

Self-employed status is appropriate for roles on this list provided the criteria in either Column A or Column B, or both, are met.

Column A lists criteria applicable to the role. Guidance on “Premises provided by the engager”, “Substantial provision of materials/equipment”, “Tools of the trade”, and “Management and co-ordination” can be found at:

[ESM4117 - Particular occupations: entertainment industry: TV and radio workers: behind camera workers definition of terms used in Appendix 1](#)

Links to guidance specific to each role are shown next to the applicable criteria in column A.

Column B lists the requirement for the worker to be:

1. on a **specific production** for a **finite period**; and
2. in the case of re-engagements where an engager rehires an individual in respect of further engagements relating to any **specific production**, it qualifies as a **discrete engagement**.

Guidance defining “Specific production”, “Finite period” and “Discrete engagement” can be found at:

[ESM4115 - Particular occupations: entertainment industry: TV and radio workers: behind camera workers roles treated as self-employed](#)

Production area	Column A – Criteria applicable to the role	Column B - Apply the conditions in ESM4115.	Production role	Job description
CAMERA DEPARTMENT				
DIRECTOR OF PHOTOGRAPHY	Has control over execution of tasks and conducts preparatory work away from engager's premises. See guidance at ESM0520 and ESM0522	Refer to ESM4115	Director of Photography	Designs lighting and photography. Responsible for the overall look of the production. Decides on what cameras, lighting, and technical equipment to use. Often autonomous in decision making in relation to look, feel and technical equipment and advises the director. Responsible to the Director.
AERIAL/UNDERWATER DIRECTOR	Has control over execution of tasks and conducts preparatory work away from engager's premises. See guidance at ESM0520 and ESM0522	Refer to ESM4115	Aerial/Underwater Director	Specialises in aerial or underwater sequences. Designs lighting and photography. Responsible for the overall look of the production. Decides on what cameras, lighting, and technical equipment to use.

				Often autonomous in decision making in relation to look, feel and technical equipment, advises the director.
CAMERA OPERATORS	Where the contract requires the provision of substantial equipment to provide the service without increased fee or other payment. See guidance at ESM0540 and ESM0542	Refer to ESM4115	Camera Supervisor	Studio or outdoor broadcasting based, senior camera person. Responsible for the look of the production and management of camera team.
		Refer to ESM4115	Camera Operator	Provides and operates camera equipment, may work to a Director of Photography or camera supervisor. Responsible for technical operation of camera equipment.
		Refer to ESM4115	Camera Assistant	Rig & line up cameras & monitors. Ensure extra cameras are ready for use, cover for camera operators.
		Refer to ESM4115	Focus Puller AKA 1st Assistant Camera Person	Responsible for adjusting the camera lens to follow the action.
		Refer to ESM4115	Clapper Loader AKA Second Assistant Cameras	Responsible for the rushes, equipment and running of the camera team. Liaising between camera team, production, post-production, camera rental houses.
		Refer to ESM4115	Model, Drone or Aerial Camera Person	Operator of drone-type camera used for aerial filming. A person who operates a remotely operated aircraft to provide aerial cinematography and photography.
		Refer to ESM4115	Hot Head Operator AKA Jib Operator/ Technician	Camera person operates remote camera attached to jib or boom. Provides own kit. Known in UK as Jib Operator.
		Refer to ESM4115	Digital Image Technician	Liaison between camera department and post-production - advising how to get the best from the camera to enable required changes in post. Manages camera cards, digitises into post-production system.

		Refer to ESM4115	Data Manager AKA DIT Data Manager	Manage digital data, colour information and metadata. Liaison between on-set and post-production.
			Data Wrangler	Back up and transfer digital data to lab.
		Refer to ESM4115	Stills Photographer	Takes still images of cast, crew, set, location for publicity and marketing purposes.
		Refer to ESM4115	Steadicam Operator	Person who operates a mobile camera kit strapped to their body allowing for shots other cameras could not achieve. Usually provides own gear and booked on a day/week basis.
LIGHTS CAMERA PERSON	Where responsible for designing lighting or photography	Refer to ESM4115	Lighting Cameraperson	Single camera shoots. Responsible for the look of the production including lighting.
AERIAL COORDINATOR		Refer to ESM4115	Aerial Coordinator	
AERIAL MOUNT TECHNICIAN / OPERATOR		Refer to ESM4115	Aerial Mount Technician Aerial Mount Operator	
GROUND SAFETY COORDINATOR		Refer to ESM4115	Ground Safety Coordinator	Provides advisory services and specialist guidance to help set up health & safety management systems, procedures and policies within aerial production.
DESIGN				
HEAD OF ART DEPARTMENT	Has control over execution of tasks, conducts preparatory work away from engager's premises and payment by fixed fee on presentation of invoice. See ESM0520 , ESM0522 , ESM0542	Refer to ESM4115	Head of Art Department AKA Production Designer	Ensures designer's vision is achieved. Responsible for art department and makes sure that the script is authenticity realised.
ART DIRECTOR	Multiple and/or overlapping clients, worker exercises rare skill and judgement and client has no right to	Refer to ESM4115	Art Director	Ensuring designer's vision is achieved. Plans, organises and controls the visual aspects of a set.

	switch worker to other tasks. See guidance at ESM0553 , ESM0520 , ESM0528 and Hall v Lorimer		Standby Art Director	Responsible for dealing with changes/improvements/repairs/refits to set during the shoot.
ASSISTANT ART DIRECTOR		Refer to ESM4115	Assistant Art Director	Turns any initial sketches into worked up drawings or 3D models. Survey's locations, works with construction manager on set construction. Helps the Art Director source props and research viewing locations. Designs and supervises smaller sets.
VFX ART DIRECTOR		Refer to ESM4115	VFX Specialist Art Director	Ensuring VFX vision is achieved. Plans, organises and controls the visual aspects of VFX sequences from work of VFX artists. Art director for visual effects specific sets, locations, & scenes.
VFX ARTIST OR TECHNICIAN	Where the contract requires the provision of the necessary, substantial equipment to provide the service. See ESM0540	Refer to ESM4115	VFX Artist or Technician	Executes VFX shots/tasks
DRAUGHTSPERSON		Refer to ESM4115	Set Design	Designs the look and feel of sets.
ILLUSTRATOR		Refer to ESM4115	Illustrator	Produces art-work related to the production, usually relating to the story.
STORYBOARD ARTIST	Where the majority of the work is performed other than on premises provided by the engager. See ESM0522	Refer to ESM4115	Storyboard Artist	Draws a series of illustrations to visualise how certain scenes will work.
DESIGNERS	Where the majority of the work is not carried out on the engager's premises and the contract requires the provision of the necessary, substantial equipment to provide the service. See guidance at ESM0522 and ESM0540	Refer to ESM4115	Animatronic Model Designer	Designs and produces the working models, props, and/or puppets for stop motion animation.
		Refer to ESM4115	Concept Artist	Create design concepts for props, sets, characters, other creative purposes.
		Refer to ESM4115	Production Designer	Creates physical look and feel of the production including the set, props, visual

				effects. Manages art department and responsible for design budget.
		Refer to ESM4115	Digital Set Designer	Creates physical look and feel of the production including the set, props, visual effects. Manages art department and responsible for design budget.
		Refer to ESM4115	Graphic Artist	Creates designs for maximum visual impact on screen.
		Refer to ESM4115	Graphic Designer	
		Refer to ESM4115	Lettering Artist	
		Refer to ESM4115	Lettering Designer	
		Refer to ESM4115	Creature Designer	Designs and makes masks/body parts/actual creatures to be used in a film.
		Refer to ESM4115	Scenic Artist	Paints backdrops and murals on sets.
		Refer to ESM4115	Scenic Designer	Designs the look and feel of the film set.
		Refer to ESM4115	Set Designer	Designs the look and feel of studio sets.
		Refer to ESM4115	3D Set Designer	Creates physical 3D models to inform look and feel of the production including the set, props, visual effects.
LIVE GRAPHICS OPERATOR	Where the contract requires the provision of the necessary, substantial equipment to provide the service or meets the conditions in Hall v Lorimer. See ESM0540 and Hall v Lorimer	Refer to ESM4115	Live Graphics Operator	Build graphics for live TV programmes e.g., sports matches, news channels etc., and manage the technical aspect of the live information flow.
CONSTRUCTION MANAGER	Where the contract requires the provision of the necessary, substantial equipment to provide the service. See ESM0540	Refer to ESM4115	Construction Manager	Builds the set to realise the designer's creative vision.

HEAD OF DEPARTMENT STAGEHAND	Multiple and/or overlapping clients, client has no right to switch worker to other tasks. See ESM0553 , ESM0520 and Hall v Lorimer	Refer to ESM4115	Head of Department Stagehand	Co-ordinates Supervisor & Chargehand Stagehands. Works in with Construction Manager & Production Designer.
SUPERVISOR STAGEHAND	Multiple and/or overlapping clients, client has no right to switch worker to other tasks. See ESM0553 , ESM0520 and Hall v Lorimer	Refer to ESM4115	Supervisor Stagehand	Supervises Chargehand Stagehand and other Stagehands
CHARGEHAND STAGEHAND	Multiple and/or overlapping clients, client has no right to switch worker to other tasks. See ESM0553 , ESM0520 and Hall v Lorimer	Refer to ESM4115	Chargehand Stagehand	Responsible for supervising at least one other stagehand
SET CONSTRUCTION (OR OTHER DEPARTMENT) – PLASTERER PAINTER METALWORKER CARPENTER SIMILAR CRAFT ROLE	Where the contract requires the provision of the necessary, substantial equipment to provide the service. See guidance at ESM0540	Refer to ESM4115	Highly Skilled Craftsperson engaged to build the sets and who has itinerant pattern of work – constructing sets for a number of clients/ using their craft skills in their construction business	Builds the set to realise the designer's creative vision.
GARDENERS	Where the contract requires the provision of the necessary, substantial equipment to provide the service. See guidance at ESM0540	Refer to ESM4115	Head of Dept Gardener Gardener Greens Advisor Greens Master (formerly Greensman HoD Greensman Key Greensman)	Provides horticultural skills on sets.
JEWELLERY MAKER		Refer to ESM4115	Jewellery Maker	Makes jewellery
MODELLERS	Where the contract requires the provision of the necessary, substantial equipment to provide the service, the	Refer to ESM4115	Modeller	Design and creation of models
		Refer to ESM4115	Model Designer	Creates look of any models required.

	associated facilities and materials. See guidance at ESM0540	Refer to ESM4115	Model Maker	Manufacture of Model Designer's vision.
		Refer to ESM4115	Prop Modeller Head of Dept	Design and creation of models.
			Senior Prop Modeller	
			Prop Modeller	
			Assistant Prop Modeller	
SCULPTOR	Where the contract requires the provision of the necessary, substantial equipment to provide the service, the associated facilities and materials. See guidance at ESM0540	Refer to ESM4115	Sculptor	Physical manufacture of Production Designer's/Art Director's vision.
		Refer to ESM4115	Creature Fabricator	Physical manufacture of Creature Designer's vision.
PROPERTY SUPPLIER & PROPERTY HAND	Where the contract requires the provision of the necessary, substantial equipment to provide the service, the associated facilities and materials. See guidance at ESM0540	Refer to ESM4115	Property Hand	Handles the movement of props when in studio or on location.
		Refer to ESM4115	Standby Props	Responsible for dealing with changes/improvements/repairs/refits to props during the shoot.
		Refer to ESM4115	Property Supplier (Formerly Property Master/Mistress)	Sources and negotiates price of props.
		Refer to ESM4115	Store Person	Move props in studio or location with autonomy in moving, storing, and managing props.
		Refer to ESM4115	Armourer	Designs/builds/sources and handles all weapons (Armoury).
		Refer to ESM4115	Blacksmith	Physical manufacture of props or equipment.
PRODUCTION BUYER/ GREENSBUYER		Refer to ESM4115	Production Buyer SFX buyer Costume buyer Construction buyer Plants buyer	Makes or sources props, costumes, plants, or equipment.

SET DECORATOR & SET DRESSER	Where the contract requires set design performed other than on premises provided by the engager. Maintains own premises. See guidance at ESM0522	Refer to ESM4115	Set Decorator	Makes or sources props.
			Assistant Set Decorator AKA Set Dresser	Dressing sets according to relevant themes and with certain products.
			Drapes Master	Makes or sources set decorating materials.
ANIMATION	Multiple and/or overlapping clients. Client has no right to switch worker to other tasks. Provides equipment, See guidance at ESM0553 , ESM0520 and ESM0540	Refer to ESM4115	Animation Director	Interpret the brief from the Director. Guide, supervise and review the work of the Animators and Assistant Animators.
			Animation Production Coordinator	Responsible for logistics of production process.
	Where the majority of the work is not carried out on the engager's premises and the contract requires the provision of the necessary, substantial equipment to provide the service. See ESM0522 and ESM0540	Refer to ESM4115	Animator	Animate models or puppets one frame at a time to provide the action outlined in the storyboard. Stop frame/motion animation. Includes "stop-frame" and use of animation software 3D/CGI and 2D animation.
SPECIAL EFFECTS TECHNICIANS/ COORDINATORS	Multiple and/or overlapping clients. Client has no right to switch worker to other tasks. Provides equipment. See ESM0553 , ESM0520 and ESM0540	Refer to ESM4115	Senior SFX Technician	Realises the SFX designers' vision. Responsible for budget and staff.
			SFX Technicians and Coordinators	Realises the SFX designer's vision.
SPECIAL EFFECTS SUPERVISORY ROLES		Refer to ESM4115	SFX Workshop Co-Supervisor	Realises the SFX design and oversees safe exercise of SFX. Responsible for budget and staff.
			SFX Floor Supervisor	
			SFX Chargehand	
STYLISTS	Has control over execution of tasks. Conducts preparatory work away from engager's premises. Payment by fixed fee on presentation of invoice. See ESM0520 , ESM0522 and ESM0542	Refer to ESM4115	Stylists	Dresses people or sets with pre-existing clothes or props.
			Costume Stylists	
			Film Stylist	
			Photographic Stylist	

SCENIC/BACKGROUND ARTIST	Where the majority of the work is not carried out on the engager's premises and the contract requires the provision of the necessary, substantial equipment to provide the service. See guidance at ESM0522 and ESM0540	Refer to ESM4115	Scenic/Background Artist	Paints backdrops and murals on sets.
POST-PRODUCTION				
EDITORIAL	Has control over execution of task. Worker exercises rare skill and judgement. See guidance at ESM0520 and ESM0528	Refer to ESM4115	Editor	Crafts assembled raw footage into coherent editorial story.
			First (1 st) Assistant Editor	Manage co-ordination with different teams, manage the editorial team.
			Additional Editor	Has skillset to operate as the named Editor, assists with volume and workload.
			Offline Editor	Crafts/copies raw footage and assembles into coherent editorial story leaving original material intact.
			Online Editor	Responsible for the technical aspects of a final, finished programme. Ensures it meets all broadcaster technical standards.
			VT Editor	Crafts assembled raw footage into coherent editorial story. May edit only inserts into programmes, but not the full programme.
VIDEOTECHNICIAN	Where the contract requires the provision of the necessary, substantial equipment to provide the service. See ESM0540	Refer to ESM4115	Video Technician	Responsible for maintenance of video equipment.
POST-PRODUCTION SUPERVISOR	Has control over execution of task. Worker exercises rare skill and judgement. See ESM0520 and ESM0528	Refer to ESM4115	Post-Production Supervisor	Responsible for the overall post-production and delivery process.

EVS OPERATOR	Where the contract requires the provision of the necessary, substantial equipment to provide the service. See ESM0540	Refer to ESM4115	EVS Operator	Operates the kit which enables replays of goals or tennis rallies within seconds. Booked by the day/week.
DIGITAL AUDIO WORKSTATION (DAW) OPERATORS		Refer to ESM4115	Video/Music Playback Operator Playback Editor Playback Operator Sound Playback Mixer	Responsible for the building and operating specialized video/music/sound playback equipment to realise Director and Producers vision.
AERIAL DIT	Where the contract requires the provision of the necessary, substantial equipment to provide the service. See guidance at ESM0540	Refer to ESM4115	Aerial DIT	Liaison between camera department and post-production - advising how to get the best from the camera to enable required changes in post. Manages camera cards, digitises into post-production system.
ELECTRICAL & LIGHTING				
ELECTRICAL	Where the contract requires the provision of the necessary, substantial equipment to provide the service. See guidance at ESM0540	Refer to ESM4115	Gaffer	Sets lighting equipment to realise designer's and director's vision.
			Lighting Hand (AKA Best Boy/Girl)	
			Electrician	
			Lighting Electrician	
RELATED SPECIALIST LIGHTING / CAMERA ROLES	Where the contract requires the provision of the necessary, substantial equipment to provide the service. See guidance at ESM0540	Refer to ESM4115	Crane Technician Crane Head Technician	Operates lighting
			Head Technician	Sets lighting
			Balloon Operator / Technician	Operates type of lighting
			Libra Head Operator / Technician	Operates type of camera crane
GRIPS	Where the contract requires the provision of the necessary, substantial	Refer to ESM4115	Key Grip	Responsible for the Grip department, building and maintaining of kit which supports the camera and operator e.g., dollies or cranes.

	equipment to provide the service. See guidance at ESM0540		Grip (including Best Boy/Girl Grip)	Responsible for the building and maintaining of kit which supports the camera and operator e.g., dollies or cranes.
OPERATOR ROLES		Refer to ESM4115	Lighting Desk Operator	Operates lighting desk
			Console Operator	Operates console
			Rigging Desk Operator	Operates rigging desk
			Shooting Dimmer Operator	Operates shooting dimmer
LIGHTING DIRECTOR	Where responsible for designing lighting or photography. For lighting designer where work performed other than on premises provided by the engager. See guidance at ESM0522	Refer to ESM4115	Lighting Director	Ensures the Designer's vision is achieved.
			Lighting Designer	Creates the lighting design for a production.
VISION CONTROLLER/ VISION ENGINEER	Where the contract requires the provision of the necessary, substantial equipment to provide the service or meets the conditions in Hall v Lorimer. See ESM0540 and Hall v Lorimer	Refer to ESM4115	Vision Controller/ Vision Engineer	Person responsible for the exposure and quality of the television picture during live or recorded studio or outside broadcast recordings. Works to the Lighting Director.
VISION SUPERVISOR	Where the contract requires the provision of the necessary, substantial equipment to provide the service see ESM0540 , or meets the conditions in Hall v Lorimer .	Refer to ESM4115	Vision Supervisor	Team Leader. Responsible for the exposure and quality of the television picture during live or recorded studio or outside broadcast recordings. Works to the Lighting Director.
MAKEUP				
HAIR AND MAKEUP ARTISTS	Where the contract requires the provision of a standard makeup kit or the majority of the work of the work is not carried out on the engager's premises. See guidance at ESM0540 and ESM0522	Refer to ESM4115	Makeup Supervisor	Responsible for the overall design, application, and care of make up during production. Manages staff & dept budget.
			Makeup Artist (including Hair and makeup)	Responsible for the overall design, application, and care of make up during production.

			Makeup Designer	
	Where the contract requires the provision of necessary, substantial equipment (includes wigs) and/or the majority of the work is not carried out on the engager's premises. See guidance at ESM0540 and ESM0522	Refer to ESM4115	Chief Hairdresser	Responsible for the overall design, application and care of hair during production. Responsible for management of staff and department budget.
	Where the majority of the work is not carried out on the engager's premises. See ESM0522	Refer to ESM4115	Hairdresser	Responsible for the overall design, application and care of hair during production.
	Where the majority of the work is not carried out on the engager's premises. See ESM0522	Refer to ESM4115	Wigmaker	Responsible for the overall design, application and care of wigs during production.
PROSTHETICS DESIGNER & SUPERVISOR	Where the contract requires the provision of the necessary, substantial equipment to provide the service. See ESM0540	Refer to ESM4115	Prosthetics Designer and Supervisor	Responsible for the design and realisation of the any special prosthetics that need to be created for the production.
MUSIC AND COMPOSITION				
COMPOSER		Refer to ESM4115	Composer	Creates or supervises recording of original musical tracks to accompany production.
LYRICIST		Refer to ESM4115	Lyricist	Writes the words to accompany the music
MUSICAL DIRECTOR	Worker exercises rare skill and judgement. Client has no right to switch worker to other tasks. Preparatory work done away from engager's premises. See ESM0528 , ESM0520 and ESM0522	Refer to ESM4115	Musical Director	Discusses musical interpretations with director, suggests music to be used in production, and adapts compositions to suit the style of production.
MUSIC EDITOR	Worker exercises rare skill and judgement. See ESM0520 and ESM0528	Refer to ESM4115	Musical Editor	Liaise with the Editor and Composer to edit or recut music to fit within a given cut.
MUSICAL ARRANGER	Where the majority of the work is performed other than on premises provided by the engager. See ESM0522	Refer to ESM4115	Musical Arranger	Arranges pre-existing music to suit the feel of the production.

MUSICAL ASSOCIATE / SUPERVISOR	Substantial work away from engager's premises. Payment by fixed fee on presentation of invoice. See ESM0522 and ESM0542	Refer to ESM4115	Musical Associate / Supervisor	Suggests music to be included in a production, according to relevant theme.
MUSICAL SCORE READER	Worker exercises rare skill and judgement. Client has no right to switch worker to other tasks. See ESM0520 and ESM0528	Refer to ESM4115	Musical Score Reader	Transcribes scores into individual musical instrument adaptations.
MUSICAL COPYIST	Where the majority of the work is performed other than on premises provided by the engager. See ESM0522	Refer to ESM4115	Musical Copyist	Copies musical scores and individual instrument pieces for different musical arrangements.
REHEARSAL PIANIST	Most musicians are self-employed. See musicians guidance at ESM4121	Refer to ESM4115	Rehearsal Pianist	Pianist for rehearsals
CONDUCTING COACH	Most musicians are self-employed. See musicians guidance at ESM4121	Refer to ESM4115	Conducting Coach	
STORY				
WRITER		Refer to ESM4115	Writer	Originator of script.
SCRIPTS	Except reporting scripts	Refer to ESM4115	Scriptwriter / Storywriter	Originator of script.
			Script Editor	Edits original script offering alternative story developments.
	Where script breakdown is an integral part of the contract	Refer to ESM4115	Script Supervisor	Responsible for breakdown of scripts into filming blocks and ensures that if recorded out of sequence, they will coherently fit back together in post-production. Can also work on music and event/live programmes. Can be combined with continuity role.

		Refer to ESM4115	Continuity	Responsible for ensuring that when sequences are filmed in a non-linear way, the shots will match up in post-production.
	Where the majority of the work is performed other than on premises provided by the engager. See ESM0522	Refer to ESM4115	Script Reader	Reads unsolicited scripts and decides which to take forwards for further consideration.
RESEARCHERS & CONTRIBUTORS (of information)		Refer to ESM4115	Provider of Occasional Information	Expert in relevant field offering contributions to the narrative arc of the story. Can be on and off-screen.
		Refer to ESM4115	Researcher (Formerly Leg-man)	Provides factual information.
	Where the majority of the work is performed other than on premises provided by the engager. See guidance at ESM0522	Refer to ESM4115	Archive Researcher	Research archived material (e.g., video and stills) which supports editorial thrust of story. Contributes ideas for programmes, sources contacts and contributors, collects, verifies, and prepares archive material.
	Where the individual has an existing profession, specialist knowledge and is engaged for a specific project. See ESM0528	Refer to ESM4115	Specialist Researcher	Experts in their chosen field e.g., architecture, costume, history, etc. Provides rich, accurate, authentic detail.
TRANSLATOR	Where used on an occasional basis. See guidance at ESM0548	Refer to ESM4115	Translator including Sign Language Translators	Translates foreign interviews or full programmes / films. May include sign language translators.
		Refer to ESM4115	Language Assessor	Checks style and delivery of foreign language programmes. May include sign language interpreters and presenters.
EDITORIAL				
PRODUCER	Where the majority of the work is not carried out on the engager's premises. See guidance at ESM0522	Refer to ESM4115	Producer	Can be the creator of story idea, responsible for delivering the vision, tone, content and look of the production. Hiring manager,

			financial, creative and health & safety responsibility.
	Refer to ESM4115	Co-producer	Has input into the editorial storyline and rough cuts to fulfil co-producer's requirements.
	Refer to ESM4115	Associate Producer	As producer but may also have raised some of the finance for the script/production. May also have input into the script.
	Refer to ESM4115	Producer/Director - Development	As Producer, also creates story/programme ideas or progresses others' ideas.
	Refer to ESM4115	Producer - Archive	Researching, sourcing, negotiation of price and rights for film, TV and stills clips that enhance/illustrate narrative.
	Refer to ESM4115	Producer - Casting	Sources suitable candidates to participate in the programme e.g., reality programmes.
	Refer to ESM4115	Producer - Celebrity	Sourcing suitable celebrity candidates to participate in the programme e.g., reality programmes.
	Refer to ESM4115	Producer - Live	Responsible for look, feel and tone of live events.
	Refer to ESM4115	Producer - Online	Responsible for look, feel content and tone of online content.
	Refer to ESM4115	Producer - Challenges or games	Creates and delivers the vision and tone of any format challenges with a programme.
	Refer to ESM4115	Producer - VT Input	Responsible for look, feel and tone of inserts into the programme.
	Refer to ESM4115	Producer - Questions	Sets questions appropriate to programme, verifies them and attends recording.
	Refer to ESM4115	Producer - Script or Story	Responsible for the creation and delivery of story ideas within strands/series e.g., a regular magazine show.

Where the contract requires the provision of the necessary, substantial equipment to provide the service. See ESM0540	Refer to ESM4115	Senior Producer or Producer - Edit	Responsible for assembling the feel and tone of a programme/series in the edit suite after it has been filmed.
	Refer to ESM4115	Executive Producer	Ultimate guarantor of the quality of the production and the fulfilment the commissioner's expectations. Responsible for all aspects of production e.g., quality, content, financial, health & safety, etc.
	Refer to ESM4115	Series Editor (Editorial)	Usually works on long running strands or returning series (check ESM4115 guidance on specific production and discrete engagement) Responsible for the budget, look and feel of the series/strand. Hiring manager and Health and Safety responsible.
	Refer to ESM4115	Series Producer	Responsible for the look and feel of the series/strand and budget. Hiring manager and health & safety responsible. Usually applies to discrete series.
	Refer to ESM4115	Producer director	Work to series producer and crew during filming. Manage presenters, contributors, Asst Producers and liaise with production management on scheduling, locations and health and safety
	Refer to ESM4115	Senior Producer	Works on major series or strands and may have specific responsibility for key editorial area.
	Refer to ESM4115	Supervising Producer	Oversees other producers & members of the production team
	Refer to ESM4115	Segment Producer	Produces one or more segments of a multi segment production
	Refer to ESM4115	Field Producer	Coordinates activities and story while on location.

		Refer to ESM4115	Tradeout Producer Tradeout Associate Producer	Marketing partnerships and product placement
		Refer to ESM4115	Culinary Producer / Culinary Associate Producer	
		Refer to ESM4115	Speciality Producer / Speciality Associate Producer	
		Refer to ESM4115	VFX Producer	
		Refer to ESM4115	VFX Line Producer	
		Refer to ESM4115	VFX Editor	
		Refer to ESM4115	VFX Pre VIS/ Post VIS Editor	
		Refer to ESM4115	VFX Data Wrangler	Captures VFX data during a shoot
		Refer to ESM4115	News Editor	Choice of stories, editorial angle, duration of story and running order.
		Refer to ESM4115	Content Editor	
DIRECTOR		Refer to ESM4115	Director	Responsible for visualisation of the script, the shaping of creative content & editorial narrative. Plots camera movements and shot composition and directs the editing of the creative content to form it into a cohesive final product.
			First (1 st) Assistant Director	Responsible in pre -production for all organisational aspects of the shoot, breaking the script down into a filming schedule and adjustments as necessary. Does not go into post-production.
			Second (2 nd) Assistant Director	Co-ordinates off set activities, including movements of cast and crew, creates call sheets.

		Refer to ESM4115	Director - Series	As above. Responsible for directing a significant portion of the episode/ series and establishing the overall visual signature of a work.
		Refer to ESM4115	Director - Studio	As above. Studio Directors often direct in a multi-camera environment, directing several cameras at once, usually in TV studios or outside broadcast trucks, working on live or pre-recorded programmes, giving direction to the crew, cast, contributors & presenters.
		Refer to ESM4115	Director – Gallery	As above. Gallery Directors often work on reality or fixed-rig programmes directing several cameras at once as they follow a story unfolding in real time.
		Refer to ESM4115	Director – Outside Broadcast	As Above. OB Directors often cover major live events including sport, entertainment and national/political events directing several cameras at once.
		Refer to ESM4115	Director - VT	Makes short films for inserts into studio, entertainment or factual programmes.
		Refer to ESM4115	Director - DV	Junior directing role. Shapes the creative content/editorial narrative by directing performers, presenters and contributors while also operating camera. May take responsibility for shaping the edit.
		Refer to ESM4115	Director - Shooting P/D	As above. Shooting PDs direct while also operating camera.
VISION MIXER	Where the contract requires the provision of the necessary, substantial equipment to provide the service or meets the conditions in Hall v Lorimer. See ESM0540 and Hall v Lorimer	Refer to ESM4115	Vision Mixer	Person who operates kit which switches between cameras or sources during live or recorded studio or OB recordings. Works to the director. Usually booked by the week.

CASTING	Multiple and/or overlapping clients. Client has no right to switch worker to other tasks. See ESM0553 and ESM0520	Refer to ESM4115	Casting Director	Organises and facilitates the casting of actors for appropriate roles and auditions them alone and/or with other potential cast members.
		Refer to ESM4115	Extras Casting Director	Casts extras
		Refer to ESM4115	Celebrity Executive	Uses established list of contacts and initiative based on current entertainment, sporting and general news events to book exciting and interesting guests.
		Refer to ESM4115	Auditioner	Suggests actors for appropriate roles and auditions them alone and with other potential cast members.
PRODUCTION MANAGEMENT				
PRODUCTION MANAGER	Has control over execution of task. Multiple and/or overlapping clients. See guidance at ESM0520 and ESM0553	Refer to ESM4115	Production Manager	Responsible for managing all aspects of production, works closely with editorial colleagues to achieve editorial ambition within timescale and financial constraints.
PRODUCTION SUPERVISOR	Has control over execution of task. Multiple and/or overlapping clients. See ESM0520 and ESM0553	Refer to ESM4115	Production Supervisor	Responsible for sourcing, negotiating hire of film crew. Works together closely with Production Manager.
PRODUCTION EXECUTIVE	Has control over execution of task. Multiple and/or overlapping clients. See guidance at ESM0520 and ESM0553	Refer to ESM4115	Production Executive	Responsible for all aspects of production including budget and schedule, working closely with production colleagues to achieve production ambition within timescale and financial constraints.
VFX PRODUCTION MANAGER	Has control over execution of task. Multiple and/or overlapping clients. See guidance at ESM0520 and ESM0553	Refer to ESM4115	VFX Production Manager	Variant on Production Manager. Responsible for managing VFX production, works closely with editorial colleagues to achieve editorial ambition within timescale and financial constraints.

VFX SUPERVISOR	Has control over execution of task. Multiple and/or overlapping clients. See guidance at ESM0520 and ESM0553	Refer to ESM4115	VFX Supervisor	Production Supervisor variant. Responsible for sourcing, negotiating and hiring film crew. Works with Production Manager.
LINE PRODUCER	Has control over execution of tasks. Conducts preparatory work away from engager's premises. See guidance at ESM0520 and ESM0522	Refer to ESM4115	Line Producer	Responsible for all aspects of production including budget and schedule, working with editorial colleagues to achieve editorial ambition within timescale and financial constraints.
LOCATION MANAGER / SCOUT	Where the role includes preliminary planning, arranging accommodation, setting the stage and restoring the site to its original condition. This should include providing a complete office service which may involve hiring staff and equipment. See ESM0545	Refer to ESM4115	Location Manager	Finds and negotiates access to appropriate locations. Manages all logistics with the site. Can manage others e.g., transport or catering managers and location assistant.
			Location Scout	Works autonomously away from a production's main premises to identify locations.
PRODUCTION IT & NETWORKING		Refer to ESM4115	Production IT & Networking Head of Department	Responsible for the overall production technology process through pre-production, and post. Responsible for production technology budget and staff.
			Production IT & Networking Supervisor	Responsible for the overall production technology process.
			Production IT & Networking coordination	Works with production IT & networking supervisor
			Production IT & Networking Technician/Support	Technical support for production IT & networking team
MARINE COORDINATOR		Refer to ESM4115	Marine Coordinator	Responsible for coordination of marine sequences, logistics of marine unit, for camera shots or action with picture vehicles & Marine Unit budget and staff.

DIVE COORDINATOR		Refer to ESM4115	Dive Coordinator (Safety role).	Coordinates under-water sequences & responsible for logistics of underwater shots & safe execution of stunts.
SAFETY DIVER	Divers are always statutorily deemed “self-employed” for income tax purposes only but are usually employed under a contract of service and subject to Class 1 NICs. To check their status for NICs use NIM74050	Not applicable	Safety Diver	Responsible for safe execution of all underwater filming
UNIT MANAGER	Where the contract requires the individual to provide facilities. See guidance at ESM0540 and ESM0541	Refer to ESM4115	Unit Manager	Responsible for the smooth running of the unit base. Works with Location manager and 1st Assistant Director.
			Outside Broadcast Manager AKA Technical Manager	Responsible for all engineering considerations for outside broadcasts.
TRANSPORT MANAGER	Where the individual provides vehicles. See ESM0540 and ESM0541	Refer to ESM4115	Transport Manager	Responsible for all transport arrangements on programmes or film.
DRIVERS	Where the individual provides vehicles. See guidance at ESM0540 and ESM0541		Driver (and variants) SFX Driver Props Driver Costume Driver Shooting Driver Grip Driver Camera Driver MU Driver Rushes Driver	Various driving roles
			Action Vehicle Driver	Driver of vehicles used on screen.
PICTURE VEHICLE COORDINATOR	Where the contract requires the provision of the vehicles or other necessary, substantial equipment to provide the service. See ESM0540	Refer to ESM4115	Picture Vehicle Coordinator	Ensures supply and continued running of vehicles used in filming

PRODUCTION FINANCE	Where the contract requires provision of relevant facilities by the worker. See guidance at ESM0540 and ESM0541	Refer to ESM4115	Financial Controller	Oversees the team that ensures the production is legally and financially managed and completed within budget.
			Production Accountant	Responsible for financial control of the production budget, cost reports, and financial planning of spend, highlighting over and underspends.
MASTER CONTROL ROOM (MCR) OPERATIVE	Has control over execution of task. Multiple and/or overlapping clients. See guidance at ESM0520 and ESM0553	Refer to ESM4115	Master Control Room (MRC) Operator	Ensures continuous broadcast for TV stations and networks. Troubleshoots equipment issues, prepares programming for play, monitors the quality and accuracy of on-air products.
TRANSCRIPT TYPIST	Where the majority of the work is performed other than on premises provided by the engager. See ESM0522	Refer to ESM4115	Transcript Typist AKA Transcriber	Types up interviews and final post-production script to Broadcaster's specifications.
SENIOR FLOOR MANAGER	Multiple and/or overlapping clients. Client has no right to switch worker to other tasks. See guidance at ESM0553 and ESM0520	Refer to ESM4115	Senior Floor Manager	Responsible for communication between director/producer and relevant parties on the studio floor/set including, cast, crew. Ensure technical equipment is safe and ready to use.
	Multiple and/or overlapping clients. Client has no right to switch worker to other tasks. See guidance at ESM0553 and ESM0520	Refer to ESM4115	Floor Manager	Responsible for communication between director/producer and relevant parties on the studio floor/set including, cast, crew. Ensuring technical equipment is safe and ready to use. This role only applies where there is no Senior Floor Manager.
STAGE MANAGER / STUDIO MANAGER	See the general guidance for this role at ESM4121	Refer to ESM4115	Stage/Studio Manager	Responsible for communication between director/producer and relevant parties on the studio floor/set including, cast, crew. Ensuring technical equipment is safe and ready to use.

SATELLITE OPERATOR	Where the contract requires the provision of the necessary, substantial equipment to provide the service. See ESM0540	Refer to ESM4115	Satellite Operator	Provides satellite operator skills and operates specialist equipment to ensure broadcast signals to ensure transmissions.
AUDIO				
AUDIO DESCRIBER	Has control over execution of task. Multiple clients. See guidance for actors at ESM4121		Audio Describer	Writes and/or performs descriptions of TV and film productions to assist visually impaired people
SOUND	Where the contract requires the provision of the necessary, substantial equipment to provide the service or the conditions in Hall v Lorimer are met. See guidance at ESM0540 and Hall v Lorimer	Refer to ESM4115	Sound Maintenance Engineer	Maintains sound recording and playout equipment.
			Sound Mixer	Recording and mixing actuality, effects, voiceover and music.
			Sound Supervisor	Responsible for all sound recordings on multi-camera shoot both location and studio. Manages sound team.
			Sound Recordist	Recording of actuality and effects.
			Boom Operator	Dialogue recording, particularly on drama and comedy programmes.
			Sound Designer	Work on soundscapes, build narratives, mixing and editing.
DIGITAL AUDIO WORKSTATION (DAW) OPERATORS		Refer to ESM4115	Music/Sound Playback Operator Playback Editor	Builds & operates music and other playback equipment to realise Director and Producer's vision.
MICROWAVE TECHNICIAN		Refer to ESM4115	Microwave Technician	Responsible for communications systems.
FOLEY ARTIST	Where the contract requires the provision of the necessary, substantial equipment to provide the service. See ESM0540	Refer to ESM4115	Foley Artist	Physically creates sound effects in post-production.
DUBBING EDITOR		Refer to ESM4115	Re-Recording Mixer AKA Dubbing Mixer	Ensures the sound for each sequence is audible, consistent across edit cuts, adds

	Client has no right to switch worker to other tasks. See guidance at ESM0520 and ESM0528			music and effects. Ensures technical standards for Broadcaster's sound requirements are met
			Grams (Gramophone) Operator	Responsible for playback equipment, usually in an outside broadcast
			Sound Effects Editor	Creates and edits sound effects to enhance audio.
			Dialogue Editor	Responsible for recording voiceover in studio where location recording proves to be unusable.
SPECIAL EFFECTS				
SPECIAL EFFECTS (SFX) SUPERVISOR	Where the contract requires the provision of the necessary, substantial equipment to provide the service. See ESM0540	Refer to ESM4115	Special Effects Supervisor	Realises the SFX designer's vision. Responsible for budget and staff.
SPECIAL EFFECTS (SFX) WIREPERSON			Refer to ESM4115	Special Effects Wireperson
STUNT ARRANGER	Has control over execution of task. Multiple and/or overlapping clients. See guidance at ESM0520 and ESM0553	Refer to ESM4115	Stunt Arranger/Coordinator	Responsible for safe execution of all stunts.
			Stunt person - Front of camera	Undertakes stunts.
FIGHT ARRANGER			Fight Arranger	Choreographs fights scenes.
CREATURE EFFECTS (CFX)	Specialized equipment provided, see ESM0540	Refer to ESM4115	Creature Effects (CFX) Supervisor	Responsible for creature effects
			Creature Effects (CFX) Modeller	Design and creation of creature models
			Creature Effects Artist	Creates the look of the creature
			Creature Effects (CFX) Co-ordinator	Sets up and maintains creature design department, responsible for logistics of creature effects process.

			Creature Effects (CFX) Technician	Builds the creature model/ electronics
			Creature Effects (CFX) Sculptor	Builds the creature model to the Creature Designers vision
			Creature Effects (CFX) Electrician	Builds and maintains the model, responsible for electrical aspects of CFX
COSTUME				
WARDROBE (includes WARDROBE SUPERVISOR AND STYLIST)	Where the majority of the work is not carried out on the engager's premises or where the contract requires the provision of the necessary, substantial equipment to provide the service. See guidance at ESM0522 and ESM0540	Refer to ESM4115	Wardrobe Supervisor (Formerly Master/Mistress). AKA Assistant Supervisor	Supervises costume manufacture, liaises with hair and makeup departments, responsible for departmental budget.
			Principal/Key Costumer Principal Costumier Principal Costume Standby Senior Dresser Wardrobe Stylist	Dresses people with pre-existing clothes or props/accessories.
COSTUME DESIGNER	Where the majority of the work is not carried out on the engager's premises or where the contract requires the provision of the necessary, substantial equipment to provide the service. See guidance at ESM0522 and ESM0540	Refer to ESM4115	Costume Designer	Designs, creates, acquires, or hires costumes for actors and extras. Responsible for budget and members of the costume/wardrobe team.
COSTUME SUPERVISOR			Costume Supervisor	Supervises costume manufacture, liaises with hair and makeup depts, manages departmental budget & junior staff.
COSTUME COORDINATOR			Costume Coordinator (Formerly Costume Design Office Supervisor)	Designs and creates costumes. Will be a budget holder and manages junior staff.

ASSISTANT COSTUME DESIGNER			Assistant Costume Designer	Assists with creation of costumes.
COSTUME ILLUSTRATOR			Costume Illustrator (Formerly Costume Artist)	Produces hand-drawn or computer illustrated pictures of costumes.
COSTUME MAKERS (Previously DRESSMAKERS)	Where the majority of the work is not carried out on the engager's premises. For more information see ESM0522 & ESM0540	Refer to ESM4115	Costume Cutter	Designs and creates costumes.
			Tailor	
			Costume Maker	
			Dressmaker	
			Seamstress	
			Embroiderer	
Milliner				
Corset Maker				
Embellisher				
Leather Maker				
COSTUME ILLUSTRATOR		Refer to ESM4115	Costume Illustrator	Produces hand-drawn or computer illustrated pictures of costumes.
RIGGING				
RIGGERS	Where the contract requires the provision of substantial equipment to provide the service. See guidance at ESM0540	Refer to ESM4115	Senior or Head of Dept Rigger	Responsible for managing lifting operations, lifting equipment & temporary structures to support people, sets and equipment in relevant places. Ensures that qualified designs are made when necessary. Manages the team of riggers.
			Advanced Rigger	
			Gaffer Rigger	Constructs the framework from which lights are suspended.
			Rigger	

			Greens Rigger	Constructs the framework from which greens are suspended. Usually supplies specialist equipment.
			Construction Rigger	Constructs the framework from which scaffolding and set construction are suspended. Usually supplies specialist equipment.
			Stunts Rigger	Constructs the framework from which stunt wirework are suspended. Usually provides own equipment
WIRE-PERSON	Where the contract requires the provision of substantial equipment to provide the service. See ESM0540		Wire-person	Specialist arranger of wire rigging to 'fly' a person/thing across the set.
RIGGER DRIVER	Provides vehicle and must hold an HGV Class 1 (C+E) licence, a current EU Digital Driver Tachograph Card and a current EU Driver Qualification Card obtained by undergoing Certificate of Professional Competence (CPC) training See guidance at ESM0528 & ESM0540		Rigger Driver	Drives radio OB specialist technical and associated support vehicles to and from site. Responsible for ensuring vehicles are safely and compliantly loaded. Rigs infrastructure, cabling and equipment and provides support to engineering team.
OTHER ROLES				
ANIMAL HANDLER	Has control over execution of task. Multiple and/or overlapping clients. See guidance at ESM0520 and ESM0553	Refer to ESM4115	Animal Handler	Trains, supplies, and handles animals.
PUBLICIST	Has control over execution of task. Multiple and/or overlapping clients. See guidance at ESM0520 and ESM0553	Refer to ESM4115	Publicist	Responsible for publicity for the production.
WARM-UP	Has control over execution of task. Multiple and/or overlapping clients.	Refer to ESM4115	Warm up	Responsible to the Director to ensure the audience is in a suitable frame of mind to

	See guidance at ESM0520 and ESM0553			positively participate in the recording of a TV programme.
CRICKET SCORER	Has control over execution of task. Multiple and/or overlapping clients. See ESM0520 and ESM0553	Refer to ESM4115	Cricket Scorer	Provides Factual Information
SPORTS STATISTICIAN			Sports Statistician	Provides factual information.
CHAPERONE & TUTORS	Has control over execution of task. Multiple and/or overlapping clients. See ESM0520 and ESM0553	Refer to ESM4115	Tutor	Tutor's school age children whilst on set/location.
			Chaperone / Tutor	Supervision and tutoring of children.
CHOREOGRAPHER & ASSISTANT CHOREOGRAPHER	See guidance at ESM4126	Refer to ESM4115	Choreographer	Uses experience to create dance routines and movement sequences for others to follow.
			Assistant Choreographer	Supports choreographer in a creative collaboration and is often in control of areas such as warm up.
COACH	Has control over execution of task. Multiple and/or overlapping clients. See guidance at ESM0520 and ESM0553	Refer to ESM4115	Dialogue Coach, Acting Coach, Movement Coach	A teacher who trains performers and gives them advice and mentoring to improve their speech, acting, or movements.
FITNESS TRAINER TO CAST MEMBER	Has control over execution of task. Multiple and/or overlapping clients. See guidance at ESM0520 and ESM0553	Refer to ESM4115	Fitness Trainer to Cast Member	Operation of prompting Equipment, often provides own kit, booked by day/week.
AUTOCUE PROMPTING OPERATOR	Where the contract requires the provision of the necessary, substantial equipment. See ESM0540	Refer to ESM4115	Autocue Prompting Operator	Operation of prompting Equipment, often provides own kit, booked by day/week.
MILITARY ADVISOR		Refer to ESM4115	Military Advisor	Historian/ Ex-Forces personnel who gives advice to the production about military matters/historical accuracy
HEALTH AND SAFETY OFFICER	Must hold relevant qualification or accreditation in Health and Safety. See guidance at ESM0528	Refer to ESM4115	Health and Safety Officer	Provides advisory services and to help set up health & safety management systems, procedures and policies within film and TV production.

NURSE & PARAMEDIC	Has control over execution of task. Multiple and/or overlapping clients. See ESM0520 and ESM0553	Refer to ESM4115	Nurse/Paramedic	Supports cast and crew on set with medical assistance and advice.
COVID ROLES	Holds relevant qualification or accreditation in Health and Safety, or has control over execution of task. Multiple and/or overlapping clients. See guidance at ESM0520 and ESM0553	Refer to ESM4115	Covid Supervisor	Head of department for Covid-19 advisory services and guidance, testing, security and health and safety. Includes implementing and monitoring Covid-19 management systems, procedures and policies within film and TV production.
			Covid Manager AKA Covid Unit manager	Day to day manager for implementation and monitoring of Covid-19 health & safety management systems, procedures, policies and protocols, including ordering equipment and management of Covid-19 team.
			Covid Location Manager	Responsible for and manages Covid19 specific logistics, facilities, and equipment at location site.
INTIMACY DIRECTOR / COORDINATOR	Has control over execution of task. Multiple and/or overlapping clients. See ESM0520 and ESM0553	Refer to ESM4115	Intimacy Director AKA Intimacy Coordinator	Gives advice to the production about intimate scenes and ensures the wellbeing of actors who participate in such scenes
PUPPETEER	See guidance for puppeteers at ESM4121	Refer to ESM4115	Puppeteer	A person who manipulates an object to create the illusion that the puppet is alive.
SUPPLEMENTARY ACTING ROLES	See guidance for actors at ESM4121		Stand-in	Stand-in substitutes for the actor for technical purposes before filming such as lighting, camera setup, dialogue rehearsals and reading off-lines, also used for animated characters in a live-action film.