



**FRACTIS
STUDIOS**

Your creative
growth partner

THE FRACTIS ACADEMY.

This is how we grow the
next generation of
creative professionals.

<https://fractisstudios.com>

Pretoria, South Africa

Working Worldwide

REAL WORK. REAL LEARNING. REAL OUTCOMES.

The Fractis Academy is where new and experienced creatives trying to grow in the market or on other disciplines learn. On live client projects, alongside senior practitioners, in a studio that takes quality seriously.

This is not an internship or exposure work. It is built on an apprenticeship model. You learn by doing, you grow by showing up and you earn when your work is ready to deliver.





THE **FOUR TIERS.**

Every person in the Academy operates in one of four tiers. There is no fixed timeline between them. Progression is earned through consistency, quality, and communication - not time served.

4. FRACTIS

Full client work.
Full earning. Core team.

3. JUNIOR

Live deliverables on real projects.
Discretionary earning begins.

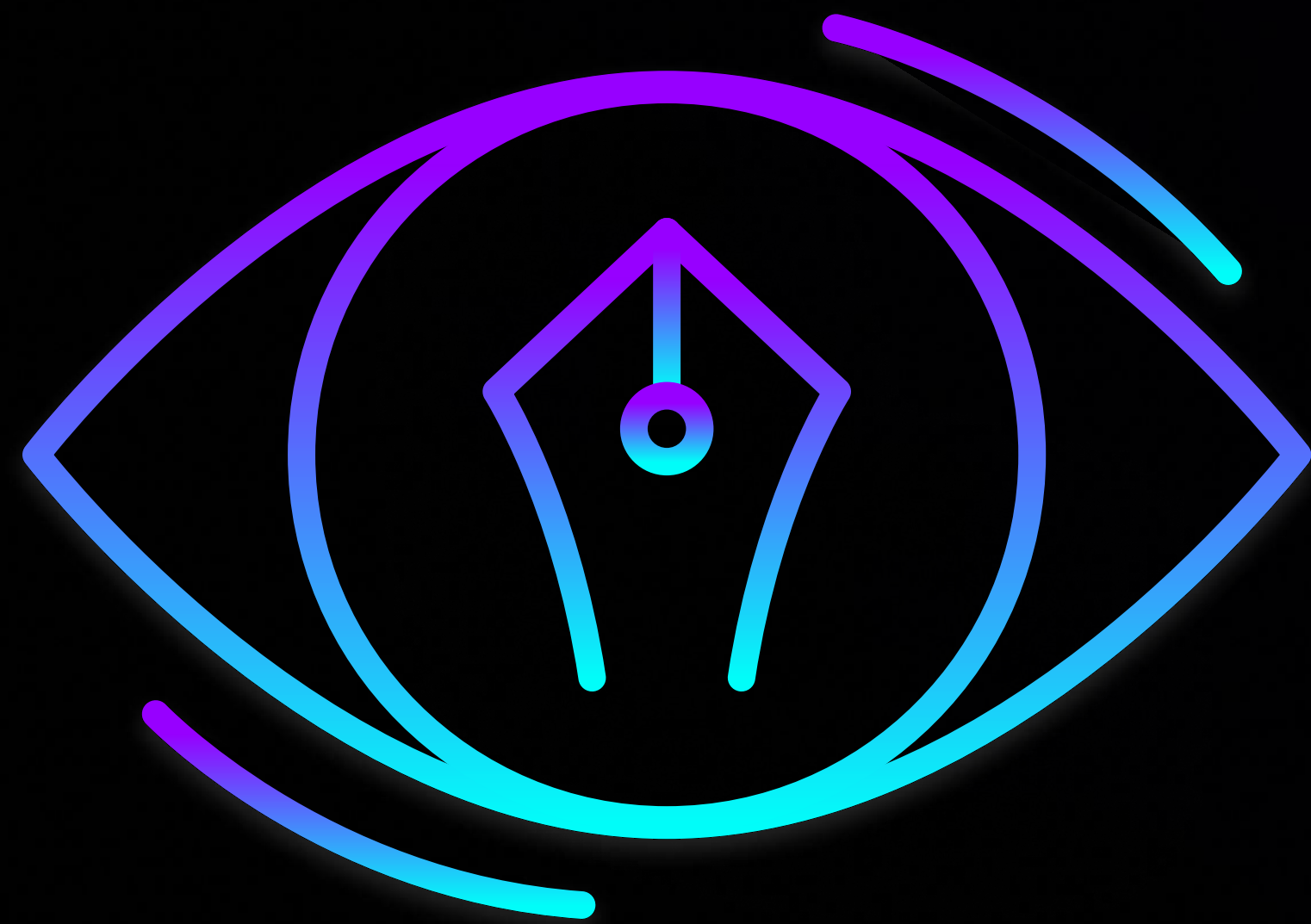
2. LEARNER

Structured tasks and real briefs.
Your output stays internal.

1. OBSERVER

Watch, learn, and explore.
No commitment required.

THE FOUR TIERS EXPLAINED.



1. OBSERVER

START BY WATCHING.

Observer level is open to anyone:

Juniors, career changers, creatives from other studios. People who are simply curious about how Fractis works and want to work with our community.

Sit in on sessions, watch how live projects run, get help on your own personal tasks and collaborate on other tasks at your own pace.

No deliverables. No commitment. No pressure.



2. LEARNER

START DOING.

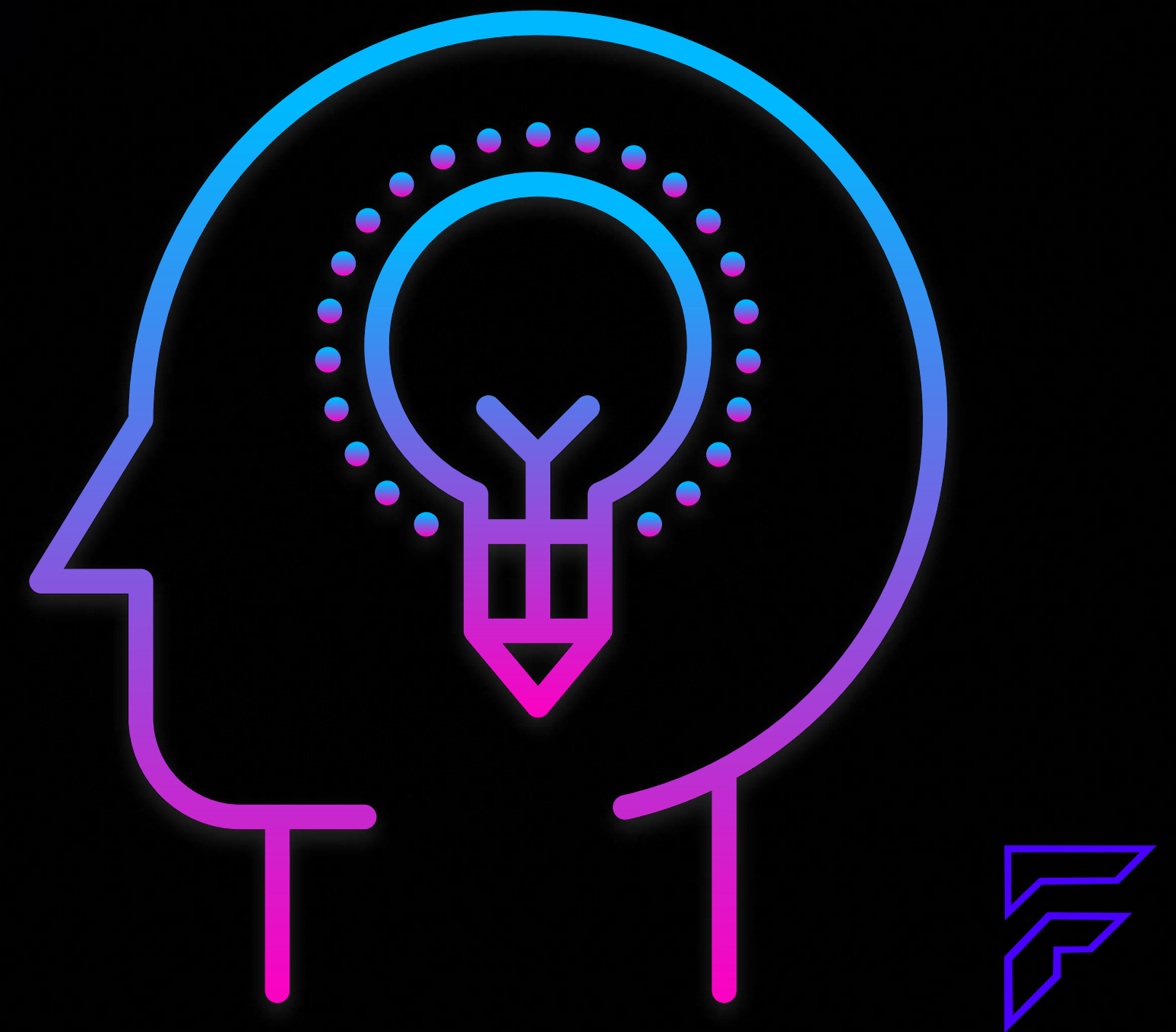
As an Active Learner:

You get structured tasks and real briefs.
You shadow seniors and receive structured learning tasks to grow your skills.

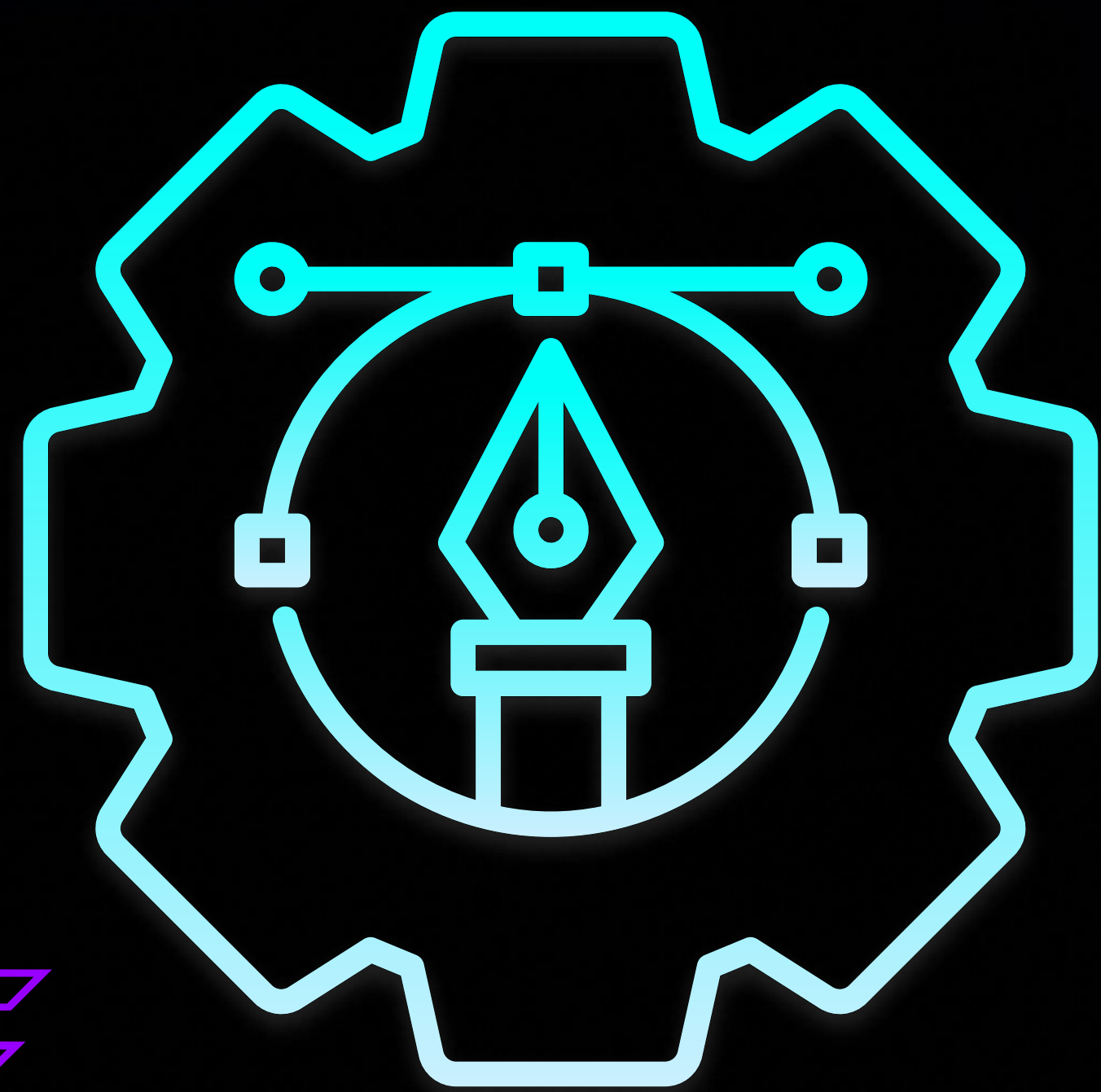
Your output stays internal - reviewed by seniors, used for direct coaching, and building toward client-ready work.

This is where skills get built and standards get understood.

THE FOUR TIERS EXPLAINED.



THE FOUR TIERS EXPLAINED.



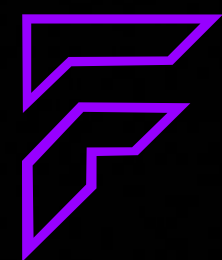
3. JUNIOR

YOUR WORK GOES TO CLIENTS.

Contributing Junior is a significant step:

Your deliverables go live - on client projects and studio work - under senior oversight. Deadlines are real. Production standards apply in full. You continue learning but your deliverables can go to clients with portfolio rights.

This is where discretionary earning begins. When you make a meaningful contribution to a live project, you are included in the earning pool for that project. Confirmed in writing before it starts.



4. FRACTIS

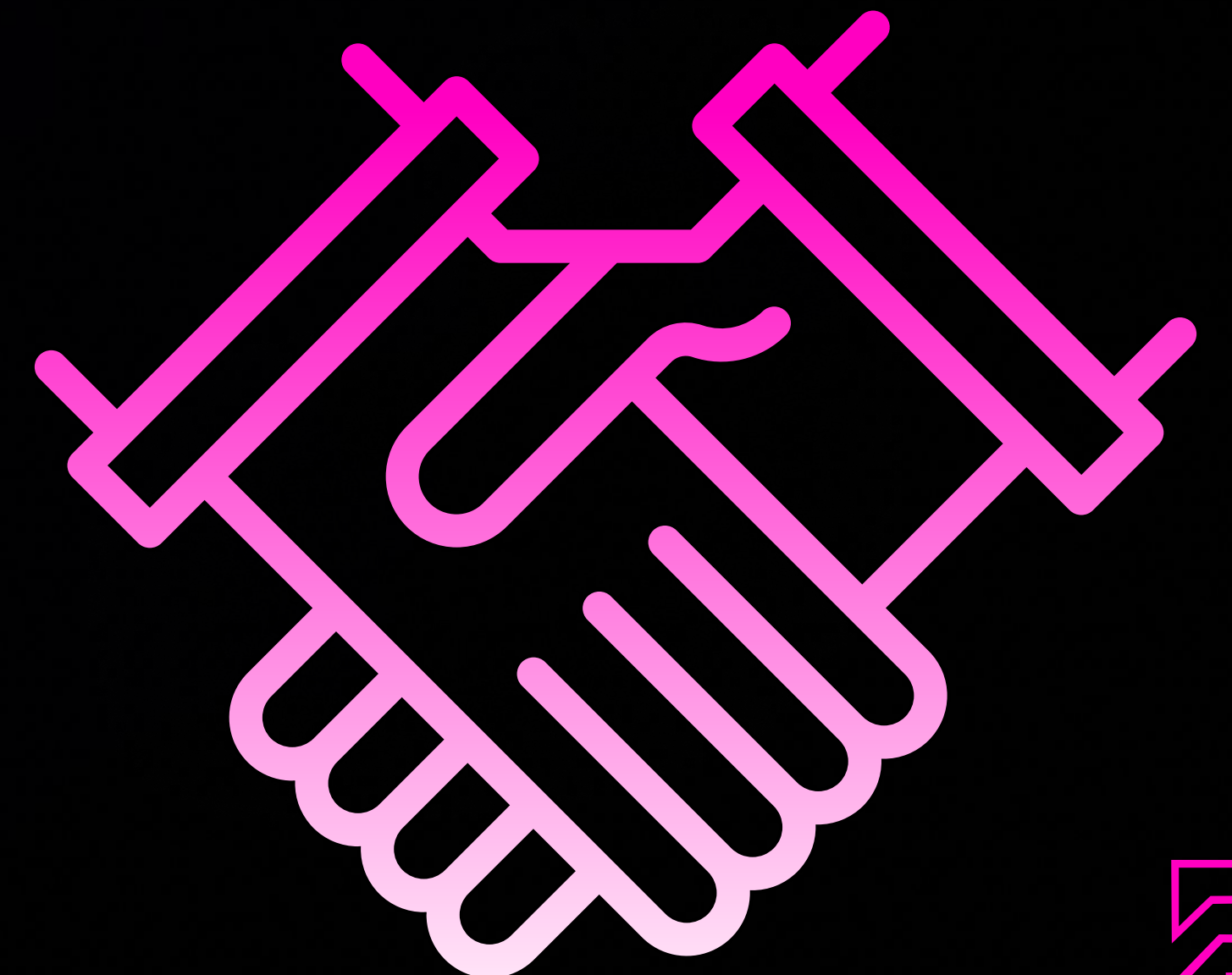
FULL COMMITMENT.
FULL EARNING.

At the top of the Academy:

You operate as a core team member. Full client work, full deadlines, and full earning through a project brief or retainer. The same shared ownership model that every collective member and senior works on.

This is where the Academy path and the direct freelancer path meet. Independent contractor or full-time staff - depending on where the studio is and what works for both sides.

THE
FOUR TIERS
EXPLAINED.



EARN

AS YOU GROW.

THE MONEY MAKES SENSE AT EVERY LEVEL.

Observer and Active Learner - No guaranteed earning.

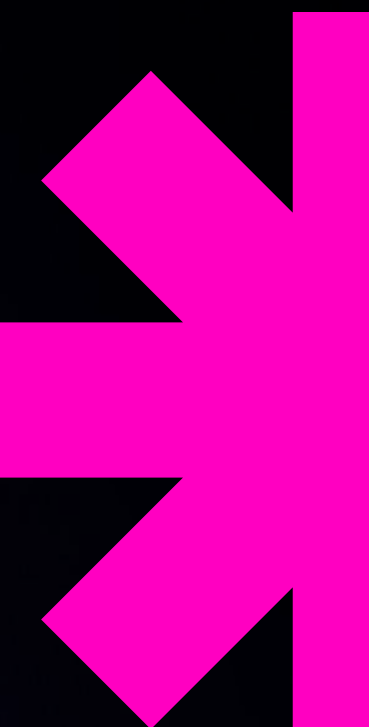
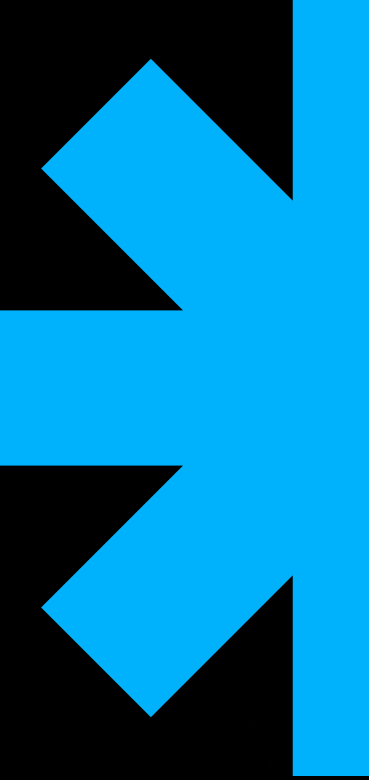
Learning, real work and project experience is the exchange at this stage - and it is a real one.

Contributing Junior - Discretionary earning pool applies when you make a meaningful contribution to a live project.

Confirmed in writing. Reflects your actual contribution to that project.

At Fractis level (Internal Staff and Freelancers) - Full project brief or retainer earning.

Same shared ownership model as every other collective member.



YOUR PACE. YOUR PATH.

NO FIXED TIMELINE. NO PRESSURE.

Progression through the Academy is earned, not timed. The people who move fastest are the ones who show up consistently, communicate honestly, and treat every piece of work - internal or client-facing - as if it matters.

One of our current team members came in as an Observer out of pure curiosity. He was running his own studio at the time and wanted to learn more. His work spoke for itself and he is now our development lead. Daleen's first design shadow started with no design knowledge - he is now working exclusively on our social media.

That is what this looks like when it works.



READY TO JOIN?

THE DOOR IS OPEN.

You have read enough to know who we are and what we bring.
We work locally and internationally.

We work with designers, developers, motion artists, copywriters,
photographers, videographers, sound designers, and strategists.
If you are skilled or wanting to learn, reliable, and good to work with:

Reach out.

We are ready when you are.

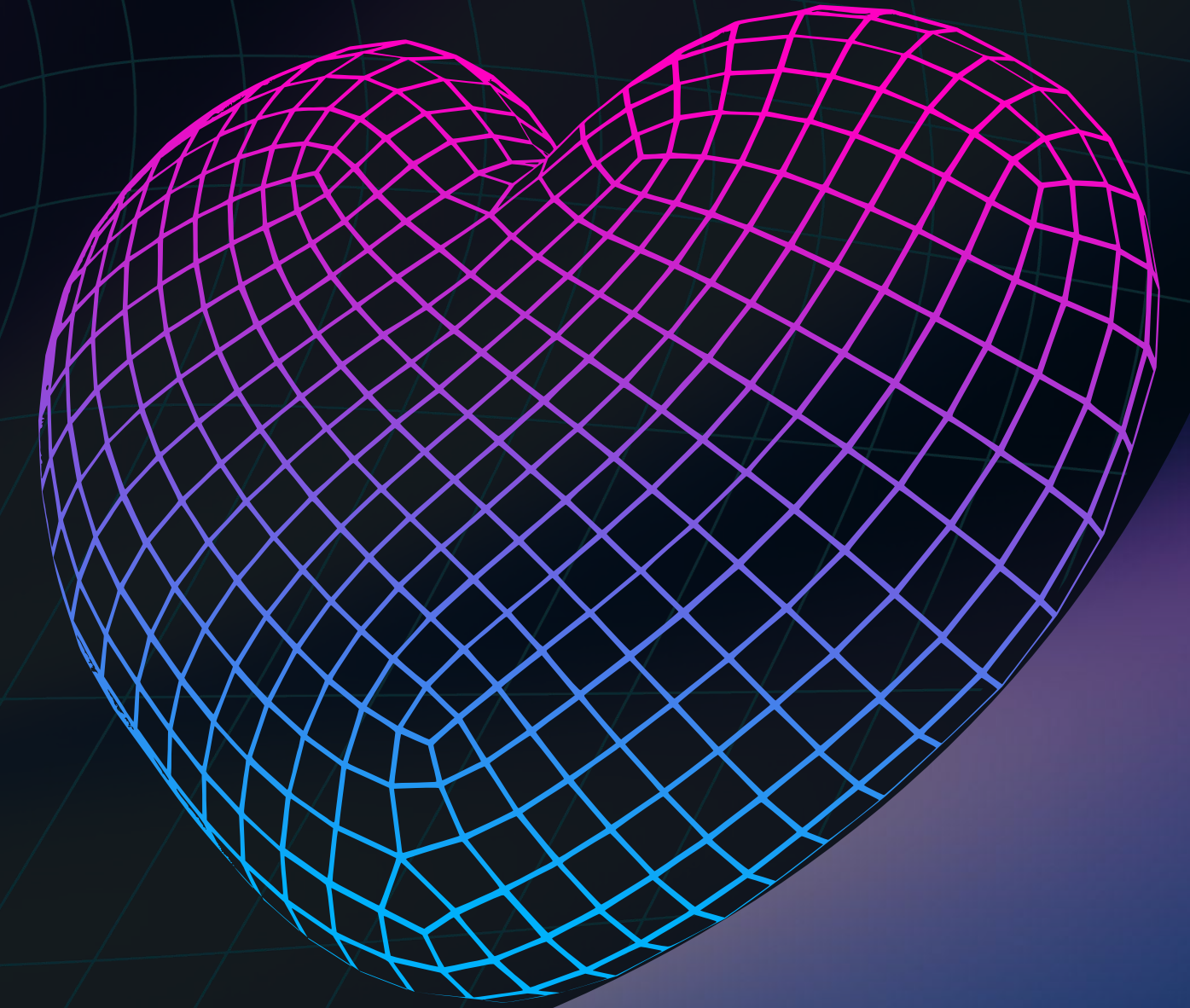


✉ info@fractisstudios.com

🌐 fractisstudios.com

📷 [@fractis_studios](https://www.instagram.com/fractis_studios)

**KNOW SOMEONE
WHO COULD USE
WHAT WE DO?**



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