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How to Get Hired:

INSIGHTS FROM 15
WORLD-CLASS STUDIOS

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HOW TO GET HIRED

INSIGHTS FROM 15 WORLD-CLASS STUDIOS

THE CHICKEN AND EGG SITUATION

There are many steps in the career path of a Motion Designer, but that first step, getting your foot in the door, can often be the most challenging one. There's a real "chicken and egg" situation at play in the beginning. Your portfolio might be lacking because you haven't yet had many opportunities to do high-level work. You don't have much of a professional network because you haven't really worked professionally. You don't know what studios are looking for because you've never worked for a studio. It's a tricky spot to be in, for sure.

Our mission here at School of Motion is to break down the barriers to learning, mastering, and working in the Motion Design industry. To that end, we've put together this short guide to help you take that first step towards a career in this amazing field. We reached out to some of the top companies in the game, and asked them a series of questions designed to give you tactical advice to help you get hired.

Do you need a degree to work in this field?

How can a new hire make a good first impression?

What are some things you shouldn't do when applying for a job?

The answers to these questions, and many more, should give you plenty of insight and things to consider when you begin your journey towards becoming a professional Motion Designer. We are humbled and thankful for the wisdom these studios and artists have shared, and we hope that this guide gives you some useful things to work with.

Best of luck, and happy hunting!

Joey Korenman



CEO / Founder
School of Motion



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BLACK MATH

blackmath.com

What is the best way for an artist to get on your studio's radar?

The best way is to apply through the website and follow up.

How can someone make a good first impression at your company?

If you write an email, we want to hear your voice in that email. We do not need a formal letter telling us how you will be an asset to our company. We want to know who YOU are.

When you are considering hiring a full-time artist, what are you looking for when you review their work?

We're looking for someone who has great taste and at least one foundational skill that is well practiced. If they're also a great communicator, that is the icing on the cake.

If someone made a good first impression and they have good work, what could they do to screw up their chances of landing a job at your studio?

Be a pooppy head.



What can a new hire do to impress you and advance their career?

We think it's super impressive when a new hire cares about their work and talks to everyone (but not in an annoying way)!

Does an art degree impact someone's chances of getting hired at your studio?

No.

Bonus Question: Before hiring someone, do you check their social media? Has this ever influenced your hiring decisions?

No.

Bonus Question: Has anyone ever gone above and beyond to land a job at your studio? Has this impacted your hiring decision?

We want to hire people that really want to work here. If their drive to work at Black

Math is apparent, then we are more likely to dig a little harder into their portfolios, or provide feedback or personal responses.

Bonus Question: If someone applies for a job at your studio and never hears back, what should they do?

Follow up, duh! We are a small business and we get hundreds of applications. It's very hard to stay on top of them every day and do everything else that needs to be done. We do, however, TRY to get back to everyone and click every person's link. Don't get discouraged, just check in. Thanks for your patience :)

Bonus Question: Are resumes still relevant, or do you only need a portfolio?

Portfolios + LinkedIn are preferred. We only want our applicants to attach something if it's special or requested.



BUCK

buck.tv

What is the best way for an artist to get on your studio's radar?

The best way to get on our radar is to apply for a position through our site, or send us an email at jobs@buck.tv. You can also submit your work to our brand new Instagram activation "buckboard installation" by hashtagging your work #buckyouback.

How can someone make a good first impression at your company?

The best way to leave a great first impression is to work in a clear and thoughtful way, while paying attention to every detail. It also helps to be very clear about your situation and what job you are applying for.

When you are considering hiring a full-time artist, what are you looking for when you review their work?

We are looking for dedication to their craft, and a careful selection of their work that highlights a diverse skill set.



If someone made a good first impression and they have good work, what could they do to screw up their chances of landing a job at your studio?

Not much, just don't be a jerk.

What can a new hire do to impress you and advance their career?

Work hard, ask questions, listen, offer creative input, be a good team player, and show a desire to improve.

Does an art degree impact someone's chances of getting hired at your studio?

No.

Bonus Question: Before hiring someone, do you check their social media? Has this ever influenced your hiring decisions?

Sometimes we do, but I don't think it has ever had a negative impact.

Bonus Question: Has anyone ever gone above and beyond to land a job at your studio? Has this impacted your hiring decision?

Yes. It certainly helps, especially if you are junior.

Bonus Question: If someone applies for a job at your studio and never hears back, what should they do?

Improve and apply again.

Bonus Question: Are resumes still relevant, or do you only need a portfolio?

For artists they are not super important, but I would say it helps us get a fuller picture of who someone is. I would say include it.



DIGITAL KITCHEN

thisisdsk.com

What is the best way for an artist to get on your studio's radar?

The best way to get on our radar is to have a personal relationship with a creative director or artist.

How can someone make a good first impression at your company?

The best way to make a good first impression is to build a relationship with people at the studio. Don't ask for a job right off the bat. Ask to meet someone in person for coffee or lunch. Be prepared with smart questions that you can't google.

When you are considering hiring a full-time artist, what are you looking for when you review their work?

First, we are looking for the appropriate skills. Then, it's about personality, a desire to improve, and a will to have your ideas heard without crowding out the ideas of others.

If someone made a good first impression and they have good work, what could they do to screw up their chances of landing a job at your studio?



Being a jerk when you meet the team will screw up your chances of landing a job at a studio. Also, don't be cocky. We're looking for people who are willing to admit flaws while growing and collaborating.

What can a new hire do to impress you and advance their career?

It's super impressive when someone wants to advance their teammate's careers as much as their own. We want someone who brings in their own hobbies and interests outside of work, but also someone who knows when to go home and chill.

Does an art degree impact someone's chances of getting hired at your studio?

No.

Bonus Question: Before hiring someone, do you check their social media? Has this ever influenced your hiring decisions?

Yes, and yes.

Bonus Question: Has anyone ever gone above and beyond to land a job at your studio? Has this impacted your hiring decision?

Absolutely. The personal touch is what makes a difference in our studio, and keeping clients coming back for more. A potential hire that understands that will catch our attention immediately.

Bonus Question: If someone applies for a job at your studio and never hears back, what should they do?

Reach out to the hiring manager and ask for feedback. Also, understand that there may be hundreds of other applicants, or we might be in a very busy time at the office. A studio doesn't owe you an explanation, but a candidate who can build a relationship with someone at the studio often gets one.

Bonus Question: Are resumes still relevant, or do you only need a portfolio?

The work, the reputation, and the way you conduct your business. That's it.



FRAMESTORE

framestore.com

What is the best way for an artist to get on your studio's radar?

All of our global job openings are currently advertised on our website, along with our online application form. Completing that is the best way to be considered. You can also reach out to us on LinkedIn, or come in and speak to us at one of the many job fairs/career events that we attend.

How can someone make a good first impression at your company?

The best way to make an impression at Framestore is to make sure your application is addressed to the right company! It's surprising how many people forget to edit the company name on their cover letter. Other than that, it's about making sure that your application is tailored and appropriate to the studio you are applying to.

We all do slightly different kinds of work, and taking the time to ensure that you are making your application as relevant as you can will really help.

When you are considering hiring a full-time artist, what are you looking for when you review their work?

We're looking for someone who can demonstrate a strong understanding of the fundamental skills of the department and discipline that they are applying to. We're not expecting everyone to be able to do everything. Just show one or two things that you're really good at. We're also looking for photo-real work at Framestore, as that's what we do. Finally, it is often the case that students will have worked on the same studies and tests, so we're looking for how they have applied some originality and creativity to their work.

If someone made a good first impression and they have good work, what could they do to screw up their chances of landing a job at your studio?

If they have good work and have made a good first impression, then they will be invited to interview. At this stage, we are looking for someone that fits in with our team. Is this someone that works well in a team? Are they an effective communicator? Can they identify things in their own work that they could improve and change? Are they a nice person to be around? These are all the things we are looking for in the interview, and where someone could undo the good work they've done with their application!

What can a new hire do to impress you and advance their career?

When starting at Framestore it's about asking a lot of questions, and making the most of the mentor and team assigned to you. However, it's also about ensuring that

you are keeping notes of the answers and learning from those people as you go. Demonstrating that passion for learning and continual development is the most important to us. If someone is willing to continue to learn, then they will inevitably succeed. And, of course, continue to be a good team player and communicator!

Does an art degree impact someone's chances of getting hired at your studio?

We do not check someone's educational background when they apply to us. Ultimately, we are only interested in their demo reel, and it doesn't matter to us how they came by that reel if it's good. However, this is a global industry and most work visas require someone to be educated to at least degree level. So it is important if someone is applying overseas for work.

Bonus Question: Before hiring someone, do you check their social media? Has this ever influenced your hiring decisions?

We will always check someone's LinkedIn profile before hiring them, but we rarely check their other social media unless it is linked from that profile. There have been occasions where someone has been following our Framestore social media accounts and they have an unprofessional online profile name or post inappropriate things to our accounts, in which case that would definitely influence our decision-making.

Bonus Question: Has anyone ever gone above and beyond to land a job at your



studio? Has this impacted your hiring decision?

I can't think of anyone who has gone above and beyond, but we have had a couple of people who started speaking to us and sharing work at the age of 13/14 years old. We also develop relationships with people over the course of their education, which has been really successful for us. We're typically really keen to hire these people once they are ready. We have been known to give opportunities to people that would have otherwise had a difficult time finding a studio to work at.

Bonus Question: If someone applies for a job at your studio and never hears back, what should they do?

Please feel free to reach out to us and ask for feedback. We get a lot of applications,

and sometimes it's hard for us to get back to everyone (although we do try as much as possible). But if you drop us a note asking for a status update or feedback then we will always come back to you. Checking in every 8-12 weeks is normally a good timeframe, and not too stalker like!

Bonus Question: Are resumes still relevant, or do you only need a portfolio?

Resumes are SO important. As I said earlier, often student reels can be pretty similar as they will have worked on a lot of the same tasks/studies. Your resume, and cover letter, is your chance to let us know who YOU are, and that is really important to us. We want to know what you're passionate about, what efforts you've already made to pursue a career in this industry, and whether you have any transferable skills (like customer service or working to deadlines).



GENTLEMAN SCHOLAR

gentlemanscholar.com

What is the best way for an artist to get on your studio's radar?

The best way to get on our radar is to surprise us. Show us that you know how to cleverly curate your work.

How can someone make a good first impression at your company?

Communicate well. If you have good ideas, tell us. If you struggle with something, tell us. We, unfortunately, are not mind readers. So put in the work. Try and try and try. Even if you're fast, the first idea isn't always the best.

When you are considering hiring a full-time artist, what are you looking for when you review their work?

What decisions do you make in the curation of your craft? Which style frames do you pick? How is the website organized? How smooth is the animation? It's all about the attention to detail when selecting things to showcase.

If someone made a good first impression and they have good work, what could they do to screw up their chances of landing a job at your studio?

Being an asshole, or letting your ego get the best of you. We are all still learning.

What can a new hire do to impress you and advance their career?

Show initiative. Once you've gone above and beyond on the task-at-hand, ask for more. Once again, communicate. Be able to discuss work and technique, and showcase the ability to be a leader.

Does an art degree impact someone's chances of getting hired at your studio?

It does and it doesn't. Talent is talent and skill is skill. The one thing about a degree is that it comes with foundational skillsets, experiences in other mediums, and conversational class critiques. Having the history and being able to discuss it never hurts. So, with or without a degree, being knowledgeable and having a desire to continue learning never hurts.

Bonus Question: Before hiring someone, do you check their social media? Has this ever influenced your hiring decisions?

Yes. We check often. But mostly because it's such a great place for artists to be artists. And a lot of times we get a chance to peek behind the curtain and see different ways that people express themselves. Mostly for the forces of good.

Bonus Question: Has anyone ever gone above and beyond to land a job at your studio? Has this impacted your hiring decision?

Yes, of course. All I'd say is focus on what makes you, you. If it comes with extra stuff, that's cool. If not, the reel should be enough.

Bonus Question: If someone applies for a job at your studio and never hears back, what should they do?

Keep grinding and apply again. Sometimes we get busy. Sometimes we're looking for something specific. Sometimes we just don't see it. But all this should ever do is make you improve and continue to hone your craft. Nothing ever beats hard work. Nothing.

Bonus Question: Are resumes still relevant, or do you only need a portfolio?

Resumes are a good snapshot of someone's history. If they're on staff at 15 places within the span of a year, it starts to beg the question of "why?" But so many people are freelance and at the mercy of the work, so it's tough to gauge. So keep adding to the portfolio because that's where we look first.



GIANT ANT

giantant.ca

What is the best way for an artist to get on your studio's radar?

Obviously, doing great work. Also, publishing in places like Instagram is a good way to get noticed, because we look around. But, the most successful way is through the Google form, found on our contact page.

When you are considering hiring a full-time artist, what are you looking for when you review their work?

Generally, a key attribute is someone who has a great sense of movement, or design (or both), combined with the flexibility to move between different styles. That said, sometimes we're looking for a hyper-specialist in one thing.

My sense is that the larger a studio gets, the more room there is for folks with a clearer focus to thrive. In smaller studios (like ours), we all wear many hats. So flexibility is very important.



If someone made a good first impression and they have good work, what could they do to screw up their chances of landing a job at your studio?

More and more lately, we'll have young creatives apply who make it very clear that they're shopping around for the best offer. We want people who really want to be here. Bidding wars aren't our jam.

What can a new hire do to impress you and advance their career?

Be curious. Get shit done, but also get involved. Pay attention to the details. Be reliable.

Does an art degree impact someone's chances of getting hired at your studio?

No.

Bonus Question: Before hiring someone, do you check their social media? Has this ever influenced your hiring decisions?

There are certain Twitter accounts that have dampened our enthusiasm to collaborate.

Bonus Question: Has anyone ever gone above and beyond to land a job at your studio? Has this impacted your hiring decision?

Expressing enthusiasm and intent always helps, but ultimately the work is the most important piece for us.



GOOGLE DESIGN

design.google

What is the best way for an artist to get on your studio's radar?

Google is a large company and there are a number of teams working on diverse projects. The best way to get a sense of available opportunities would be to visit our jobs page at design.google/jobs. Another way is to email our team directly at design@google.com, and express interest. We're always excited to meet new artists!

How can someone make a good first impression at your company?

A good way to do this is to have an opinion about your design process, the tools you used to get there, and a sensitivity and appreciation for good design. On the Google Design team, we often end up working on projects that are starkly different from each other, so being able to provide direction on a given project helps a ton.

When you are considering hiring a full-time artist, what are you looking for when you review their work?

At Google Design, we work across teams to create content and produce events that showcase Google's design work, and champion innovators in our field. We look at

designers that have a strong design sensitivity, experience implementing web based UX animations, and a foundational understanding of UX design. At other Google product teams you will be required to have a solid understanding of system design, UX patterns, and experience collaborating with engineers to implement animations in product.

If someone made a good first impression and they have good work, what could they do to screw up their chances of landing a job at your studio?

One thing that could jeopardize their chance would be to let their ego get in the way. We love working with humble people that bring a positive attitude to work every day! It sounds a bit plain, but this is such a huge thing when working on a team.

What can a new hire do to impress you and advance their career?

As a new hire, we're already impressed by your skills! However, to advance in your career, Google provides an outline describing the expectations for the position and level that you got hired for. At Google Design, we also look for a strong sense of organizational sensibility, good listening skills, and for a person to bring their best self and positive attitude to work.

Does an art degree impact someone's chances of getting hired at your studio?

No. Google is open to different backgrounds in their candidates.

Bonus Question: Before hiring someone, do you check their social media? Has this ever influenced your hiring decisions?

On our team, your personal social profile is not a contributing factor in a hiring decision. However, in recent years, we have seen a change in how artists share their work, which is often on social media. In these cases, if the majority of their work is shared on social media, then we'll obviously factor it in!

Bonus Question: If someone applies for a job at your studio and never hears back, what should they do?

Keep applying to as many design jobs as you can find on our jobs page! Our Google Design team is small compared to the many other teams at Google, so there might be other opportunities that pop up along the way.

Bonus Question: Are resumes still relevant, or do you only need a portfolio?

Resumes and portfolios are a required part of the process for any job at Google. So yes, definitely submit both!



GUNNER

gunner.work

What is the best way for an artist to get on your studio's radar?

Put your work out there. Consistently.

How can someone make a good first impression at your company?

By sending a nice, short email.

When you are considering hiring a full-time artist, what are you looking for when you review their work?

Rhythm, design, and tryin' new things.

If someone made a good first impression and they have good work, what could they do to screw up their chances of landing a job at your studio?

Not much really, maybe if we found out through the grape vine that they where in-fact a turbo jerk.



What can a new hire do to impress you and advance their career?

It's always impressive to us when a new hire is consistent about posting work; that way we can see how well and fast they are progressing.

Does an art degree impact someone's chances of getting hired at your studio?

Not at all.

Bonus Question: Before hiring someone, do you check their social media? Has this ever influenced your hiring decisions?

We already look at social media for new work and artists, so we are gonna see you.

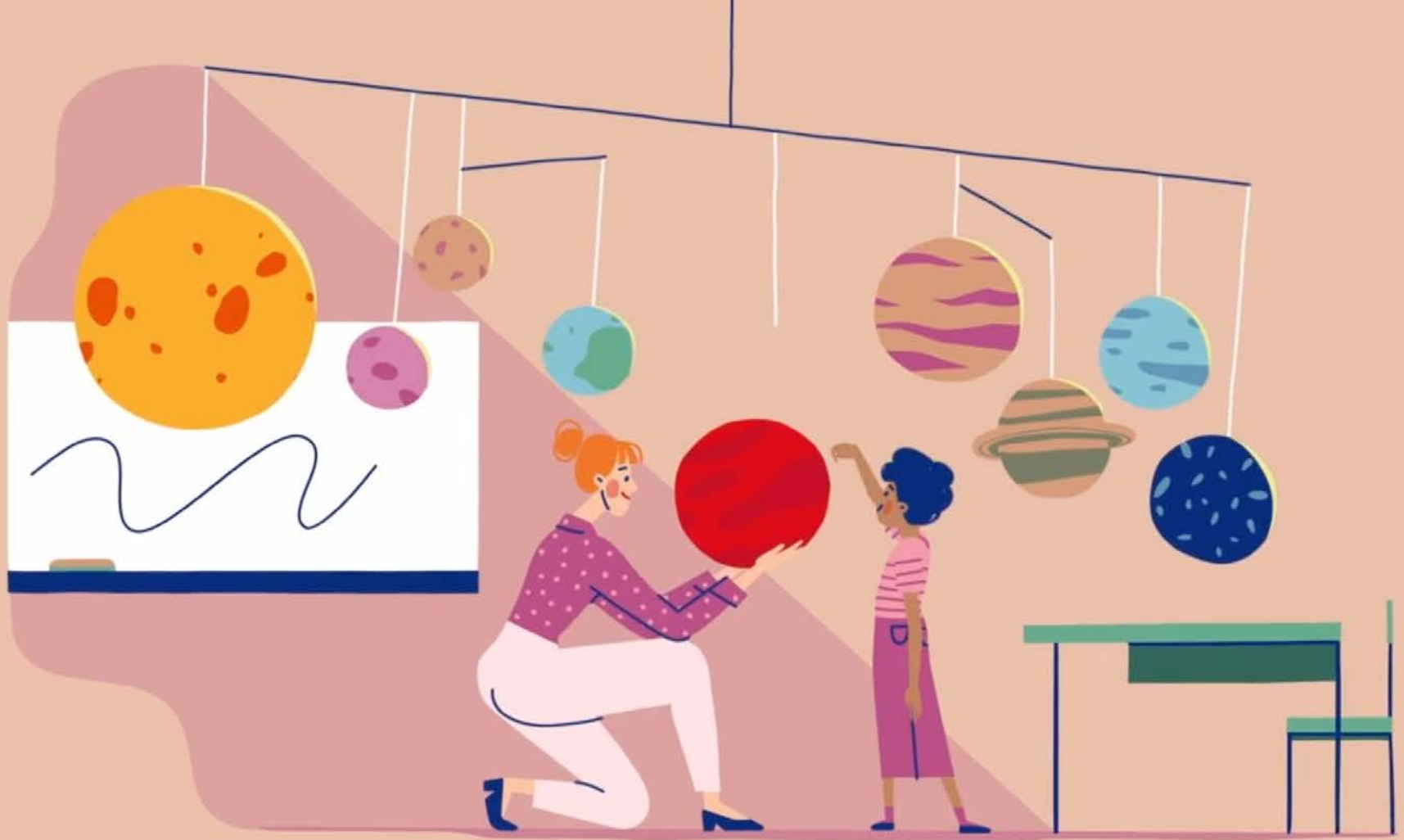
Truthfully, we're looking for great artists first and foremost. However, let's say you're real into hating people, that might not help you get a job with us or anyone for that matter.

Bonus Question: If someone applies for a job at your studio and never hears back, what should they do?

Don't worry about it.

Bonus Question: Are resumes still relevant, or do you only need a portfolio?

We can talk about your experience in an interview. Show us the work! :)



IV

iv.studio

What is the best way for an artist to get on your studio's radar?

We look at tons of different places when staffing jobs. Vimeo, Behance, ArtStation, Twitter, and Instagram are our go-to's. We also get a lot of emails from freelancers with their portfolios, and do our best to look at everything that comes through (sorry if it takes us a while to reply).

How can someone make a good first impression at your company?

Before hiring someone, we will often try to work together on a few freelance projects. These projects go a long way towards making a great impression, as they are a perfect insight into someone's talent, organization, and communication. Being nice is also great!

When you are considering hiring a full-time artist, what are you looking for when you review their work?

It's all about where you can plug in to our studio and be useful on the majority of our projects. We're looking for you to be great at just one thing. Whether that's design,



illustration, cel, or keyframing (or a number of other 3D skills). And then, because our team is quite small, we're looking for you to be good at maybe a couple other areas that you'd love to grow in.

Does an art degree impact someone's chances of getting hired at your studio?

Not really. We have people on staff who have gone to art school and it has certainly benefited their work, but we do not look at schooling when it comes to hiring. It's all about your body of work.

Bonus Question: Before hiring someone, do you check their social media? Has this ever influenced your hiring decisions?

We usually check social media. Instagram and Twitter are something we click on fairly often when checking out portfolios. This shows us what someone has been working on recently, and also gives insight into if they'd be someone we would want to share an office with everyday.

Bonus Question: If someone applies for a job at your studio and never hears back, what should they do?

There's no harm in following up a few times. We're quite busy and sometimes let things sit in our inboxes for too long. Sorry in advance. We're always trying to be better at this. We'd also say, don't give up. We never think "they are no good", instead it's "they're just not ready yet." Keep strengthening your portfolio, and keep growing at your own pace.

Bonus Question: Are resumes still relevant, or do you only need a portfolio?

Just a portfolio for IV. Resumes are fine, but not necessary in our opinion. Most portfolios have work histories and enough information where we can reach out for references on past projects or studio jobs.



ORDINARY FOLK

ordinaryfolk.co

What is the best way for an artist to get on your studio's radar?

To be honest, there isn't one best way. A lot of our favorite people to work with have either connected with us via email, posted something killer on Vimeo or Instagram, or they were referred by another designer or animator.

How can someone make a good first impression at your company?

A lovely personal email, that is not a copy and paste, is important. Something that shows you've studied our work, and are not just trying to get a gig, goes a long way.

When you are considering hiring a full-time artist, what are you looking for when you review their work?

How we work together! We'll reach out to you because your work is great or has great potential, but it's working together, communicating, addressing feedback, and just being a nice person to work with that matters the most to us.



If someone made a good first impression and they have good work, what could they do to screw up their chances of landing a job at your studio?

Neglecting research of a visa or silly bureaucracy impediments. Also, showing up and pretending they know it all already.

What can a new hire do to impress you and advance their career?

Show hunger to learn more, and the initiative to do things differently if something could be better.

Does an art degree impact someone's chances of getting hired at your studio?

No.

Bonus Question: Before hiring someone, do you check their social media? Has this ever influenced your hiring decisions?

We do, but mostly to see their interests and tastes. It's a bonus if they use social media to help others.

Bonus Question: Has anyone ever gone above and beyond to land a job at your studio? Has this impacted your hiring decision?

We're very small, and we've grown very organically, so this hasn't really happened yet with full-timers. However, we've had some fantastic intern submissions that were indeed above and beyond that have helped them land an internship!

Bonus Question: If someone applies for a job at your studio and never hears back, what should they do?

Don't think the worst of us! Sometimes we're simply too busy to reply to all emails, but we definitely looked at it and have kept it in consideration. Maybe try again once you have new work that would be relevant to the work we do.

Bonus Question: Are resumes still relevant, or do you only need a portfolio?

I haven't looked at a resume in ages.



POSSIBLE

possibleproductions.com

What is the best way for an artist to get on your studio's radar?

We go looking for artists across all portfolio platforms (behance, instagram, job postings), but the fastest way for an artist to get on our radar is to shoot us an email at everythingis@possibleproductions.com.

How can someone make a good first impression at your company?

We like to see artists who are flexible stylistically, but who are also capable of creating from a distinct voice. Once you're in, punctuality and communication are keys to a good first impression.

When you are considering hiring a full-time artist, what are you looking for when you review their work?

We don't hire full-time right away. Successful smaller bookings will lead to larger ones. It's important that things are a great two-way fit for both the artist and the studio.



If someone made a good first impression and they have good work, what could they do to screw up their chances of landing a job at your studio?

Everyone wants to work with pleasant people. So if you aren't pleasant, that'll end things real quick. Also, if your work misses a deadline, or if it is off-brief, that'll also get us off on the wrong foot.

What can a new hire do to impress you and advance their career?

Pressure is a privilege. Take on projects and tasks that are challenging, and own them through the finish line.

Does an art degree impact someone's chances of getting hired at your studio?

It can help. Ultimately, capability is more important than pedigree.

Bonus Question: Before hiring someone, do you check their social media? Has this ever influenced your hiring decisions?

Sometimes we find people on Instagram, just like we'd find someone on Behance, or a job posting. If someone lets us know that their portfolio is on Instagram, then we check it out, and it can give us a good sense of their style. The caveat is that social media is generally a deceptive way to judge how capable someone is in a production environment. So we tend to temper our reaction to an artist's work on social media.

Bonus Question: Are resumes still relevant, or do you only need a portfolio?

A portfolio with breakdowns is more valuable than a resume.



RANGER & FOX

rangerandfox.tv

What is the best way for an artist to get on your studio's radar?

Hit us up directly. We look at all the work that is sent to us, and keep a record of it. Always include some of the nuts and bolts information about yourself: where you're located, skill set, discipline, etc. Paint a clear picture so we know exactly who you are and what it would be like to work with you.

How can someone make a good first impression at your company?

A solid body of work is the price of entry; work that is diverse and unified in style. Beyond that, we look for character traits and experiences that gel with our work philosophy. If the right boxes are ticked, we're going to want to talk more.

When you are considering hiring a full-time artist, what are you looking for when you review their work?

A solid body of work is a good starting point. This doesn't necessarily mean top tier work, just a consistent quality that spans multiple projects, to show that a certain level of skill has

been gained. We also look for some level of versatility across design and animation. Personally, we want to see a growth story within the work. To see where the artist is going with their career and how they are shaping their own development.

If someone made a good first impression and they have good work, what could they do to screw up their chances of landing a job at your studio?

If everything on paper was looking good, it would all come down to whether or not they would be a good fit within the team. We are looking for confidence and competence, but at the same time a team player mindset and a willingness to learn. If we feel those traits are not present, we'd be hesitant to continue the conversation.

What can a new hire do to impress you and advance their career?

A passionate attitude towards the work, and collaboration and willingness to further their growth and development is a big plus. We want to garner great talent and share our knowledge in the process. If we hired someone who showed commitment to their craft, and a desire to grow, we would put everything in place to foster that growth.

Does an art degree impact someone's chances of getting hired at your studio?

Not at all. I'm personally self-taught and have no issue with someone not having a degree. If it is clear that self-education is a high priority, that is all we need to see.

Bonus Question: Before hiring someone, do you check their social media? Has this ever influenced your hiring decisions?

Only to see how the work has evolved over time. Anything on the personal side is not any of our business to judge. Unless they are Nickleback fans.

Bonus Question: If someone applies for a job at your studio and never hears back, what should they do?

If we didn't respond, don't take it to heart. It simply meant it wasn't an obvious choice for us to continue the conversation. There could be many reasons why. Skill level, experience, style, technical abilities, visibility as to what exactly was done by the artist, and geographic location are just a few things that come to mind.

Bonus Question: Are resumes still relevant, or do you only need a portfolio?

Yes, and no. If the work is presented well, and it is clear what impact the artist had on each project, we will be able to see it. If the story through the work is easy to follow, then the resume is simply an additional road map to understand what happened to get you here today.



SAROFSKY

sarofsky.com

What is the best way for an artist to get on your studio's radar?

Email us. We do weekly or bi-weekly reviews of all submissions, and we do respond. We also keep track of all appropriate work and call people when jobs come up that fit their skillset.

How can someone make a good first impression at your company?

The best way to make a good first impression is to be organized, professional, and concise when you submit work. It's also great to mention if you have a reference in common with us. We typically follow up on references .

When you are considering hiring a full-time artist, what are you looking for when you review their work?

We like when someone is able to freelance for a bit before being hired. However, if that is not possible, the work has to have a good sense of design and a good flow and pacing. It also helps when an animator uses cuts, and their work connects well to music. After that,

we check to see your credit lists to make sure you were responsible for the parts we liked. And of course we follow up on references.

If someone made a good first impression and they have good work, what could they do to screw up their chances of landing a job at your studio?

First, communication has to be timely, professional, and make sense. Second, they have to provide references. Third, we have a call, which is where we get a sense of demeanor and what it would be like to just work with them. Lastly, we meet in person.

What can a new hire do to impress you and advance their career?

Do research. Don't just rattle off a few things from one article, but have a general understanding of the work we do, our history, and what our company culture is.

Does an art degree impact someone's chances of getting hired at your studio?

Degrees show follow-through, which is nice, but so does a beautiful reel. So we would say that no matter what your life circumstance currently is, if you feel your work is presentable to us, then you should send it.

Bonus Question: Before hiring someone, do you check their social media? Has this ever influenced your hiring decisions?

We do check people's social media, but more as a point of curiosity than as a mandated hiring practice. We have never had a reason to not hire someone because of their social media, however there could be a circumstance that could affect our

wanting to hire somebody. We would definitely warn people that what they share online can affect their offline life. The two are not mutually exclusive.

Bonus Question: Has anyone ever gone above and beyond to land a job at your studio? Has this impacted your hiring decision?

Yes, and no, unfortunately, it has not. So much of the time, our ability to hire has to do with timing and our specific needs.

Bonus Question: If someone applies for a job at your studio and never hears back, what should they do?

You will likely always hear back from us. If it's not a great fit, I suggest emailing once a quarter with new work. Just so our team can check out the new work, and be in touch if things change.

If you consistently never hear back from a studio that you want to work at, I suggest doing research and emailing people directly. Email an artist that works there, compliment their latest piece, and just ask for guidance. Word of mouth is usually the best approach.

Bonus Question: Are resumes still relevant, or do you only need a portfolio?

Yes, resumes are important. I suggest you have a page on your website with all of this information.



SLANTED STUDIOS

slanted.studio

What is the best way for an artist to get on your studio's radar?

An introduction from a friend, or referral, is always great. Emailing us a professional and personable email with links to a portfolio and/or reel is also great. We do take the time to review them, even if it takes us awhile to respond. Following up is okay, and generally a good thing, but there's a fine line between checking in and becoming the crazy ex-boyfriend/stalker in the relationship.

How can someone make a good first impression at your company?

Send new passion projects you've been working on! Showing creative drive and an initiative to follow up is great. A thoughtful cover letter and resume that's been catered to Slanted's portfolio is also a great way to make an impression. Creating a custom resume takes more time, but it shows you are really thinking about what you want and paying attention to, and listening to, what Slanted needs, as well. We've all done it, but it is very clear when someone has blasted out a template and just switched out the names of the studio (or sometimes have even forgotten to switch them). A good follow up email and sending a "thank you" for meeting or getting back in touch is also important.

When you are considering hiring a full-time artist, what are you looking for when you review their work?

Thoughtfulness, attention to detail, good communication, a wide range of styles, interests, and skillset. We are small, which has its advantages, and the team all wears many hats that are interchangeable.

If someone made a good first impression and they have good work, what could they do to screw up their chances of landing a job at your studio?

A lack of experience could really hurt your chances. Good work doesn't necessarily mean that you're the right fit for us. Bad follow up skills and a bad reputation aren't good either.

What can a new hire do to impress you and advance their career?

Show ownership in your work, go beyond the minimum task at hand, and challenge yourself to continue to grow.

Does an art degree impact someone's chances of getting hired at your studio?

It's a bonus, but we understand there are many ways to get to the same place. If someone is good and the right fit, but doesn't have an art degree, we are still going to hire the good and right fit.

Bonus Question: Before hiring someone, do you check their social media? Has this ever influenced your hiring decisions?

Yes, and yes.

Bonus Question: Has anyone ever gone above and beyond to land a job at your

studio? Has this impacted your hiring decision?

Yes, and yes. We recently hired someone who showed good instincts in presenting himself. We could also tell he was really considering Slanted's needs and how he could be of best help given his experience. It showed in his portfolio, resume and communication.

Bonus Question: If someone applies for a job at your studio and never hears back, what should they do?

If we haven't done a call for a specific job, it may be some time until we respond to a job application, but we will typically respond. If we didn't it's because we honestly missed it, and following up in a week or two feels appropriate to shoot your application back to the top of the inbox. Also, just because the timing isn't right doesn't mean that couldn't change in the future. I think that's important to keep in mind, and not get disheartened.

Bonus Question: Are resumes still relevant, or do you only need a portfolio?

We will look at a portfolio first (usually), but yes, resumes are still very relevant. If someone is applying for a full-time position, then we absolutely want a resume. If they are a freelancer reaching out for freelance work, then it's less important.



SPILLT

spillt.com

What is the best way for an artist to get on your studio's radar?

The best way for an artist to get on our radar is through a direct email to our team of producers. Sending a personalized email about a project we created that they would have enjoyed working on, and including some links to relevant work, really stands out.

How can someone make a good first impression at your company?

Show up on time. Ask questions about what they need to accomplish. Be a genuinely good person to work with.

When you are considering hiring a full-time artist, what are you looking for when you review their work?

For us, staff artists need to have a diverse skill set, in terms of animation styles, and also be able to develop the ideas they have into legible designs.

If someone made a good first impression and they have good work, what could they do to screw up their chances of landing a job at your studio?



Mess up the booking/hold practice, or under deliver on their work.

What can a new hire do to impress you and advance their career?

Show initiative.

Does an art degree impact someone's chances of getting hired at your studio?

Not at all.

Bonus Question: Before hiring someone, do you check their social media? Has this ever influenced your hiring decisions?

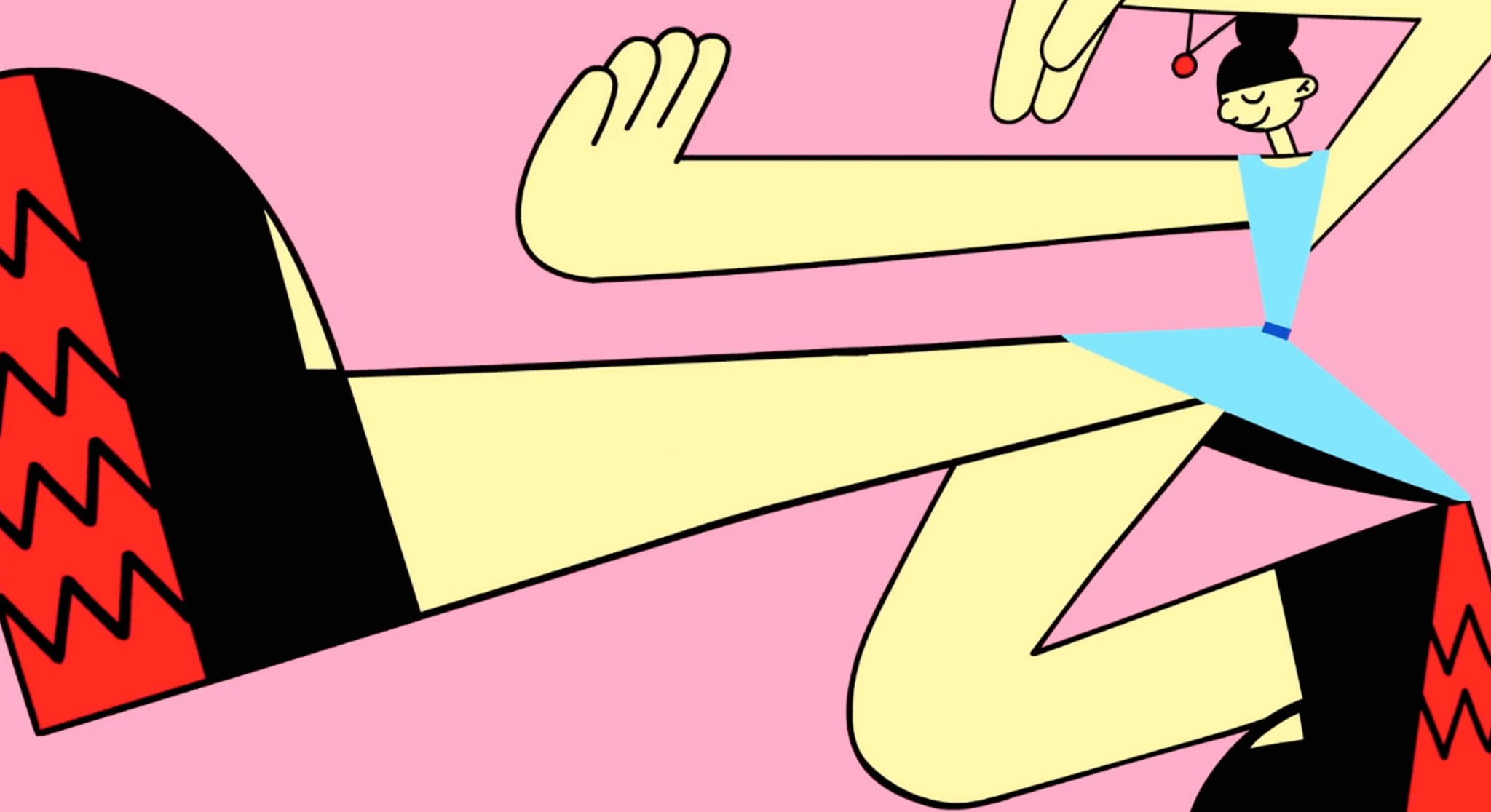
Yes we do, and it has not at this point.

Bonus Question: If someone applies for a job at your studio and never hears back, what should they do?

Reach out again! We always do our best to reply to everyone, but sometimes it just gets busy.

Bonus Question: Are resumes still relevant, or do you only need a portfolio?

A resume is nice if you have worked at some high profile shops, or for large clients, but a portfolio is king.



WEDNESDAY STUDIO

wearewednesday.com

What is the best way for an artist to get on your studio's radar?

We get a lot of emails, which is always a nice way to learn about new people, however, we tend to notice most artists through the work they post online. Visuals are always the quickest way to grab attention.

How can someone make a good first impression at your company?

Aside from the work itself, responding well to feedback is an important quality. Having a nice attitude also helps!

When you are considering hiring a full-time artist, what are you looking for when you review their work?

We're not in the stage of hiring full-time yet. We imagine, though, that we'd be looking for qualities that both compliment our style, and bring something new to the table.

If someone made a good first impression and they have good work, what could they do to screw up their chances of landing a job at your studio?



Not being flexible and not being open to other ideas and feedback.

What can a new hire do to impress you and advance their career?

Creative problem solving, professionalism, and being on time.

Does an art degree impact someone's chances of getting hired at your studio?

Not in the slightest! The work speaks louder than a degree.

Bonus Question: Before hiring someone, do you check their social media? Has this ever influenced your hiring decisions?

We never check their personal social media. We'd prefer to get to know them in person, and we only ever look for their work online.

Bonus Question: Has anyone ever gone above and beyond to land a job at your

studio? Has this impacted your hiring decision?

We've experienced this during actual collaborations. We've been lucky to work with people that surprise us with their skills, flexibility, and generosity. Of course, we always want to work with them again.

Bonus Question: If someone applies for a job at your studio and never hears back, what should they do?

Keep trying. :) We're a small studio, so it's hard for us to get back to everyone and some emails slip through.

Bonus Question: Are resumes still relevant, or do you only need a portfolio?

We always go straight for the portfolio. Personally, we don't feel resumes are as relevant anymore, but we do sometimes check LinkedIn to see what other studios people have worked at.