

ANNA de SERVILLE

BRISTOL 07939 558431 adeserville@hotmail.com

I enjoy working as part of a team and am jolly, proactive, organised and a great communicator. I am an Excel whiz and hailing from a television production background in Unscripted, I love setting up new projects, putting together teams, and using my contacts and knowledge to matchmake some great talent and solutions.

BOOKER - COMMERCIAL ACTING TALENT @ GINGERSNAP CREATIVE MANAGEMENT

FEB 2025 – MAY 2025

Brought on for a short contract to develop the commercial actors side of the business, I helped streamline the new database system MediaSlide, set up new actors, biographies and portfolios as well as booking artists on various commercial shoots.

REGIONAL CO-ORDINATOR - SOUTH @ HETV FUND - SCREENSKILLS

NOV 2023 – MAY 2024

Travelling to HETV filming locations all over the South, talking to current and former participants of Screenskills training programmes, hearing from Line Managers, Mentors, Crew, and Production Companies about their experiences, answering questions and reporting findings to Screenskills. An amazing ad-hoc role, meeting lovely people, visiting set and seeing the filming, costumes and props, and getting to know HETV Scripted productions and roles, plus setting up templates, questionnaires and writing reports.

TALENT MANAGER @ OR MEDIA

NOV 2022 – JUNE 2024

Working remotely, I set up the Talent department for this new and rapidly expanding London production company. Creating new and sustainable systems and databases, building relationships with Execs and PMs, and talent from entry level graduates Arabists to experienced SPs, the remit has included Production, Edit, Editorial and Office staff for short and long form documentary and Specialist Factual. Additionally putting together job descriptions and competency frameworks.

TALENT & INTERVIEW TRAINER

MAR 2022-JUNE 2024

Bristol Old Vic – returning for practice interview sessions and running CV workshop for 3rd Yr students

UWE - CV workshops for 3rd year media students – to discuss their CVs, how to improve and tactics to start working in TV.

WildSpace Productions - talent training for new Talent Manager

Boom Satsuma - practice interviews and feedback

ASSOCIATE LECTURER @ UNIVERSITY OF WEST OF ENGLAND (UWE)

OCT 2022-JUNE 2023

Working alongside the Module Leader, focussing on Employability for 2nd & 3rd year students on Filmmaking degree – presenting and running workshops, lectures and tutorials on CVs, interviews, getting organised, freelancing, promoting yourself, networking.

TALENT MANAGER @ GRITTY TALENT

APR 2022 – OCT 2022

Gritty Talent is a talent agency that nurture and connect talented people from under-represented groups into the media industry.

Channel 4 – creating Talent pools to help Indies build more diverse senior teams in line with broadcasters new commissioning Guidelines.

Contacting, interviewing and shortlisting talent for the Current Affairs and Documentary talent pools.

Screenskills - Mentoring Producer, and then Production Manager, for highly successful Producer Pathways programme. Arranging Mentors for 75 Mentees, organising networking events, managing & reporting budget, and drafting final report.

TALENT MANAGER @ PLIMSOLL PRODUCTIONS

APR 2019 – MAR 2022

I set up the department, building close relationships with Execs, SPs and PMs to supply the needs of our current and upcoming productions while also rolling career chats for staff into future planning. As the sole Talent Manager I found staff from SPs to Runners, PMs to Editors, across Editorial, Edit and Production for Factual Entertainment (*Handmade, Veganville*), Daytime (*Unique B&B, Marcus Wareing's Tales from a Kitchen Garden*) Specialist Factual (*Fela Kuti: Father of Afrobeat, Gangs of Birmingham, Make Up: A Glamorous History, When Big Things Go Wrong, Britain by Beach*), Development (various pilots, hiring staff in UK & US) and Wildlife & Adventure (*Animal, Tiny World, Night on Earth, Yellowstone Live, Meet The Meerkats, On The Edge with Alex Honnold*) for Netflix, Apple, Disney+, BBC, ITV and Channel 4 and many others. I created genre databases, talent tables and trackers; sourced candidates and liaised between productions to ensure staff retention and career development. I drafted and posted ads; shortlisted and interviewed candidates, created question grids and job descriptions; secured references and negotiated rates. Throughout, I kept in touch with potential and favourite candidates and ensured goodbye chats to those moving elsewhere. I conducted an annual benchmarking of pay rates across the industry, to ensure parity for our staff, clarity for budgets and to advise PMs and Execs on rates and rises for new and existing staff.

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I am part of the Bristol and London Talent community, attending forums and networking events and steering groups wherever possible, regularly feeding back to Plimsoll on issues raised regarding training, diversity and inclusion. As Plimsoll's Talent department grew, I recruited other Talent Managers and trained our Talent Co-ordinator. A favourite part of my role was recruiting and organising trainees, placements and work experience people: from liaising with various programmes (*Babbasa, C4 Apprentice, Strive*) and the selection process, to arranging schedules and mentors; induction for new-to-TV staff and providing feedback. This outreach saw me contribute to webinars and CV Clinics for universities, Screenskills, ITV, Edinburgh, Boom Satsuma, Bristol City College and the Natural History Network. A personal highlight was organising a careers workshop for Bristol 6th Form students at our offices.

OPERATIONS MANAGER @ PLIMSOLL PRODUCTIONS

JAN 2018 – MAR 2019

Hiring and managing the Operations team of PAs, Administrators and Runners, managing workflow and holiday cover. Key point of contact for all company accounts, maintenance, Health & Safety, Insurance, IT, and recruitment for office roles. Space planning for new and current productions and refurbishing office. Overseeing staff handbooks, contracts, office budget and implementing new systems. Induction of new staff and arranging events, Summer Parties, and our Volunteer Day for over 100 staff.

MODEL BOOKER & AGENT @ GINGERSNAP CREATIVE MANAGEMENT

NOV 2015 – OCT 2017

I had a thoroughly enjoyable time as the Children & Families booker at this lovely commercial modelling agency. I was able to indulge my love of babies, and utilise my organisational, communication, negotiating and matchmaking skills in this great job recruiting lots of new families and setting up several shoots. I had fun learning about the modelling industry and children's performance licensing in the UK & abroad and had some fabulous success placing families and kids in various TV ads and marketing campaigns from Burberry to James Villas, MoonPig, Dyson, Impulse, Bath Spa & Adidas. Was lucky enough to be able to bring lots of experience to this role to streamline working practices and introduce new systems for job sheets, Polaroids, and of course a few Excel spreadsheets for standard use.

PRODUCTION MANAGER - TV

BBC	NIGEL SLATER'S SIMPLE CHRISTMAS, BBC1 - Christmas cooking special	Dec 11-Apr 12
BBC	NIGEL SLATER'S SIMPLE COOKING, BBC1 - Prime time cooking series	Jun 11-Apr 12
BBC NHU	LOST LAND OF THE TIGER, BBC1 -Adventure, wildlife series filmed in Buhatan with Steve Backshall	Jan 10-Oct 10
BBC NHU	LOST LAND OF THE VOLCANO, BBC1- Adventure, wildlife series in Papua New Guinea with Steve Backshall	Mar 09-Dec 09
RDF	ROSEMARY SHRAGER'S SCHOOL FOR COOKS, ITV1 - Daytime competition cookery series	Feb 08-Jan 09
RDF	THE TRUTH ABOUT SIZE ZERO with LOUISE REDKNAPP, ITV1 - Documentary about extreme slimming	Oct 06-Feb 07
ENDEMOL	THE VISITOR - Pilot featuring animatronic alien living with a family	Aug 06-Oct 06
FLAME TV	THE PRICE OF FAME, ITV1 – Documentary series about the toll fame can take	May 05-Sep 05
TALKBACK	PUPPET ACCESS TV, C4 – Robert Katz produced Comedy Lab pilot mixing puppets and archive	Jul 03-Oct 03
TALKBACK	DINNER PARTY INSPECTORS, C4 – Reality format series with judges commenting on the drama taking place	Feb 03-Jun 03
TALKBACK	MADE FOR EACH OTHER, C4 - Reality format series with judges commenting on couples relationships	Jul 02-Feb 03
TALKBACK	HOW DEEP IS YOUR LOVE, C4 –Dating competition pilot with Claudia Winkleman	May 02-Jul 02

TRAINING

2025	Interior Design Fundamentals	City of Bristol College
2024	Introduction to HETV Props & Set Decorating	Screenskills / Talking Point
2022	Language around Disability - Ally Castle	Gritty Talent
2021	Inclusive Hiring for Managers	Pact
2021	Disability Awareness in association with thinkBIGGER	Screenskills
2020	Socio-economic diversity and inclusion in TV	Bridge Group
2020	Effective Interviews for Recruiters and Line Managers	Screenskills
2019	Workplace Inclusion	Babbasa Youth Empowerment

REFEREES

Clare Wilson	Founder @ Gingersnap Creative Management	Owen Morgan	Head of HR @ OR Media
Jacqui Taunton Fenton	Senior Liaison @ Screenskills	Mel Rodrigues	CEO @ Gritty Talent