

ANIMATION

CREATIVE INDUSTRIES WORKFORCE SKILLS QUALIFICATIONS – MEDIA & COMMUNICATIONS | Competency Map

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INTRODUCTION | ANIMATION

INTRODUCTION TO THE ANIMATION COMPETENCY MAP

The Animation Competency Map is part of the Creative Industries Workforce Skills Qualifications (WSQ) Framework, which comprises 26 competency maps covering three Creative Industries clusters of Arts and Culture, Design and Media and Communications.

| ARTS AND CULTURE | DESIGN | MEDIA AND COMMUNICATIONS |
|--|--|---|
| <ul style="list-style-type: none"> Creative Practice Cultural Heritage Events Management Performing Arts Technical Theatre Visual Arts | <ul style="list-style-type: none"> Architecture Exhibition Design Interior Design Industrial Design Visual Communication | <ul style="list-style-type: none"> Advertising Broadcast Direct & Interactive Marketing Film & TV Digital Media – Animation Digital Media – Games Development Digital Media – Interactive Media Library & Information Services Media Music Public Relations Printing Publishing – Book Publishing – Magazine Publishing – Web |

Each competency map of the Creative Industries WSQ Framework has been endorsed by the Manpower Skills and Training Council to steer the training and development of professionals in the Creative Industries.

This Animation Competency Map provides an overview of the competencies required of different functions and job roles of the Animation industry. The development of the Animation Competency Map was guided by the Industry Key Purpose (IKP) and it was developed after detailed consultation with representatives from the Animation industry.

Each of the competency units listed in this competency map are further developed into competency standards that provide information on the expected work activities, expected work outcomes and skills and knowledge required of a person to perform the work activities addressed by the competency standards. The competency units are further grouped together into qualifications to provide guides for competency progression pathways for the Animation industry.

INTRODUCTION | ANIMATION

The Animation Competency Map serves as a resource for employers and individuals to chart training and development and career development pathways and for training providers to identify potential training programmes to develop and deliver.

The details of the competency standards and qualifications documents are recorded in separate documents from the Animation Competency Map and should be read together to serve the needs of employers, individuals and training providers.

The Animation Competency Map would be reviewed on a regular basis (i.e., at least every three years). This will help to ensure that the Animation Competency Map is current and continually meet industry needs.

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INDUSTRY KEY PURPOSE | ANIMATION

Industry Key Purpose

The Industry Key Purpose describes what the industry delivers in terms of product and services meeting the needs of industry, the attributes/attitudes of workforce, and the aspirations of the industry. The Key Industry Purpose provides guidance and direction in the development of the competency map and identification of competency units so as to ensure that the competency units listed in the competency map would help the industry to achieve its industry key purpose.

Animation Industry Key Purpose:

To support the development and delivery of creative art forms in different genres contributing towards enhancing the quality of life in the community.

JOB TITLES | ANIMATION

The following provides an overview of the various functions and job roles within a typical Animation organisation. Competency Units are identified and sorted based on the functions, job role and WSQ qualifications level, to enable identification and development of appropriate training and development interventions by employers, individuals and training providers and to enable planning of progression and development pathways.

| WSQ Levels | Functional Track | | |
|------------|---|--------------------|--|
| | Art | Business | Technical |
| 6 | Director | Executive Producer | |
| 5 | Art Director Animation Director CG Supervisor | Producer | Chief Technical Director |
| 4 | Lead/ Senior Story Writer Lead/ Senior Concept Artist Lead/ Senior Animator Lead/ Senior Modeler/ Lead/ Senior Texture Artist Lead/ Senior Lighter Lead/ Senior Rigger Lead/ Senior Compositor / Lead/ Senior 3D Compositor Editor | | Rendering Lead IT Manager Technical Director |
| 3 | Story Writer / Writer Concept Artist Background Artist/ Matte Painter Pre-Visualisation Artist Layout Artist Storyboard Artist Animator 3D Modeler / Texture Artist / Shading Artist Lighter Rigger Matte Painter Compositor / 3D Tracking Compositor / 3D Compositor Rotoscoping Artist | | Render Wrangler Systems Administrator Programmer / Developer / System Programmer / Flash Developer Assistant Technical Director |
| 2 | Project Coordinator / Production Assistant | | Technical Assistant |

COMPETENCY UNITS | ANIMATION

| Competency Units | |
|------------------------------|---|
| Competency unit: | A competency unit represents a set of work activities that can be undertaken by an individual, and the skills, knowledge and abilities associated with the work activities that can be used to certify an individual's competence in performing the set of work activities. |
| Competency unit code: | <p>A competency unit code is assigned to each competency unit to identify the WSQ framework and competency category that the competency unit originates from. The competency unit code also identifies the WSQ qualifications level that is associated with the competency unit providing an indication of the level of complexity of skills and knowledge required under the competency unit.</p> <p>For example, for a competency unit coded as CI-AN-429S-0:</p> <ul style="list-style-type: none">- 'CI' indicates that the competency unit originates from the Creative Industries WSQ framework;- 'AN' indicates that the competency unit originates from the competency category of Animation; '4' indicates that it is pegged to WSQ qualifications level 4 which is WSQ Diploma level;- '29' is the serial number assigned to the competency unit;- 'S' indicates that the competency unit is usually a specialization unit when used by an individual to achieve a WSQ qualification, other types of units include core units ('C') and elective units ('E'); and- '0' indicates the version number of the competency unit which would increase as the competency unit is reviewed at every review cycle. |

The competencies units of the Animation competency map are presented according as shown below, starting from Arts, to Business and finally the Technical track.

COMPETENCY CATEGORIES | ANIMATION

This section explains the use of the various Competency Categories in the Animation Competency Map and the imported competencies from other WSQ frameworks.

| Competency Categories | |
|--|---|
| <p>The Competency Category indicates the functional nature of the skills and knowledge identified under a competency unit. The competency categories that are found within the Creative Industries WSQ framework and relevant to the Animation Competency Map and their descriptors are presented below.</p> | |
| <p><u>Animation (AN)</u> Covers skills and knowledge required for conceptualising, developing and producing animation.</p> | <p><u>Marketing and Public Relations (MPR)</u> Covers skills and knowledge required for conceptualising, designing, implementing opportunities for maximising sales and promotion of goods, services and people.</p> |
| <p><u>Change and Innovation (CI)</u> Covers skills and knowledge required for inspiring an environment to encourage change and innovation within the working environment.</p> | <p><u>Project Management (PM)</u> Covers organising and managing resources in such a way that the project is completed within defined scope, quality, time and cost constraints.</p> |
| <p><u>Communications (COM)</u> Covers the transmission of thoughts, ideas and feelings from one's mind to another to accomplish tasks and to achieve goals.</p> | <p><u>Television and Film Design (TVD)</u> Covers the conceptual and technical skills needed to produce the overall design feel and components of design for television and film.</p> |
| <p><u>Games Development (GD)</u> Covers the games design and games programming skills and knowledge of games development.</p> | <p><u>Television Production (TVP)</u> Covers the skills and attributes needed to manage the process of film, television and radio programme making.</p> |

| Legend of Imported Competency Unit from other WSQ frameworks | | | |
|---|--|-----|---|
| BM | Business Management WSQ Framework | PM | Project Management Competency Category |
| IT | IT WSQ Framework / National Infocomm Competency Framework (NICF) | CIO | IT Management Competency Category |
| | | DD | Development & Deployment Competency Category |
| | | DM | Database Management Competency Category |
| | | IS | Infrastructure Support Competency Category |
| | | NMM | Network Operations Management, Monitoring & Maintenance Competency Category |
| | | SS | System Support Competency Category |
| LPM | Leadership and People Management WSQ Framework | CHG | Drive Change Competency Category |
| | | DEV | Develop People Competency Category |
| | | PER | Personal Effectiveness Competency Category |
| | | RES | Achieve Results Competency Category |
| | | RLT | Build Relationships Competency Category |
| | | VIS | Lead with Vision Competency Category |

ART | FUNCTIONAL TRACK

ANIMATION **Competency Map**

ART | FUNCTIONAL TRACK - ANIMATION

| Level | Job Titles | Code | Specialisation | Code | Generic |
|-------|--------------|---------------|--|----------------|--|
| 6 | Director | | | LPM-CHG-601C-0 | Lead change* |
| | | | | LPM-CHG-401C-0 | Manage change* |
| | | | | LPM-PER-601C-0 | Master personal effectiveness* |
| | | | | CI-COM-607C-0 | Direct communications in a creative environment |
| | | | | CI-COM-501C-0 | Manage project communications |
| | | | | CI-COM-508E-0 | Oversee communications in a creative environment |
| | | | | LPM-RES-601C-0 | Lead achievement of results* |
| | | | | LPM-VIS-601C-0 | Lead organization* |
| | | | | IT-CIO-502S-1 | Develop a budget* |
| 5 | Art Director | CI-AN-501S-0 | Direct an animatic* | LPM-CHG-501C-0 | Facilitate change* |
| | | CI-AN-502S-0 | Implement the vision and design for production and final output* | LPM-CHG-401C-0 | Manage change* |
| | | CI-TVD-503S-0 | Direct the realisation of the design requirements* | LPM-PER-501C-0 | Develop personal effectiveness* |
| | | CI-GD-505S-0 | Create the art bible* | CI-COM-501C-0 | Manage project communications |
| | | CI-AN-415S-0 | Direct lighting for 3D animation* | CI-COM-508E-0 | Oversee communications in a creative environment |

ART | FUNCTIONAL TRACK - ANIMATION

| Level | Job Titles | Code | Specialisation | Code | Generic |
|----------------|--------------------|-----------------|--|----------------|--|
| | | | | LPM-RLT-501C-0 | Foster business relationships* |
| | | | | LPM-DEV-501C-0 | Engage people* |
| | | | | LPM-RES-501C-0 | Facilitate achievement of results* |
| | | | | LPM-VIS-501C-0 | Lead managers* |
| | | | | CI-PM-509C-0 | Manage project scope* |
| 5 | Animation Director | To be developed | Plan and draw the shot structures and angles to maximise dramatic effect | LPM-CHG-501C-0 | Facilitate change* |
| | | CI-AN-501S-0 | Direct an animatic* | LPM-CHG-401C-0 | Manage change* |
| | | | | LPM-PER-501C-0 | Develop personal effectiveness* |
| | | | | CI-COM-501C-0 | Manage project communications |
| | | | | CI-COM-508E-0 | Oversee communications in a creative environment |
| | | | | LPM-RLT-501C-0 | Foster business relationships* |
| | | | | LPM-DEV-501C-0 | Engage people* |
| | | | | LPM-RES-501C-0 | Facilitate achievement of results* |
| LPM-VIS-501C-0 | Lead managers* | | | | |

ART | FUNCTIONAL TRACK - ANIMATION

| Level | Job Titles | Code | Specialisation | Code | Generic |
|-------|---------------|--------------|---|----------------|--|
| | | | | CI-PM-509C-0 | Manage project scope* |
| 5 | CG Supervisor | CI-AN-501S-0 | Direct an animatic* | LPM-CHG-501C-0 | Facilitate change* |
| | | CI-AN-504S-0 | Set up and application of production pipeline infrastructure* | LPM-CHG-401C-0 | Manage change* |
| | | | | LPM-PER-501C-0 | Develop personal effectiveness* |
| | | | | CI-COM-501C-0 | Manage project communications |
| | | | | CI-COM-508E-0 | Oversee communications in a creative environment |
| | | | | LPM-RLT-501C-0 | Foster business relationships* |
| | | | | LPM-DEV-501C-0 | Engage people* |
| | | | | LPM-RES-501C-0 | Facilitate achievement of results* |
| | | | | LPM-VIS-501C-0 | Lead managers* |
| | | | | CI-PM-509C-0 | Manage project scope* |
| | | | | BM-PM-401E-1 | Conduct project feasibility study* |
| | | | | BM-PM-405E-1 | Manage project resources* |
| | | | | BM-PM-404E-1 | Manage project stakeholders relations* |

ART | FUNCTIONAL TRACK - ANIMATION

| Level | Job Titles | Code | Specialisation | Code | Generic |
|-------|-----------------------------|-----------------|---|-----------------|--|
| | | | | BM-PM-406E - 1 | Manage project procurement* |
| | | | | BM-PM-4101E - 1 | Manage project risk* |
| | | | | BM-PM-412E - 1 | Conduct project after action review* |
| 4 | Lead/ Senior Story Writer | CI-AN-503S-0 | Direct the storyboard* | LPM-CHG-401C-0 | Manage change* |
| | | CI-TVP-415S-0 | Analyse a script* | CI-COM-403C-0 | Apply communications management techniques * |
| | | | | LPM-RLT-401C-0 | Cultivate workplace relationships* |
| | | | | LPM-VIS-401C-0 | Lead team* |
| | | | | LPM-RES-401C-0 | Manage achievement of results* |
| | | | | BM-PM-408E-1 | Manage project timeline* |
| 4 | Lead/ Senior Concept Artist | CI-AN-409S-0 | Research and design for animation in various cinematic styles* | LPM-CHG-401C-0 | Manage change* |
| | | CI-AN-417S-1 | Implement virtual camera angles for pre-visualisation purposes* | CI-COM-403C-0 | Apply communications management techniques * |
| | | CI-TVP-415S-0 | Analyse a script* | LPM-RLT-401C-0 | Cultivate workplace relationships* |
| | | CI-AN-428S-0 | Supervise the creation of animatics* | LPM-VIS-401C-0 | Lead team* |
| | | To be developed | Review artwork of artist | LPM-RES-401C-0 | Manage achievement of results* |

ART | FUNCTIONAL TRACK - ANIMATION

| Level | Job Titles | Code | Specialisation | Code | Generic |
|-------|--|--------------|---|----------------|--|
| | | | | BM-PM-408E-1 | Manage project timeline* |
| 4 | Lead/ Senior Animator | CI-AN-429S-0 | Direct animation performance for a sequence* | LPM-CHG-401C-0 | Manage change* |
| | | CI-AN-506S-0 | Manage continuity of character performance* | CI-COM-403C-0 | Apply communications management techniques * |
| | | CI-AN-408S-1 | Communicate plan for animating character movement and expression to a team* | LPM-RLT-401C-0 | Cultivate workplace relationships* |
| | | CI-AN-411S-0 | Create fluid, particle and rigid body effects* | LPM-VIS-401C-0 | Lead team* |
| | | | | LPM-RES-401C-0 | Manage achievement of results* |
| | | | | BM-PM-408E-1 | Manage project timeline* |
| 4 | Lead/ Senior Modeler/ Lead/ Senior Texture Artist | CI-AN-407S-0 | Create advanced textures for 3D models* | LPM-CHG-401C-0 | Manage change* |
| | | | | CI-COM-403C-0 | Apply communications management techniques * |
| | | | | LPM-RLT-401C-0 | Cultivate workplace relationships* |
| | | | | LPM-VIS-401C-0 | Lead team* |
| | | | | LPM-RES-401C-0 | Manage achievement of results* |
| | | | | BM-PM-408E-1 | Manage project timeline* |
| 4 | Lead/ Senior Lighter | CI-AN-419S-0 | Research and design the lighting concept* | LPM-CHG-401C-0 | Manage change* |

ART | FUNCTIONAL TRACK - ANIMATION

| Level | Job Titles | Code | Specialisation | Code | Generic |
|--------------|--|--------------|--|----------------|--|
| | | CI-AN-426S-0 | Create lighting plans* | CI-COM-403C-0 | Apply communications management techniques* |
| | | CI-AN-420S-0 | Create new script to produce desired lighting solutions* | LPM-RLT-401C-0 | Cultivate workplace relationships* |
| | | | | LPM-VIS-401C-0 | Lead team* |
| | | | | LPM-RES-401C-0 | Manage achievement of results* |
| | | | | BM-PM-408E-1 | Manage project timeline* |
| 4 | Lead/ Senior Rigger | CI-AN-421S-0 | Design and create animation rig for 3D objects* | LPM-CHG-401C-0 | Manage change* |
| | | | | CI-COM-403C-0 | Apply communications management techniques * |
| | | | | LPM-RLT-401C-0 | Cultivate workplace relationships* |
| | | | | LPM-VIS-401C-0 | Lead team* |
| | | | | LPM-RES-401C-0 | Manage achievement of results* |
| BM-PM-408E-1 | Manage project timeline* | | | | |
| 4 | Lead/ Senior Compositor/ Lead/ Senior 3D Compositor | CI-AN-406S-0 | Apply advanced compositing techniques* | LPM-CHG-401C-0 | Manage change* |
| | | CI-AN-418S-0 | Operate visual effects online console to produce visual effects* | CI-COM-403C-0 | Apply communications management techniques * |
| | | | | LPM-RLT-401C-0 | Cultivate workplace relationships* |

ART | FUNCTIONAL TRACK - ANIMATION

| Level | Job Titles | Code | Specialisation | Code | Generic |
|-------|-----------------------|-----------------|--|----------------|---|
| | | | | LPM-VIS-401C-0 | Lead team* |
| | | | | LPM-RES-401C-0 | Manage achievement of results* |
| | | | | BM-PM-408E-1 | Manage project timeline* |
| 4 | Editor | CI-AN-428S-0 | Supervise the creation of animatics* | LPM-CHG-401C-0 | Manage change* |
| | | CI-AN-328S-0 | Edit story reel* | CI-COM-403C-0 | Apply communications management techniques * |
| | | CI-AN-427S-0 | Manage edit decision list* | LPM-RLT-401C-0 | Cultivate workplace relationships* |
| | | CI-TVP-415S-0 | Analyse a script* | LPM-VIS-401C-0 | Lead team* |
| | | | | LPM-RES-401C-0 | Manage achievement of results* |
| | | | | BM-PM-408E-1 | Manage project timeline* |
| 3 | Story Writer / Writer | To be developed | Write scripts and dialogue for animation | CI-COM-304C-0 | Communicate effectively in a creative environment |
| | | | | LPM-RLT-301C-0 | Build team relationships* |
| | | | | LPM-DEV-301C-0 | Encourage people* |
| | | | | LPM-VIS-301C-0 | Support team* |
| 3 | Concept Artist | CI-AN-201S-0 | Design props and set* | CI-COM-304C-0 | Communicate effectively in a creative environment |

ART | FUNCTIONAL TRACK - ANIMATION

| Level | Job Titles | Code | Specialisation | Code | Generic |
|-------|----------------------------------|--------------|--|----------------|---|
| | | CI-AN-329S-0 | Illustrate a convincing sense of space in animation set designs* | LPM-RLT-301C-0 | Build team relationships* |
| | | CI-AN-336S-0 | Create concept art through illustration* | LPM-DEV-301C-0 | Encourage people* |
| | | CI-AN-410S-0 | Design characters* | LPM-VIS-301C-0 | Support team* |
| 3 | Background Artist/ Matte Painter | CI-AN-324S-0 | Create 2D matte paintings* | CI-COM-304C-0 | Communicate effectively in a creative environment |
| | | CI-AN-201S-0 | Design props and set* | LPM-RLT-301C-0 | Build team relationships* |
| | | | | LPM-DEV-301C-0 | Encourage people* |
| | | | | LPM-VIS-301C-0 | Support team* |
| 3 | Pre-Visualisation Artist | CI-AN-337S-0 | Execute animatics* | CI-COM-304C-0 | Communicate effectively in a creative environment |
| | | | | LPM-RLT-301C-0 | Build team relationships* |
| | | | | LPM-DEV-301C-0 | Encourage people* |
| | | | | LPM-VIS-301C-0 | Support team* |
| 3 | Layout Artist | CI-AN-329S-0 | Illustrate a convincing sense of space in animation set designs* | CI-COM-304C-0 | Communicate effectively in a creative environment |
| | | | | LPM-RLT-301C-0 | Build team relationships* |
| | | | | LPM-DEV-301C-0 | Encourage people* |

ART | FUNCTIONAL TRACK - ANIMATION

| Level | Job Titles | Code | Specialisation | Code | Generic |
|-------|--|-----------------|--|----------------|---|
| | | | | LPM-VIS-301C-0 | Support team* |
| 3 | Storyboard Artist | To be developed | Develop story structure in a visual style | CI-COM-304C-0 | Communicate effectively in a creative environment |
| | | CI-AN-320S-0 | Illustrate and translate script into storyboard* | LPM-RLT-301C-0 | Build team relationships* |
| | | | | LPM-DEV-301C-0 | Encourage people* |
| | | | | LPM-VIS-301C-0 | Support team* |
| 3 | Animator | CI-AN-340S-0 | Implement animation rig for skeleton and animation controls* | CI-COM-304C-0 | Communicate effectively in a creative environment |
| | | CI-AN-338S-0 | Animate a range of basic movement sequences* | LPM-RLT-301C-0 | Build team relationships* |
| | | CI-AN-425S-0 | Design facial set up of characters* | LPM-DEV-301C-0 | Encourage people* |
| | | CI-AN-331S-0 | Implement lip sync for 3D animation | LPM-VIS-301C-0 | Support team* |
| 3 | 3D Modeler/ Texture Artist/ Shading Artist | CI-AN-321S-0 | Create and optimise 3D models* | CI-COM-304C-0 | Communicate effectively in a creative environment |
| | | CI-AN-325S-0 | Apply shaders for 3D models* | LPM-RLT-301C-0 | Build team relationships* |
| | | CI-AN-319S-0 | Set up 3D facial expressions* | LPM-DEV-301C-0 | Encourage people* |
| | | To be developed | Paint textures and use UV mapping for 3D animation | LPM-VIS-301C-0 | Support team* |
| 3 | Lighter | CI-AN-325S-0 | Apply shaders for 3D models* | CI-COM-304C-0 | Communicate effectively in a creative environment |

ART | FUNCTIONAL TRACK - ANIMATION

| Level | Job Titles | Code | Specialisation | Code | Generic |
|-------|---|--------------|--|----------------|---|
| | | CI-AN-339S-0 | Program high-end lighting solutions for the production* | LPM-RLT-301C-0 | Build team relationships* |
| | | CI-AN-330S-0 | Implement lighting scripts* | LPM-DEV-301C-0 | Encourage people* |
| | | | | LPM-VIS-301C-0 | Support team* |
| 3 | Rigger | CI-AN-340S-0 | Implement animation rig for skeleton and animation controls* | CI-COM-304C-0 | Communicate effectively in a creative environment |
| | | CI-AN-425S-0 | Design facial set up of characters* | LPM-RLT-301C-0 | Build team relationships* |
| | | CI-AN-319S-0 | Set up 3D facial expressions* | LPM-DEV-301C-0 | Encourage people* |
| | | | | LPM-VIS-301C-0 | Support team* |
| 3 | Compositor / 3D Tracking Compositor / 3D Compositor | CI-AN-327S-0 | Composite digital animation* | CI-COM-304C-0 | Communicate effectively in a creative environment |
| | | CI-AN-423S-0 | Perform colour correction* | LPM-RLT-301C-0 | Build team relationships* |
| | | | | LPM-DEV-301C-0 | Encourage people* |
| | | | | LPM-VIS-301C-0 | Support team* |
| 3 | Rotoscoping Artist | CI-AN-332S-0 | Integrate motion captured movement routines and cleanup to create naturalistic and convincing movement animations* | CI-COM-304C-0 | Communicate effectively in a creative environment |
| | | | | LPM-RLT-301C-0 | Build team relationships* |
| | | | | LPM-DEV-301C-0 | Encourage people* |

ART | FUNCTIONAL TRACK - ANIMATION

| Level | Job Titles | Code | Specialisation | Code | Generic |
|-------|--|--------------|---|----------------|---|
| | | | | LPM-VIS-301C-0 | Support team* |
| 2 | Project Coordinator/ Production Assistant | CI-AN-203S-0 | Assist with artwork preparation and organization* | CI-COM-304C-0 | Communicate effectively in a creative environment |
| | | | | LPM-RLT-401C-0 | Cultivate workplace relationships* |
| | | | | LPM-RLT-301C-0 | Build team relationships* |
| | | | | LPM-DEV-301C-0 | Encourage people* |
| | | | | LPM-VIS-301C-0 | Support team* |

BUSINESS| FUNCTIONAL TRACK

ANIMATION Competency Map

BUSINESS | FUNCTIONAL TRACK - ANIMATION

| Level | Job Titles | Code | Specialisation | Code | Generic |
|-------|--------------------|---------------|---|----------------|--|
| 6 | Executive Producer | CI-TVP-505S-0 | Identify potential distributors for a media project and negotiate a distribution contract | LPM-CHG-601C-0 | Lead change* |
| | | CI-MPR-517C-0 | Review market performance and implement a marketing solution* | CI-CI-501E-0 | Identify and implement business innovation* |
| | | IT-SA-302S-1 | Sell products or services* | IT-CIO-517S-1 | Review and plan for risk to business solution providers* |
| | | | | LPM-PER-601C-0 | Master personal effectiveness* |
| | | | | CI-COM-607C-0 | Direct communications in a creative environment |
| | | | | CI-COM-502S-0 | Present effectively to engage and manage your audience |
| | | | | LPM-RES-601C-0 | Lead achievement of results* |
| | | | | LPM-VIS-601C-0 | Lead organization* |
| 5 | Producer | CI-TVP-415S-0 | Analyse a script* | LPM-CHG-501C-0 | Facilitate change* |
| | | CI-AN-427S-0 | Manage edit decision list* | CI-CI-501E-0 | Identify and implement business innovation * |
| | | IT-CIO-517S-1 | Review and plan for risk to business solution providers* | LPM-PER-501C-0 | Develop personal effectiveness* |
| | | CI-TVP-505S-0 | Identify potential distributors for a media project and negotiate a distribution contract | CI-COM-501C-0 | Manage project communications |
| | | CI-MPR-517C-0 | Review market performance and implement a marketing solution* | CI-COM-508E-0 | Oversee communications in a creative environment |
| | | | | LPM-RLT-501C-0 | Foster business relationships* |

BUSINESS | FUNCTIONAL TRACK - ANIMATION

| Level | Job Titles | Code | Specialisation | Code | Generic |
|-------|------------|------|----------------|----------------|------------------------------------|
| | | | | LPM-DEV-501C-0 | Engage people* |
| | | | | LPM-RES-601C-0 | Lead achievement of results* |
| | | | | LPM-VIS-601C-0 | Lead organization* |
| | | | | LPM-RES-501C-0 | Facilitate achievement of results* |
| | | | | LPM-VIS-501C-0 | Lead managers* |
| | | | | CI-PM-509C-0 | Manage project scope* |

TECHNICAL | FUNCTIONAL TRACK - ANIMATION

TECHNICAL | FUNCTIONAL TRACK

ANIMATION Competency Map

TECHNICAL | FUNCTIONAL TRACK - ANIMATION

| Level | Job Titles | Code | Specialisation | Code | Generic |
|-------|--------------------------|----------------|---|----------------|--|
| 5 | Chief Technical Director | CI-AN-504S-0 | Set up and application of production pipeline infrastructure* | LPM-CHG-501C-0 | Facilitate change* |
| | | | | LPM-CHG-401C-0 | Manage change* |
| | | | | LPM-PER-501C-0 | Develop personal effectiveness* |
| | | | | CI-COM-501C-0 | Manage project communications |
| | | | | CI-COM-508E-0 | Oversee communications in a creative environment |
| | | | | LPM-RLT-501C-0 | Foster business relationships* |
| | | | | LPM-DEV-501C-0 | Engage people* |
| | | | | LPM-RES-501C-0 | Facilitate achievement of results* |
| | | | | LPM-VIS-501C-0 | Lead managers* |
| 4 | Rendering Lead | CI-AN-333S-0 | Manage and maintain the render* | LPM-CHG-401C-0 | Manage change* |
| | | | | CI-COM-403C-0 | Apply communications management techniques* |
| | | | | LPM-RLT-401C-0 | Cultivate workplace relationships* |
| | | | | LPM-VIS-401C-0 | Lead team* |
| | | LPM-RES-401C-0 | Manage achievement of results* | | |

TECHNICAL | FUNCTIONAL TRACK - ANIMATION

| Level | Job Titles | Code | Specialisation | Code | Generic |
|-------|------------|---------------|---|----------------|---|
| 4 | IT Manager | IT-NMM-303S-1 | Monitor network performance and identify issues* | LPM-CHG-401C-0 | Manage change* |
| | | IT-CIO-301S-1 | Evaluate vendor services, products and equipment* | CI-COM-403C-0 | Apply communications management techniques* |
| | | IT-IS-303S-1 | Action and complete change requests* | LPM-RLT-401C-0 | Cultivate workplace relationships* |
| | | IT-IS-404S-1 | Implement system software changes* | LPM-VIS-401C-0 | Lead team* |
| | | IT-IS-403S-1 | Implement maintenance procedures* | LPM-RES-401C-0 | Manage achievement of results* |
| | | IT-IS-305S-1 | Locate equipment, system and software faults* | | |
| | | IT-IS-401S-1 | Complete equipment/software upgrades* | | |
| | | IT-SS-301S-1 | Install and configure new hardware and system software* | | |
| | | IT-SS-302S-1 | Apply system patches and updates* | | |
| | | IT-IS-406S-1 | Establish business continuity processes* | | |
| | | IT-IS-313S-1 | Provide system administration* | | |
| | | IT-IS-412S-1 | Support system software* | | |
| | | IT-IS-411S-1 | Optimise system performance* | | |
| | | IT-IS-405S-1 | Manage resolution of system faults on a live system* | | |
| | | | | | |

TECHNICAL | FUNCTIONAL TRACK - ANIMATION

| Level | Job Titles | Code | Specialisation | Code | Generic |
|-------|-----------------------|---------------|--|----------------|---|
| | | IT-IS-402S-1 | Coordinate change requests* | | |
| | | IT-IS-315S-1 | Create and maintain technical documentation* | | |
| 4 | Technical Director | CI-AN-411S-0 | Create fluid, particle and rigid body effects* | LPM-CHG-401C-0 | Manage change* |
| | | CI-AN-406S-0 | Apply advanced compositing techniques* | CI-COM-403C-0 | Apply communications management techniques * |
| | | CI-AN-418S-0 | Operate visual effects online console to produce visual effects* | LPM-RLT-401C-0 | Cultivate workplace relationships* |
| | | CI-AN-420S-0 | Create new script to produce desired lighting solutions* | LPM-VIS-401C-0 | Lead team* |
| | | CI-AN-421S-0 | Design and create animation rig for 3D objects* | LPM-RES-401C-0 | Manage achievement of results* |
| | | CI-AN-419S-0 | Create advanced textures for 3D models* | | |
| 3 | Render Wrangler | CI-AN-330S-0 | Implement lighting scripts* | CI-COM-304C-0 | Communicate effectively in a creative environment |
| | | CI-AN-333S-0 | Manage and maintain the render farm* | | |
| 3 | Systems Administrator | IT-NMM-303S-1 | Monitor network performance and identify issues* | CI-COM-304C-0 | Communicate effectively in a creative environment |
| | | IT-IS-303S-1 | Action and complete change requests* | IT-IS-406S-1 | Establish business continuity processes* |
| | | IT-IS-316S-1 | Connect internal hardware components* | IT-CIO-513S-1 | Manage innovation and continuous improvement* |
| | | IT-IS-404S-1 | Implement system software changes* | IT-CIO-518S-1 | Implement change management process* |

TECHNICAL | FUNCTIONAL TRACK - ANIMATION

| Level | Job Titles | Code | Specialisation | Code | Generic |
|-------|------------|---------------|--|------|---------|
| | | IT-IS-306S-1 | Maintain equipment and software in working order* | | |
| | | IT-IS-403S-1 | Implement maintenance procedures* | | |
| | | IT-IS-305S-1 | Locate equipment, system and software faults* | | |
| | | IT-IS-401S-1 | Complete equipment/software upgrades* | | |
| | | IT-SS-301S-1 | Install and configure new hardware and system software* | | |
| | | IT-SS-302S-1 | Apply system patches and updates* | | |
| | | IT-IS-313S-1 | Provide system administration* | | |
| | | IT-IS-411S-1 | Optimise system performance* | | |
| | | IT-IS-412S-1 | Support system software* | | |
| | | IT-CIO-509S-1 | Implement new technologies for business* | | |
| | | IT-CIO-519S-1 | Conduct research to evaluate new technologies* | | |
| | | IT-CIO-301S-1 | Evaluate vendor services, products and equipment* | | |
| | | IT-CIO-517S-1 | Review and plan for risk to business solution providers* | | |
| | | IT-CIO-402S-1 | Develop a feasibility report* | | |

TECHNICAL | FUNCTIONAL TRACK - ANIMATION

| Level | Job Titles | Code | Specialisation | Code | Generic |
|-------|--|--------------|--|---------------|---|
| 3 | Programmer / Developer / System Programmer / Flash Developer | CI-AN-339S-0 | Program high-end lighting solutions for the production* | CI-COM-304C-0 | Communicate effectively in a creative environment |
| | | CI-AN-335S-0 | Write script using software embedded language* | | |
| | | IT-IS-303S-1 | Action and complete change requests* | | |
| | | IT-IS-403S-1 | Implement maintenance procedures* | | |
| | | IT-IS-305S-1 | Locate equipment, system and software faults* | | |
| | | IT-IS-315S-1 | Create and maintain technical documentation* | | |
| | | IT-DM-301S-1 | Use SQL to create database structures and manipulate data* | | |
| | | IT-DM-305S-1 | Perform data migration* | | |
| | | IT-DD-302S-1 | Build a graphical user interface (GUI)* | | |
| | | IT-DD-306S-1 | Maintain open source code programs* | | |
| | | IT-DD-305S-1 | Develop program* | | |
| | | IT-DD-301S-1 | Develop web services. * | | |
| | | IT-DD-401S-1 | Integrate relational database in software systems* | | |
| | | IT-DD-402S-1 | Build enterprise components* | | |

TECHNICAL | FUNCTIONAL TRACK - ANIMATION

| Level | Job Titles | Code | Specialisation | Code | Generic |
|-------|------------------------------|--------------|--|---------------|---|
| | | IT-DD-403S-1 | Develop technical detailed design* | | |
| | | IT-IS-309S-1 | Run standard diagnostic tests* | | |
| | | IT-TE-301S-1 | Perform integration test* | | |
| | | IT-TE-302S-1 | Perform system test* | | |
| | | IT-TE-402S-1 | Conduct user acceptance test* | | |
| | | IT-QA-504S-1 | Implement configuration management - closest match | | |
| 3 | Assistant Technical Director | CI-AN-330S-0 | Implement lighting scripts* | CI-COM-304C-0 | Communicate effectively in a creative environment |
| | | CI-AN-339S-0 | Program high-end lighting solutions for the production* | | |
| | | CI-AN-325-0 | Apply shaders for 3D models* | | |
| | | CI-AN-321S-0 | Create and optimize 3D models* | | |
| | | CI-AN-327S-0 | Composite digital animation* | | |
| | | CI-AN-335S-0 | Write script using software embedded language* | | |
| | | CI-AN-330S-0 | Implement animation rig for skeleton and animation controls* | | |
| 2 | Technical Assistant | CI-AN-202S-0 | Provide first level troubleshooting and quality control of render* | CI-COM-304C-0 | Communicate effectively in a creative environment |