



## Offre d'emploi : Film School Program Developer

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## Film School Program Developer

Pour un Sourire d'Enfant (PSE) est une organisation à but non lucratif fondée par Christian et Marie-France des Pallières, présente au Cambodge depuis 1995. Sa mission est d'aider les enfants à sortir de la misère et de les conduire vers des emplois décentes, qualifiés et bien rémunérés.

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Reconnue par les autorités locales, PSE travaille dans le respect du pays avec les Cambodgiens et s'inscrit ainsi dans une démarche de développement durable.

Six programmes principaux, adaptés aux besoins des enfants, ont été développés : alimentation, santé, protection, éducation et scolarisation, formation professionnelle et aide aux familles.

PSE aide 7 000 enfants et 7 000 diplômés du programme de formation professionnelle de PSE ont déjà réussi à intégrer le marché du travail avec un véritable poste qualifié. PSE emploie plus de 650 personnes au Cambodge (principalement à Phnom Penh) et 8 personnes au siège en France. 500 bénévoles dans différents pays travaillent activement à faire connaître l'organisation par le biais de collectes de fonds, de dons et de parrainages.

En 2000, PSE a reçu le prix des droits de l'homme de la République française.

Lieu du poste : Phnom Penh Cambodge

Date de début : 20-10-2025

Description du poste à pourvoir :

The Film School Program Developer is responsible for shaping and enhancing the film training program at PSE Film School by ensuring both artistic and technical excellence in students' education and production. This role focuses on developing and refining the curriculum, implementing effective pedagogical strategies, and aligning training with industry standards while addressing the specific learning needs and profile of PSE beneficiaries. Additionally, the Training Program Developer oversees all audiovisual projects within PSE and with external partners, ensuring high-quality outputs. By working closely with the Dean, they continuously assess and improve training programs, integrate industry best practices, and enhance the proficiency of both students and instructors through structured evaluations, workshops, and expert-led training.

Missions :

### ***1. Development and Implementation of Film Training Programs***

? Collaborate with the Dean to design and refine training programs and strategies, ensuring alignment with industry standards and PSE's vision, beneficiaries' needs and profiles.

? Develop and implement innovative pedagogical strategies, including competency-based learning and active learning methodologies.

? Ensure the curriculum accommodates students from diverse educational backgrounds, particularly those with below grade 12 (high school) certificates.

? Assess and ensure the school has the necessary training equipment within the available budget.

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- ? Support the Dean in training, evaluating, and recruiting instructors of the school.
  - ? Advocate for strategic investments in training technology and resources.

## **2. Audiovisual Project Management**

- ? Oversee the execution of audiovisual projects for both educational purposes and external collaborations (student's filming projects for their practical curriculum credit, filming projects with PSE France and Cambodia communication teams, filming projects with any other external partners appointed by PSE – ministries, development partners, industries).
- ? Ensure high artistic and technical quality in all school productions.
- ? Manage project timelines, resources, and team coordination.
- ? Supervise student and instructor participation in the schools' practical projects.

## **3. Filming Proficiency Assurance & Assessment**

- ? Establish clear proficiency evaluation and benchmarks for both instructors and students.
- ? Organize masterclasses and expert-led training sessions to elevate technical skills within the instructor team and students.
- ? Conduct regular assessments and identify training needs and ensure continuous professional development for the teaching team.

## **4. Industry Partnerships & Expert Engagement and Communication**

- ? Work with the Dean to identify and collaborate with industry experts and partners to strengthen the school's programs.
- ? Establish and maintain partnerships to enhance training and learning opportunities and resources.
- ? Promote PSE through audiovisual coverage of events and activities.
- ? Represent PSE Film School in relevant film festivals, competitions, and public initiatives.
- ? Strengthen PSE's presence through social media and industry engagement.

## **5. Perform other tasks as request by the superiors**

Profil :

### **Education**

- ? Bachelor's degree in film production, Cinematography, Directing, Lighting Design, or Post-Production.
- ? Relevant certifications or additional training in film industry standards is a plus.

### **Experience**

- ? Minimum 5 years of experience in the film industry in roles such as Director of Photography (DOP), Director, Key Gaffer, or Post-Production Specialist.
- ? Experience in managing audiovisual projects, from pre-production to final delivery.
- ? Experience in filming skill training curriculum and pedagogy development, training, mentoring, or teaching within an educational or professional setting.

### **Skills**

- ? Strong knowledge of film production workflows, including pre-production, production, and post-production.

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- ? Ability to design and implement project-based training strategies in filmmaking skills.
  - ? Excellent communication and teamwork skills.
  - ? Project management and organizational abilities.
  - ? Strong problem-solving and adaptability in resource-limited environments.
  - ? Experience in industry networking and building strategic partnerships.

### ***Specific Technical Competencies***

- ? Proficiency in filmmaking equipment, including cameras, lighting, color-grading and sound.
- ? Expertise in post-production software.
- ? Understanding of industry trends and best practices in film production and training.
- ? Ability to assess and improve training film projects based on technical and artistic criteria.

### ***Attitudes***

- ? Commitment to PSE's vision, core values and code of conduct
- ? Policy compliance and protection of children
- ? Patience, adaptability and ability to cope with change process.

Détail et contacts :

[www.pse.ngo](http://www.pse.ngo) for comprehensive information concerning PSE

Applications with cover letter and resume should be sent to [recruitment@pse.ngo](mailto:recruitment@pse.ngo)

Recruitment team contact: [093 617 555](tel:093617555) Telegram: <https://t.me/pserecruit>

Statut :

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