

Evaluation criteria for applications

Applications admitted to the evaluation stage are assessed by the committee on the basis of the criteria set out below.

The maximum overall score that may be awarded to each application is **100 points**.

A. Years of professional experience in the audiovisual sector

Given the purpose of the mentoring programme, which is designed to support professionals who have already gained initial experience in the sector but still have significant potential for further professional development, points are awarded according to a scale that is inversely proportional to the number of years of professional experience.

Professional experience in the audiovisual sector	Points
1 to 2 years	15 points
More than 2 and up to 4 years	12 points
More than 4 and up to 6 years	9 points
More than 6 and up to 10 years	6 points
More than 10 years	3 points

For the purposes of the evaluation, only professional experience documented in the CV and filmography will be taken into account.

B. Continuity of professional activity in the field for which mentoring is requested

The evaluation considers the extent to which the applicant has carried out professional activity on a continuous basis in the department for which mentoring is requested.

Criterion	Points
Continuous and clearly documented professional activity in the relevant field	9–15 points
Fairly continuous professional activity, with some interruptions or parallel experience in other departments	5–9 points
Occasional or discontinuous professional activity in the relevant field	0–4 points

C. Professional experience in South Tyrol

The evaluation considers professional experience gained in the audiovisual sector in South Tyrol.

Criterion	Points
Continuous and substantial professional experience in South Tyrol	9–10 points
Several documented professional experiences in South Tyrol	6–8 points
Occasional professional experience in South Tyrol	3–5 points
Very limited or undocumented professional experience in South Tyrol	0–2 points

D. Training and coherence of the professional profile

The evaluation considers the applicant's training, qualifications and relevant experience in relation to the department for which mentoring is requested.

Criterion	Points
Training and/or professional background highly consistent with the relevant field	9–10 points
Training and professional background largely consistent with the relevant field	6–8 points
Training or experience only partially relevant	3–5 points
Training and experience of limited relevance	0–2 points

Training may consist either of specific educational or professional training pathways or of professional experience through which relevant skills have been acquired.

E. Filmography and professional credits – maximum 15 points

The filmography is assessed in terms of the quality and relevance of the professional experience gained, taking into account the applicant's overall level of experience.

Criterion	Points
Clearly relevant professional credits and a professional background consistent with the mentoring requested	13–15 points
Several relevant credits and a sufficiently consistent professional background	9–12 points
Limited but relevant credits in relation to the requested mentoring pathway	5–8 points
Credits of limited relevance or insufficiently documented	0–4 points

The assessment of the filmography takes into account the consistency and relevance of the experience gained, and not solely the overall number of productions in which the applicant has participated.

F. Motivation letter and mentoring objectives – maximum 25 points

The motivation letter is a key element of the evaluation and is assessed on the basis of the following aspects:

- clarity of the motivation for participating;
- ability to identify one's own professional development needs;
- clarity and specificity of the objectives to be achieved through the mentoring;
- consistency between the stated objectives and the applicant's professional background.

Criterion	Points
Very clear motivation; concrete, consistent and realistic objectives; high potential for professional development through the mentoring	21–25 points
Clear motivation and generally well-defined and consistent objectives	16–20 points
Adequate motivation, but objectives are only partially defined or remain generic	10–15 points
Poorly developed motivation and objectives that are unclear or only weakly consistent	5–9 points
Motivation and objectives are insufficiently defined	0–4 points

G. Personal interview – maximum 10 points

Applicants who successfully pass the assessment of the submitted documentation may be invited to an interview, which may take place **in person or online**. The date and format of the interview will be communicated directly by IDM.

During the interview, the following aspects will be explored in greater depth:

- motivation for participating;
- clarity and awareness regarding the objectives of the mentoring;
- ability to describe one's own professional needs;
- willingness to participate actively in the mentoring process;
- consistency between the information provided in the application and what emerges during the interview.
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Criterion	Points
Very clear motivation and objectives; high level of awareness regarding the requested mentoring pathway	9–10 points
Clear and consistent motivation and objectives	7–8 points
Adequate motivation, but some aspects require further clarification	5–6 points
Motivation or objectives are unclear	3–4 points
The interview does not sufficiently demonstrate the consistency and relevance of the requested mentoring pathway	0–2 points

Scores are assigned by the evaluation committee on the basis of the documentation submitted and, where applicable, the personal interview.

IDM Film & Music Commission Südtirol reserves the right to award only a limited number of mentoring places in the relevant year.