Animator Training Program:
Studio Ponoc's "Ponoc's Principles of Animation Program" (P.P.A.P.)
(2025 April through 2026 March)

Studio Ponoc's "Ponoc's Principles of Animation Program" (P.P.A.P.) is a new program for aspiring animators of feature films. In this year-long educational program on the "Principles of Animation", the foundation of animated films, P.P.A.P. participants will work at Studio Ponoc as a contract employee for one year. With top animators active on the front lines as our instructors, the program aims to cultivate the foundational knowledge necessary to become an animator working in the field of feature-length animated films by focusing on observation, drawing, directing, expression, layout and drawing skills.

Application Guidelines and Information
（必須条件）申請書類はすべて日本語で提出すること
Please note: all application materials must be submitted in Japanese

Position	Animator (up to 3 participants)
Application Details	"Ponoc's Principles of Animation Program" (P.P.A.P.) is looking for people who want to become professional key frame animators. Those applicants offered a position who elect to accept it will be required to attend a one-year training program as a contract employee at Studio Ponoc.
Program Summary	Throughout the year, participants will learn basic knowledge and basic techniques required for professional 2D animators, with a focus on key frame animation. Instructors are staff members active on the front line of the animation and film industry who will teach the basics of "directing", "acting", and "drawing" skills required for 2D animators.
Program Period	One (1) year from April 1, 2025
Qualifications	No particular academic background or experience is required. All genders and nationalities are invited to apply. Applicants must be able to communicate in Japanese.
Employment Status	Fixed-term contract employee (After completion of the entire program, a full-time employee position may be offered.)

Location	Musashino City, Tokyo, Japan
Access	About a 5-minute walk from Musashi Sakai station on the JR East Chuo Line
Working Hours	11:00 - 20:00 (includes a 1-hour break)
Salary	• 246,000 JPY per month (includes fixed overtime pay allowance (45 hours per month)) as Basic Salary and Production Department Allowance • Commuting Allowance • Extra Pay for Late Night Work, Legal Holiday Work, Extra Overtime Work
Salary Increase	None
Bonus	None
Transportation Fee	Fully paid (in accordance with company policy)
Additional Benefits	All social insurances (health insurance, welfare pension, employment and workers' compensation) Other benefits in accordance with company policy
Vacation	In accordance with company policy
Application Deadline	May 31, 2024 (Friday) 23:59 **(Japan time)**
Selection Process	1: First Round of Candidate Screening based on application in mid-June 2024 ⇩ 2: Second Round of Candidate Screening (after a practical skills test) in early July 2024 ⇩ 3: Final Round of Candidate Screening (after an interview) in mid-July 2024 ⇩ 4: Job offers issued in late August 2024

Application	The initial application comprises: • your résumé / CV, • art samples or portfolio, and • application assignments. The process starts with submission of your résumé / CV and other basic information via the following link: **Animator Training Program (P.P.A.P.) Entry Form** https://www.ponoc.jp/recruit/ppap/
Application Submission Process	**Résumé / CV (Entry Sheet)** * Please submit your résumé / CV online using the link above. After you submit your Entry Sheet, you will receive an e-mail from the "Animator Training Program Recruitment Entry Proposal Submission Platform". Please follow the instructions in that e-mail. **Artwork / Portfolio Submission** * Please send us one or two pieces of your artwork or your portfolio. (Note: Your submission will not be returned, so please send only copies.) **< How to submit your art work or portfolio, and the application assignments >** *Please use one of the following methods:* **(1) By data** * "Google Forms" is our platform for data submission. In order to use Google Forms, you will need a Google account. If you do not have a Google account to use for your submission, please register a free Google account before proceeding to submit your entry. * Maximum size for your upload is 50 MB. **(2) *For your art work or portfolio*, by sharing a browsable website address** * If you have a browsable personal website, please include its URL in the designated place on the "Proposal Submission Platform". * Please specify the ID and password to allow browsing of your website, if required. **(3) By postal mail** * Please write your name and P.P.A.P. application ID number on the back of each piece of your artwork. (Note: Your artwork will not be returned, so please send only copies of your artwork.)

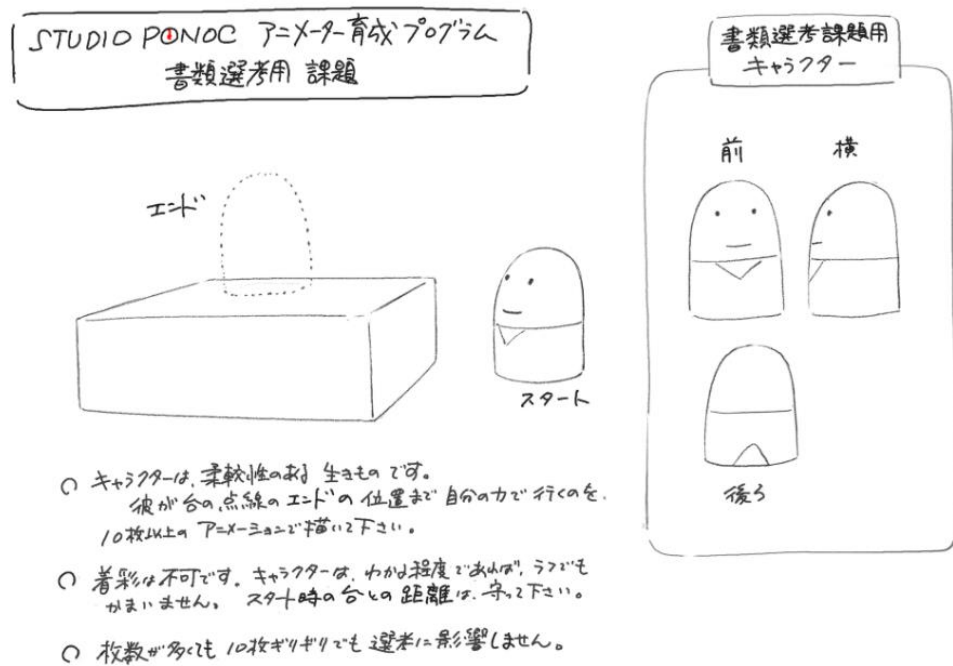| Application Assignments	**Assignment 1: Drawing (Line Drawing)** * Artwork must consist of line drawing only. Theme: Landscape with human figure Paper size: B4 or local equivalent (approximately 264 x 364 mm) **Assignment 2: Drawing (Color)** * Artwork must be in color. Theme: Landscape with human figure (must be different than the art and design of Assignment 1) Paper size: B4 or local equivalent (approximately 264 x 364 mm) **Assignment 3: Animation**

Please apply using the entry form at https://www.ponoc.jp/recruit/ppap/.

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- Please note that we will not provide any details regarding the screening process.
- **Applications received after the deadline will not be accepted.**