheme differs from “assistant” placements or “work experience” in that the mentee is not expected to contribute to the work of the edit suite: they are there to see how the mentor works, how they approach their day, and how they deal with directors and producers over the course of that day.

The format of the mentoring is built on observation and dialogue. The recipient of the mentoring will spend two days in the edit suite of the mentor as they work. The setup is informal, and intended to be unobtrusive; it is vitally important that the mentor’s work should not be compromised by the presence of the mentee.

### **Responsibilities of the Mentor**

The mentor accepts that the mentee is there to learn, and as such undertakes to be as instructive as possible. This may take a number of forms

-The mentor works away as normal, allowing the mentee to observe, and at a designated time in the day there is an opportunity for the mentee to ask questions. This can be over lunch or at the end of the working day.

-The mentor may opt to narrate what they are doing; articulating their process of shot selection and editing with an emphasis on the craft.

-The mentor may prefer to explain what they are planning to do over the coming hour and then allow the mentee to see that unfold.

-If time allows and if appropriate the mentor may show the mentee previous versions of scenes and explain the evolution of them. This would work well as an introduction to a scene being currently worked on.

Ideally the mentor will interact with their director over the course of the day so as to afford the mentee the opportunity to see how different director-editor relationships work.

It is important that the mentor accepts that the mentee is not there on “work experience” and as such should not be expected to make tea or run errands. Also, as far as is appropriate, the mentee should not be excluded from the edit suite over the course of the day. Every effort should be made to ensure that there is no reason to exclude the mentee (eg, a screening scheduled for producers where the mentee’s presence would not be appropriate).

### **Responsibilities of the Mentee**

The mentee accepts that they are there to observe a working edit suite, and as such should remain as unobtrusive as possible.

They should not offer unsolicited opinions, or ask questions unprompted.

They should not discuss any content that they see over the course of their attendance, and they should not use the equipment whilst the mentor is out of the room unless explicitly asked to do so.

They should be aware that they may be asked to sign a non-disclosure agreement (NDA) as a condition of the mentorship.

On completion of the scheme the mentee may be asked by ISE to write a blog post which will be used to promote the scheme.

### **Responsibilities of ISE**

ISE are the facilitators of the mentorship scheme. They undertake to ensure that both parties understand the scope of the scheme, and to make the necessary introductions.

As this is an unsupervised scheme there will not be a representative of ISE on hand during the course of the scheme.