

Casting Director (f/m/o)

Job Description:

A casting director (CD) is in charge of roles to be filled with acting talent in fictional formats such as cinema, television, streaming content, etc. Sometimes CDs also work in commercials, less often in theater.

The responsibility of a casting director is to oversee the artistic process of assembling an ensemble cast. Through the selection of eligible actors, the CD defines the true character of the roles in the script and in doing so, plays a decisive role in determining the artistic expression of the project.

The casting process is carried out in consultation with directors and producers (who usually hire the casting director), as well as with broadcasters, distributors and other sales partners. Casting directors are responsible for both the artistic and organizational aspects of the casting process, handling the entire communication flow from initial ideas all the way through to closing of the cast.

The casting director is classified as a Head of Department on a film team, and is therefore credited in the opening and/or final credits. CDs are often affiliated with national and/or international associations such as the BVC, ICDA and CSA; many are also members of national and international film academies.

Prerequisites:

Casting directors require in-depth knowledge about the national and international acting scene as well as the landscape of film, television, streamers and theater. Special importance is attached to the fostering of young talent as well as the recognition and discovery of talents and current artistic tendencies.

CDs are skilled in analyzing the thematic content of films and are therefore able to grasp and question dramaturgical context.

An understanding of psychology as well as extensive knowledge with regard to historical as well as current socio-political topics are indispensable for casting work.

Work Process:

The casting director receives the script from the production - usually in a very early version - develops initial ideas for the roles, works out an artistic and concept for the cast and discusses it with the director and/or the production. As a rule, the budget for the acting fees is already agreed upon in this phase.

Then the casting director puts together a selection of actors that could potentially be cast in the various roles, presenting them using materials that are as up-to-date as possible (showreel, photos, curriculum vitae). As the process continues, this selection is constantly revised and usually fleshed out with additional material in the form of self-tapes, virtual auditions and/or in-person sessions.

Part of the research involves visiting festivals, theaters and acting schools, continuously watching and evaluating films (cinema, TV, and streaming services), and discovering and nurturing talent along the way.

Organizational tasks include checking actors' availability, tax residency, and skills that may be important for the role such as language, dialect, or skills; and being in close communication with agents to do so. Later in the process, self-tapes, virtual and/or live castings are organized. The staging of the actors may also be carried out by the CD.

The casting process is highly dynamic and involves ongoing recognition and analysis of acting potential in order to create a harmonious ensemble for the project in question.

The final casting decision is made in dialogue with the director and the client.

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