

CAREER GUIDE FOR DIRECTORS STAGE, MOTION PICTURES, TELEVISION, AND RADIO

SOC Code: 27-1012.

Pay Band(s): 5 ([Salary Structure](#))

Standard Occupational Description: Interpret script, conduct rehearsals, and direct activities of cast and technical crew for stage, motion pictures, television, or radio programs.

Director positions in the Commonwealth are assigned to the following Roles in the [Media and Production Services Career Group](#):

[Media Specialist IV](#)

While Directors within the Commonwealth are all located within the Media and Production Services Career Group, individuals may want to pursue other opportunities within the Commonwealth depending upon individual training, education, knowledge, skills, abilities, and interests.

Other Career Group(s) that may be of interest are:

[General Administration](#)

[Education Administration](#)

[Program Administration](#)

[Public Relations and Marketing](#)

SKILLS, KNOWLEDGE, ABILITIES AND TASKS

(Technical and Functional Expertise)

Skills

Note: *The technical and functional skills listed below are based on general occupational qualifications for Directors commonly recognized by most employers. Typically, you will not be required to have all of the skills listed to be a successful performer. Recruitment and selection standards for an individual state job must be based on the specific knowledge, skills, and abilities for that job as indicated in the job announcement and job description in the Employee Work Profile.*

1. Talking to others to convey information effectively.
2. Adjusting actions in relation to others' actions.
3. Understanding written sentences and paragraphs in work related documents.
4. Motivating, developing, and directing people as they work, identifying the best people for the job.
5. Being aware of others' reactions and understanding why they react as they do.
6. Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.
7. Communicating effectively in writing as appropriate for the needs of the audience.
8. Considering the relative costs and benefits of potential actions to choose the most appropriate one.
9. Identifying complex problems and reviewing related information to develop and evaluate options and implement solutions.
10. Understanding the implications of new information for both current and future problem-solving and decision-making.

Knowledge

Note: The technical and functional knowledge statements listed below are based on general occupational qualifications for Directors commonly recognized by most employers. Typically, you will not be required to have all of the knowledge listed to be a successful performer. Recruitment and selection standards for an individual state job must be based on the specific knowledge, skills, and abilities for that job as indicated in the job announcement and job description in the Employee Work Profile.

The **Knowledge** of:

1. Theory and techniques required to compose, produce, and perform works of music, dance, visual arts, drama, and sculpture.
2. Business and management principles involved in strategic planning, resource allocation, human resources modeling, leadership technique, production methods, and coordination of people and resources.
3. Media production, communication, and dissemination techniques and methods. This includes alternative ways to inform and entertain via written, oral, and visual media.
4. Structure and content of the English language including the meaning and spelling of words, rules of composition, and grammar.

Abilities

Note: The technical and functional abilities listed below are based on general occupational qualifications for Directors commonly recognized by most employers. Typically, you will not be required to have all of the abilities listed to be a successful performer. Recruitment and selection standards for an individual state job must be based on the specific knowledge, skills, and abilities for that job as indicated in the job announcement and job description in the Employee Work Profile.

The **Ability** to:

1. Speak clearly so others can understand you.
2. Listen to and understand information and ideas presented through spoken words and sentences.
3. Read and understand information and ideas presented in writing.
4. Communicate information and ideas in speaking so others will understand.
5. Imagine how something will look after it is moved around or when its parts are moved or rearranged.
6. Shift back and forth between two or more activities or sources of information (such as speech, sounds, touch, or other sources).
7. Come up with unusual or clever ideas about a given topic or situation, or to develop creative ways to solve a problem.
8. See details at close range (within a few feet of the observer).
9. Arrange things or actions in a certain order or pattern according to a specific rule or set of rules (e.g., patterns of numbers, letters, words, pictures, mathematical operations).
10. Identify and understand the speech of another person.

Tasks

Note: The following is a list of sample tasks typically performed by Directors. Employees in this occupation will not necessarily perform all of the tasks listed.

1. Choose settings and locations for films and determine how scenes will be shot in these settings.
2. Collaborate with producers in order to hire crewmembers such as art directors, cinematographers, and costumer designers.

3. Communicate to actors the approach, characterization, and movement needed for each scene in such a way that rehearsals and takes are minimized.
4. Confer with stage managers in order to arrange schedules for rehearsals, costume fittings, and sound/light development.
5. Confer with technical directors, managers, crew members, and writers to discuss details of production, such as photography, script, music, sets, and costumes.
6. Consult with writers, producers, and/or actors about script changes, or "workshop" scripts, through rehearsal with writers and actors to create final drafts.
7. Direct live broadcasts, films and recordings, or non-broadcast programming for public entertainment or education.
8. Establish pace of programs and sequences of scenes according to time requirements and cast and set accessibility.
9. Hold auditions for parts and/or negotiate contracts with actors determined suitable for specific roles, working in conjunction with producers.
10. Plan details such as framing, composition, camera movement, sound, and actor movement for each shot or scene.

INTERESTED?

Like people, occupations have traits or characteristics. These characteristics give important clues about the nature of the work and work environment, and give you an opportunity to match your own personal interests to a specific occupation. When you choose a job in an occupation that matches your own interests you have taken an important step in planning a successful and rewarding career.

The occupation of Director has **Artistic**, **Enterprising** and **Social** characteristics as described below:

Artistic — Artistic occupations frequently involve working with forms, designs and patterns. They often require self-expression and the work can be done without following a clear set of rules.

Enterprising — Enterprising occupations frequently involve starting up and carrying out projects. These occupations can involve leading people and making many decisions. Sometimes they require risk taking and often deal with business.

Social — Social occupations frequently involve working with, communicating with, and teaching people. These occupations often involve helping or providing service to others.

LICENSURE, REGISTRATION, OR CERTIFICATION REQUIREMENTS

Generally this is not required for Director positions in state government.

EDUCATIONAL, TRAINING, AND LEARNING OPPORTUNITIES

The Department of Labor provides the following information:

Directors are responsible for the creative decisions of a production. They interpret scripts, express concepts to set and costume designers, audition and select talent, conduct rehearsals, and direct the work of cast and crew. Directors cue the performers, on-air talent and technicians to make entrances or to make light, sound, set or other technical changes. They approve the

design elements of a production, including the graphics, sets, costumes, choreography, and music.

Most people studying for a bachelor's degree take courses in radio and television broadcasting, communications, film, theater, drama, or dramatic literature. Many continue their academic training and receive a Master of Fine Arts (MFA) degree. Advanced curricula may include courses in stage speech and movement, directing, playwriting, and design, as well as intensive acting workshops. The National Association of Schools of Theatre accredits programs in theater arts.

Many stage directors belong to the Society of Stage Directors and Choreographers (SSDC), and film and television directors belong to the Directors Guild of America.

For general information about art and design and a list of accredited college-level programs, contact: National Association of Schools of Art and Design: <http://nasad.arts-accredit.org/>

Virginia's universities and museums are the primary employers of Producers.

For more information on the universities in Virginia, see the web site http://www.virginia.gov/cmsportal/education_836/education_1007/universities_1257/index.html

For more information on the museums in Virginia, see the web site http://www.virginia.gov/cmsportal/education_836/education_1007/museums_1266/index.html

The State Council of Higher Education lists the following Virginia educational institutions offering degrees in fine arts; Ferrum College, Hampton-Sydney, Mary Washington College, Roanoke College and Virginia Commonwealth University.

COMMONWEALTH COMPETENCIES

Competencies are a set of identified behaviors, knowledge, skills, and abilities that directly and positively impact the success of employees and the organization. Competencies can be observed and measured. When consistently demonstrated, competencies make employees particularly effective in their work. Competencies help lay out a road map to career success. You can use the Commonwealth Competencies to help improve your individual performance by adopting behaviors that make high performing employees successful in their jobs. In this way, you can use the Commonwealth Competencies for your further professional development.

The Commonwealth Competencies are:

1. Technical and Functional Expertise
2. Understanding the Business
3. Achieving Results
4. Serving the Customer
5. Teamwork
6. Interpersonal and Communication Skills
7. Leadership and Personal Effectiveness

The above competencies may be applied to employees throughout the Commonwealth of Virginia. They can be rank-ordered by agencies and hiring managers to represent the needs of

a specific job. The rank ordering will change depending upon the occupation, an organization's priorities, the actual job requirements, and the supervisor's preferences.

Career success is both about what you do (applying your technical knowledge, skills, and ability) and how you do it (the consistent behaviors you demonstrate and choose to use) while interacting and communicating with others. Hopefully, by studying the Commonwealth competencies, identifying your developmental opportunities, and working to refine your own competence, you can take charge of your career!

For additional information about the **Commonwealth Competencies** go to: http://jobs.state.va.us/cc_planningctr.htm. For the competencies, we first list the competencies and then define each. Finally, we list competency indicators; to describe what successful performance looks like.

COMMONWEALTH CAREER PATH

Career opportunities in the Commonwealth are not limited to moving “up” to the next highest role and pay band, changing positions, or to becoming a supervisor. That’s because most roles describe a broad group of occupationally related positions that perform a range of work that requires increased knowledge and skills. For that reason, Commonwealth roles describe the career paths within the same or higher-level role for the same or different Career Group. The broad salary range and the Commonwealth’s pay practices provide flexibility in recognizing career development and advancement. ([Salary Structure](#))

For example: **Directors**

PAY BANDS	PRACTITIONER ROLES
5	Media Specialist IV

PAY BANDS	MANAGER ROLES
4	Media Manager I
5	Media Manager II

Sample Career Path

Media Specialist IV

The Media Specialist IV role provides a career track for directors whose responsibilities involve the supervision of staff in a department that develops, produces, and directs multi-media programs/exhibits.

Media Manager I

The Media Manager I role provides a career track for managers responsible for directing major exhibit and gallery projects or complex graphic design programs. Duties include leadership and creativity in managing: a department that plans, develops, coordinates, and monitors the production of multiple concurrent exhibits and gallery projects that meet aesthetic and conservatorial standards as well as time and budget allowances.

Media Manager II

The Media Manager II role provides a career track for managers responsible for providing leadership and creativity in directing multi-media services used by state agencies for promotional, educational and informational purposes. Areas of responsibility include state distance learning programs and/or graphic communications.

ADDITIONAL OCCUPATIONAL INFORMATION CAN BE FOUND AT:

O*NET (Occupational Information Network)

http://online.onetcenter.org/gen_search_page

Virginia Employment Commission

<http://www.alex.vec.state.va.us/>

Career One Stop

<http://www.careeronestop.org/>

Virginia Career Resource Network

<http://www.vacrn.net/>

American Federation of Television and Radio Artists:

<http://www.aftra.org/aftra/aftra.htm>