



**FIRST**  
INTERNATIONAL  
FILM FESTIVAL  
XINING  
青年电影展

2026.7.17-7.25



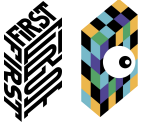
**FIRST**  
FANTASTIC  
FILM FESTIVAL  
惊喜电影展

2026.9.9-9.15

**FIRST International Film Festival & FIRST Fantastic  
Film Festival**

**Volunteer Charter**

**2026**



## **1. General Provisions**

### **1.1 ABOUT the FIRST Film Festival**

The FIRST Film Festival comprises the FIRST International Film Festival and the FIRST Fantastic Film Festival.

Founded in 2006, the FIRST International Film Festival is dedicated to discovering and promoting emerging filmmakers and their early works. It advocates for the integration of youth-driven cinema into contemporary life—expanding artistic expression, fostering a sustainable industry ecosystem, and contributing to the evolving memory of contemporary cinema.

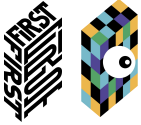
Originating in 2016 and formerly known as FIRST Lab, the FIRST Fantastic Film Festival focuses on the development of genre cinema. It brings together film, music, art, and technology, and is committed to building a distinctive, highly interactive field for cross-industry dialogue.

As a vital platform for youth culture, FIRST continuously engages with diverse issues relevant to younger generations. Through film, forums, and public programs, it provides space for expression and exchange. FIRST encourages both filmmakers and volunteers to use moving images as a medium through which to explore social realities, cultural identity, and the spirit of the times—together shaping a dynamic and evolving youth cultural ecosystem.

### **1.2 Dates and Locations**

The 20th FIRST International Film Festival will take place in Xining, Qinghai Province, from July 17 to July 25, 2026.

The 11th FIRST Fantastic Film Festival will take place at TANKO Valley, West Beijing, from September 9 to September 15, 2026.



## 1.3 About Volunteers

As defined by the United Nations, a volunteer is an individual who willingly contributes to public welfare without seeking material, financial, or reputational gain.

Building upon this understanding, FIRST fosters a volunteer culture grounded in diversity, inclusivity, and mutual respect. We see and expect each volunteer not only as a contributor, but also as a co-creator of a shared cultural space.

We oppose all forms of discrimination and prejudice, and encourage meaningful action and dialogue to promote social equity, cultural inclusion, and a vibrant public environment.

## 2. Eligibility and Application

### 2.1 Eligibility

Applicants must:

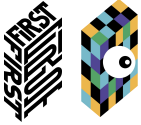
- Be at least 18 years old, of any nationality, and possess full legal capacity;
- Have no criminal record and comply with the laws and regulations of the People's Republic of China, as well as festival policies;
- Demonstrate enthusiasm for film and youth culture, with a strong sense of responsibility, service awareness, and teamwork;
- Come from diverse backgrounds, including film, art, technology, education, and social sciences. Students, professionals, and freelancers are all welcome.

### 2.2 Application Process

**2.2.1** Applications must be submitted via the [official website](#):

[www.firstfilm.org.cn/portal/form/volunteer/info](http://www.firstfilm.org.cn/portal/form/volunteer/info) No application fee is required.

**2.2.2** Volunteer roles are divided into **Full Term** and **Half Term** positions:



For the FIRST International Film Festival, there are approximately 12 Extended Full Term volunteers, 40 Full Term volunteers, 80 First Half volunteers, and 80 Second Half volunteers;

For the FIRST Fantastic Film Festival, there are approximately 30 Full Term volunteers, 45 First Half volunteers, and 45 Second Half volunteers.

Applicants may apply to **either festival** or for a **cross-festival** role, and select their available service periods accordingly.

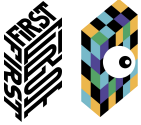
**2.2.3** Cross-festival volunteers will be centrally evaluated, coordinated, and assigned by the Organizing Committee. Those who complete service at the FIRST International Film Festival may, subject to overall coordination, be given priority to participate in training and on-site work for the FIRST Fantastic Film Festival.

### **2.3 Structure and Working Model**

Our Working Model: Function-Based Teams, Zone-Based Collaboration

To ensure an effective alignment of individual skills with role responsibilities, volunteers are recruited and trained within function-based teams according to their areas of expertise. Upon acceptance, all volunteers will be assigned to "venue-based autonomous zones"—cross-functional teams covering multiple core operations (e.g., Suoqing Zone of Xining FIRST International Film Festival – Sofitel Hotel & Qinghai Grand Theatre; TANKO Moofland zones in Beijing for the FIRST Fantastic Film Festival.)

Within these zones, volunteers will collaborate closely with peers from different functions under the leadership of designated coordinators, jointly contributing to the autonomous operation of each zone and the cultivation of its on-site atmosphere.



- **Registration Team**

Guest itinerary coordination; accreditation production, registration, and distribution; hotel coordination and check-in management; transportation scheduling; gift and material distribution; on-site guest guidance and support; and overall coordination of guest-related matters during the festival.

- **Screening Team**

Planning and execution of all screening programs, including opening/closing films, competition screenings, outdoor screenings, thematic screenings, and industry screenings; venue setup, equipment checks, screening coordination, and post-screening clearance.

- **Events Team**

Forums & Conferences: public talks, market meetings, jury sessions, workshops, documentary labs;

Receptions & Ceremonies: opening/closing receptions, nominee receptions, market events, premieres, volunteer awards, red carpet events, short film awards, festival gala, and official photography;

Open-air Events: "Xining Nights," open-air sessions, and post-screening talks;

Business Execution: branded activations and commercial event execution;

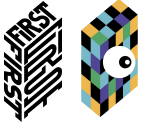
Production Coordination (Exclusive for FIRST International Film Festival): training camp coordination, production and post-production support, and presentation ceremonies;

Supply & Logistics: material coordination, inventory, storage, and on-site operational support;

Ancillary Business: product inventory, on-site sales, audience services, and support for promotional activities including social media content and live streaming.

- **Communications Team**

Editorial: press releases, media contributions, and publicity coordination;



Visual & Video: photography, video production, archive management, interviews, creative shoots, and content features;

Coordination: media registration and reception, media partnerships, press events, and communications planning.

*\*Final responsibilities are subject to official role descriptions. The Organizing Committee reserves the right to adjust assignments as necessary.*

### **3. Selection and Admission**

#### **3.1 Dual-Festival Recruitment**

In 2026, volunteer recruitment for both festivals will be conducted simultaneously for the first time.

Applicants may select one or both festivals based on their availability. Those expressing interest in both will be evaluated accordingly.

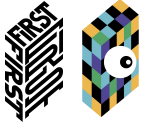
Should your availability change at any stage, you are expected to inform the Organizing Committee promptly. We encourage open and transparent communication and will make reasonable efforts to accommodate adjustments.

#### **3.2 Selection Process**

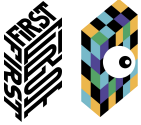
Applicants will be evaluated under a unified framework, while each festival conducts its selection independently:

- Application Review
- Interview (online)
- Final Selection and Confirmation

All applicants will receive notification of their results. Applicants applying to both festivals will receive separate evaluations for each.



Stage	FIRST International Film Festival (Xining · July)	FIRST Fantastic Film Festival (Beijing · September)	Key Notes
<b>Application Opens</b>	March 27	March 27	Application portals open for both festivals at the same time. Please select your preference: Xining, Beijing, or both.
<b>Application Deadline</b>	May 8	May 8	Applications close for 2026 FIRST Film Festival (both festivals) at the same time. The Committee will conduct unified initial screening and evaluation.
<b>Initial Screening Results</b>	May 15	May 15	All applicants receive results simultaneously. For those applying to both festivals, separate evaluations will be provided.
<b>Interview Period</b>	May 18 – June 5	August 4 – August 17	Interviews are held separately for each festival. Applicants shortlisted for 2026 FIRST Film Festival will attend separate interviews; the FIRST Fantastic Film Festival interviews will be held after the FIRST International Film Festival.
<b>Final Admission Announcement</b>	June 11	August 20	Final admission lists, departments and Venue Autonomy Zones will be published separately for each festival.



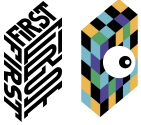
### **3.3 Admission Confirmation and Agreement Signing**

Selected volunteers must complete the required agreements within the timeframe specified by the Organizing Committee, including the Service Confirmation Letter, Multicultural Commitment, and Non-Disclosure Agreement.

## **4. Benefits and Support**

We believe that a valuable experience is itself the greatest reward. In addition, selected volunteers will receive the following benefits:

- Name acknowledgment across official festival promotion channels, publications, and volunteer webpage; professional portrait photography arranged by the Organizing Committee.
- One set of volunteer uniform and commemorative items, plus exclusive merchandise discounts.
- Invitation to participate in the Volunteer Curtain Call at the FIRST Award Ceremony as well as the Volunteer Recognition Ceremony.
- Official volunteer certificate for those who meet attendance requirements and have no disciplinary violations.
- Access to film screenings and related events, subject to completion of duties and without disrupting on-site operations.
- Personal accident insurance coverage during the volunteer service period.
- Subsidies for local transportation, meals, and basic medical support as needed.

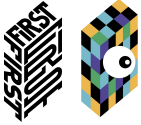


- Accommodation during the service period for full term volunteers.
- Outstanding volunteers will be given priority consideration for internship opportunities with the Organizing Committee.
- Official recommendation letters for employment, academic applications, or other purposes for outstanding volunteers.
- Outstanding volunteers will be included in the FIRST Talent Pool and receive targeted job referrals to industry partners.
- Volunteers with two full years of official service may apply to redeem one festival guest credential within three years to attend screenings and related events (subject to application and a recommendation letter from a committee supervisor).
- Upon completion of service, volunteers may join the FIRST Volunteer Alumni Community to receive invitations to future activities and participate in regular community benefits.

## **5. Work Guidelines**

### **5.1 Attendance and Punctuality**

Please report for duty strictly in accordance with your assigned schedule. If adjustments are needed, please communicate in advance with your Zone Supervisor and Department Supervisor. Punctuality is a fundamental expression of professionalism and respect.



## **5.2 Professionalism and Collaboration**

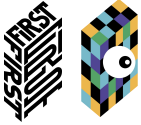
Please complete all required position and zone training with dedication. We especially encourage you to take ownership in “venue autonomy” efforts—observe proactively, collaborate closely with peers from different departments, and step in to support where needed. Your initiative and ability to work as a team form the foundation of a flexible and vibrant festival environment.

## **5.3 Safety**

Before leaving your post, please check that all power supplies, doors, and windows in your assigned area are turned off or secured. During the festival, the Organizing Committee will provide personal accident insurance and conduct advance review and management of safety qualifications for all venues. Please familiarize yourself with the emergency exits and response plans in your zone, take care of your personal safety and belongings, and contact your supervisor or on-site security immediately in case of any emergency.

## **5.4 Intellectual Property and Confidentiality**

During your service, you may have access to unreleased films, internal information, and guest privacy. You are responsible for maintaining strict confidentiality and respecting the intellectual property rights of all content. Unauthorized recording or distribution of audio, video, or internal festival materials is strictly prohibited. Any materials, works, and related intellectual property created or obtained by volunteers in the course of their duties for the festival shall be owned by the FIRST Film Festival Organizing Committee. Such materials may not be used, modified, or appropriated for commercial purposes without authorization.



## **5.5 Appearance and Etiquette**

While on duty, please wear your credential and volunteer uniform as required, and maintain a professional, neat appearance.

## **5.6 Feedback**

The Organizing Committee values the contributions and opinions of its volunteers and has established a multi-channel feedback mechanism. For work-related matters, please contact your Department Supervisor or Volunteer Coordinator. A 24-hour official volunteer feedback mailbox is also available at [volunteer@firstfilm.org.cn](mailto:volunteer@firstfilm.org.cn) for any questions or suggestions

## **6. Anti-Discrimination and Diversity Code**

### **6.1 Volunteer Commitments:**

- Respecting and embracing all participants regardless of race, ethnicity, gender identity, sexual orientation, religion, age, appearance, physical condition, or socioeconomic background;
- Refraining from any form of demeaning, discriminatory, or harassing speech or behavior, including but not limited to identity-based attacks;
- Actively fostering an inclusive environment, and taking initiative to stop or report any conduct that violates values of diversity;
- Embodying the core principles of equality, openness, and respect in youth culture through their words and actions.



## **6.2 Diversity and Anti-Discrimination Responsibilities**

- The Organizing Committee will establish an anonymous feedback and support channel (email: [volunteer@firstfilm.org.cn](mailto:volunteer@firstfilm.org.cn)) where volunteers and participants can report discrimination, harassment, or other misconduct. The Committee commits to responding and initiating an investigation within 48 working hours (business days) of receiving a report.
- For any volunteer found in violation of the anti-discrimination provisions, the Organizing Committee reserves the right to immediately terminate their volunteer status and pursue legal liability where applicable.

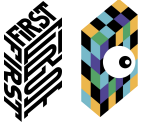
## **7. General Provisions**

- Submitting a volunteer application constitutes full acknowledgment, understanding, and voluntary acceptance of the terms set forth in this Charter.
- Matters not covered in this Charter shall be subject to the final interpretation of the Organizing Committee, which reserves the right to revise procedural details and announce them as appropriate.
- If an applicant engages in fraud, falsification, or any violation of rules or discipline during the application, training, or service period, the Organizing Committee reserves the right to disqualify them from application, admission, or service at any stage.

## **8. Contact Information**

Official Email: [volunteer@firstfilm.org.cn](mailto:volunteer@firstfilm.org.cn)

Tel: 010-85564221



For more information on volunteer applications, please follow the official WeChat account, official website of FIRST International Film Festival, as well as the Weibo accounts @FIRST International Film Festival and @FIRST Fantastic Film Festival.

**Thanks for volunteering!**