

IGEA Skills Matrix

Small Studios

- [Programming/Technical Skills](#)
- [Game Design](#)
- [Narrative Design](#)
- Game Art
 - [Character Design](#)
 - [Environment Design](#)
 - [SFX](#)
 - [Animation](#)
 - [3D](#)
- [Quality Assurance Testing](#)
- [UX/UI](#)
- [Production Skills](#)
- [Soft Skills](#)

Mid-Sized Studios

- [Programming/Technical Skills](#)
- [Game Design](#)
- Game Art
 - [Character Design](#)
 - [Environment Design](#)
 - [SFX](#)
 - [Animation](#)
 - [3D](#)
- [UX/UI](#)
- [Production Skills](#)
- [Soft Skills](#)

Large Studios

- [Programming/Engineering Skills](#)
- [Game Design](#)
- [Technical Design](#)
- Game Art
 - [Technical Artist](#)
 - [Character Design](#)
 - [Environment Design](#)
 - [SFX](#)
 - [Animation](#)
 - [3D](#)
 - [2D](#)
- [UX/UI](#)
- [Production Skills](#)
- [Soft Skills](#)

Programming/Technical Skills: Small Studios

| | Two Moos | Drop Bear Bytes | Chaos Theory |
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| Skills | <ul style="list-style-type: none"> • Ability to quickly familiarise yourself to work with variant existing codebases • Ability to prototype as well as producing final code • Experience working collaboratively and closely with project teams in an Agile environment • Experience in game development and collaborating as part of a game team (whether it be web, app, console, VR, AR, 2D, 3D, etc) is ideal • Ability to work and communicate well with others when the team is a mix of in-office and remote • A keen interest in crafting games, apps, innovation prototypes, and other interactive experiences for family-focused organisations that are intended for educational and/or mission-based purposes | <ul style="list-style-type: none"> • C# programming • An understanding of programming patterns • Familiarity with data-driven design (and generally thinking of a data-first approach to development) • JSON and basic terminal use • Can demonstrate good commenting in code • Ability to follow and adhere to studio code standards • Good maths and physics skills are always beneficial • Solid understanding of source control | <ul style="list-style-type: none"> • Detailed knowledge of C# and game system architecture • Experience working on shipped games made with Unity (Ideally mobile games). These could be student projects that are published on the App Store or Google Play • Proficiency with Unity UI and Animation systems • Strong team focus and highly competent problem-solving skills • Experience with Git version control |
| Program Knowledge | <p>Our ideal candidates are full-stack engineers but do also hire specialist FE/BE engineers dependant on need. Our project focuses vary greatly, but generally require:</p> <ul style="list-style-type: none"> • Unity (for 2D/3D apps, VR, AR, etc) • HTML5 (generally for cross-platform 2D web games) • iOS/Android Native • Git/source control | <ul style="list-style-type: none"> • Unity • GitHub / Bitbucket • SourceTree • JIRA/Confluence • Excel/Google Sheets • Visual Studio/Visual Studio Code/Rider • diagrams.net (formerly draw.io) | <ul style="list-style-type: none"> • Unity • Git/SourceTree • Jira • Visual Studio |
| Where We Are Looking for You + Tips | <p>Being part of Engineering at Two Moos (and its parent company Two Bulls) means being part of a fast-moving team where you can make a difference and focus on your craft. It's centred around combining technical competencies and the latest technology trends to design and build novel solutions to challenging problems. Our Engineers know good tech, good pixels, and good code. We put humanity behind the 0's & 1's and bring ideas out of dusty slide decks and into human hands.</p> <ul style="list-style-type: none"> • What we're looking for inexperienced engineers (or grow in junior engineers): • Ability to work in a cross-functional and agile environment, developing high-quality software and architecture • Can ensure the technical quality and on-time delivery of digital solutions to meet the client needs • Can identify, prioritise and execute tasks in the software development life cycle • Can automate tasks through appropriate tools and scripting • Can Review and debug code and perform validation and verification testing where appropriate • Can write clear and effective documentation and can communicate their knowledge of system processes • Can collaborate with internal and external stakeholders to ideate, build, fix and improve products <p>And we love hearing about your hobbies, interests, and side projects!</p> | <p>Where we are looking for you? Existing networks (word of mouth), IGDA, Twitter, online writer's groups, recruitment agents, and public calls for applicants by posting about roles on our dev blog and social channels.</p> <p>Tips? Get a focus on one Tool/Game Engine (pick Unity, Unreal, etc.) as that will be better for studios - a wide range of skills is good, but someone who has focused on one set of tools / becoming an expert in a particular engine will be of more value. Don't spread yourself too thin early in your career. Be aware of other things, of course, but focus on one area.</p> | <p>Where we are looking for you? All of our jobs are posted on our website and Seek. Industry networking events are a great opportunity to build long-term connections with people in the industry. Foster these relationships and learn as much as you can. A lot of our staff are recommended by other employees.</p> <p>Tips? Keep making games and publishing them. Having a robust portfolio of games that a potential employer can go and play is very desirable. Publishing games on Google Play or Itch is relatively easy and shows great initiative.</p> |
| Contact | https://www.twobulls.com/join-us | team@dropbearbytes.com | hello@chaostheory.games |

Game Design: Small Studios

| | Two Moos |
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| Skills | <ul style="list-style-type: none"> • Solid understanding of how preschoolers and school-aged children play different types of games across desktop, tablet, and phone • Collaborate on and create a game concept, from high level to low level • Storytelling: able to sell and drive the vision of the game to clients and games teams • Creation and maintenance of the Game Design Document (GDD) and/or content plan in line with client objectives • Able to write and create great-looking proposals and assist in business development activities • Ability to think outside the box to solve design and delivery challenges • Deeply understands how to apply the right techniques for the right circumstances and target audience in collaboration with team and client • Able to design, mould, piece together game mechanics to suit the game concept • Understanding and designing gameplay, mechanics, and/or loops to ensure high retention, replayability, and engagement • Ability to collaboratively design mechanics to client budget, timeline, and objective constraints • Solid understanding of accessibility requirements and COPPA / GDPR considerations |
| Program Knowledge | <ul style="list-style-type: none"> • Google Suite • Miro • Figma • Basecamp • Slack |
| Where We Are Looking for You + Tips | <p>Where we are looking for you? We generally post our jobs on our website at twobulls.com/join-us which are also available to find on other sites such as LinkedIn.</p> <p>Tips? And don't be shy - always feel free to submit your resume to our "Expressions of Interest" if you don't see your type of job listed.</p> |
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Narrative Design: Small Studios

| | Drop Bear Bytes |
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| Skills | <ul style="list-style-type: none"> • Contributing to worldbuilding and core narrative (where applicable) • Pitching specific characters and conversations • Pitching quests and random encounters • Writing conversations and developing quests in conjunction with the designer(s) • Liaising with the Aboriginal consultant(s) and cultural educator(s) • Writing combat and civilian barks • Writing overheard conversations • Ongoing testing of conversations and other in-game narrative elements • Ongoing documentation of decisions and processes |
| Program Knowledge | <ul style="list-style-type: none"> • articy:draft • draw.io / diagrams.net • Microsoft Office/Google Docs • Slack, Google Hangouts, Zoom, and Microsoft Teams familiarity • Use of cloud-based storage (Shared Drives, DropBox, etc) • Understanding of Photoshop, paint.net, the Gimp • Basic use of Figma |
| Where We Are Looking for You + Tips | <p>Where we are looking for you? Existing networks (word of mouth), IGDA, Twitter, online writer's groups, recruitment agents, and public calls for applicants by posting about roles on our dev blog and social channels.</p> <p>Tips?</p> <ul style="list-style-type: none"> • Be mindful of failing to understand what your ideas cost in terms of resources and scope. For example, call for 5 new models, items, etc but it's just a quick one-off quest for a side area. You can reduce the number of pitch rejections based on these costs/trade-offs • Don't be too precious about your ideas - it's cool when you can respectfully argue, but not when demanding credit/going overboard with it • Don't be too precious about your words - you can overwrite/under-write |
| Contact | team@dropbearbytes.com |



Game Art (Character Design): Small Studios

| | Chaos Theory |
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| Skills | <ul style="list-style-type: none"> • Fundamental design skills • Gathering visual references and creating mood boards and style guides • Creating sketches, thumbnails, storyboards, and other low fidelity assets to refine the creative vision • Creating detailed character concepts in a wide variety of different styles • In-depth understanding of games art pipeline |
| Program Knowledge | <ul style="list-style-type: none"> • Highly proficient with the Adobe Suite |
| Where We Are Looking for You + Tips | <p>Where we are looking for you? All of our jobs are posted on our website and Seek. Industry networking events are a great opportunity to build long-term connections with people in the industry. Foster these relationships and learn as much as you can. A lot of our staff are recommended by other employees.</p> <p>Tips? Always be working on your portfolio, doing short courses, and trying new things. Explore a variety of different styles. If you can only design characters in one style then you will need to consistently look for specialised roles.</p> |
| Contact | hello@chaostheory.games |

Game Art (Environment Design): Small Studios

| | Chaos Theory |
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| Skills | <ul style="list-style-type: none"> • Fundamental design skills • Gathering visual references and creating mood boards and style guides. • Creating sketches, thumbnails, storyboards, and other low fidelity assets to refine the creative vision • Creating detailed environment concepts in a wide variety of different styles • In-depth understanding of games art pipeline |
| Program Knowledge | <ul style="list-style-type: none"> • Highly proficient with the Adobe Suite. |
| Where We Are Looking for You + Tips | <p>Where we are looking for you? All of our jobs are posted on our website and Seek. Industry networking events are a great opportunity to build long-term connections with people in the industry. Foster these relationships and learn as much as you can. A lot of our staff are recommended by other employees.</p> <p>Tips? Always be working on your portfolio, doing short courses, and trying new things. Explore a variety of different styles. If you can only design environments in one style then you will need to consistently look for specialised roles.</p> |
| Contact | hello@chaostheory.games |

Game Art (SFX): Small Studios

| | Chaos Theory |
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| Skills | <ul style="list-style-type: none"> • Excellent understanding of audio design and composition • Portfolio demonstrating sound design skills across a variety of styles • Ability to create high-quality sound effects using visual and animation reference • Highly competent in DAW of choice: Pro Tools, Logic, etc • (Nice to have) experience implementing game audio in Unity • (Nice to have) experience with FMOD, Wwise, or other game audio middleware |
| Program Knowledge | <ul style="list-style-type: none"> • DAW of choice: Pro Tools, Logic, etc • Unity • Git/SourceTree |
| Where We Are Looking for You + Tips | <p>All of our jobs are posted on our website and Seek. Industry networking events are a great opportunity to build long-term connections with people in the industry. Foster these relationships and learn as much as you can. A lot of our staff are recommended by other employees.</p> |
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Game Art (Animation): Small Studios

| | Two Moos |
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| Skills | <ul style="list-style-type: none"> • Has a strong grasp of fundamental animation principles • Can Apply appropriate techniques for maximum impact within technical and gameplay constraints • Can use animation to delight the user, improve the user experience, make the game more fun, give a character personality, and bring our games/products to life • Can create and design particle effects, bringing an area of the game to life • When working with existing IP, can study the motion in the IP to ensure animation is consistent |
| Program Knowledge | <p>For 2D</p> <ul style="list-style-type: none"> • Spine 2D • Adobe Suite (After Effects, Photoshop, Illustrator) • Unity animation tools • Figma / Zeplin • Git/ (Bitbucket, SourceTree) <p>For 3D</p> <ul style="list-style-type: none"> • Unity • Maya • Blender • Photoshop / Adobe Suite • Git/ (Bitbucket, SourceTree) |
| Where We Are Looking for You + Tips | <p>We generally post our jobs on our website at twobulls.com/join-us which are also available to find on other sites such as LinkedIn.</p> <p>And don't be shy - always feel free to submit your resume to our "Expressions of Interest" if you don't see your type of job listed.</p> |
| Contact | <p>https://www.twobulls.com/join-us</p> |



Game Art (3D): Small Studios

| | Two Moos | Chaos Theory |
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| Skills | <ul style="list-style-type: none"> • Can build game characters, objects, and environments, balancing visual detail with the tech limitations • Can create and apply textures to 3D models • Can design lighting in a game, to create or magnify a mood • Can work closely with engineers to develop effective pipelines | <ul style="list-style-type: none"> • Gathering visual references and creating mood boards and style guides • 3D asset production, including Modelling, Texturing, Rigging, Animating • Exporting assets for use in the Unity game engine • Optimising or repurposing existing assets, including polygon reduction, adjusting rigs, baking textures • Implementing assets in Unity. Creating materials, animation controllers, and prefabs • Creating lighting effects and visual effects in Unity |
| Program Knowledge | <ul style="list-style-type: none"> • Unity • Maya • Photoshop / Adobe Suite • Git/ (Bitbucket, SourceTree) • Figma | <ul style="list-style-type: none"> • Unity • Maya • Adobe Suite • Git/SourceTree • Jira • Visual Studio |
| Where We Are Looking for You + Tips | <p>We generally post our jobs on our website at twobulls.com/join-us which are also available to find on other sites such as LinkedIn.</p> <p>And don't be shy - always feel free to submit your resume to our "Expressions of Interest" if you don't see your type of job listed.</p> | <p>Where we are looking for you? All of our jobs are posted on our website and Seek. Industry networking events are a great opportunity to build long-term connections with people in the industry. Foster these relationships and learn as much as you can. A lot of our staff are recommended by other employees.</p> <p>Tips? Always be working on your portfolio, doing short courses, and trying new things. Explore a variety of different styles. If you are looking for a full-time position in a small studio then having a broad skill set will be useful.</p> |
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Quality Assurance Testing: Small Studios

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| Skills | <p>At Two Moos, our Quality Assurance (QA) Engineers are responsible for developing and executing exploratory and automated tests to ensure product quality. This role is essential in designing and implementing tests, debugging, and defining corrective actions, whilst also reviewing system requirements and tracking quality assurance metrics on an ongoing basis.</p> <p>A QA Engineer plays an important part in Two Moos product development process and is embedded in the project team from kick-off to launch, being responsible for conducting tests before product launches to ensure software runs smoothly and meets our client needs.</p> <ul style="list-style-type: none"> • Ability to evaluate partially defined problems and provide a solution, within a familiar technical competency • Ability to comply and follow documented policies and procedures • Attentive and systematic in approach to learning more about software testing/QA • Can contribute to a project in a familiar technical competency productively within a reasonable timeframe • Willingness to guide and mentor less experienced engineers and participate in sharing new technical knowledge • Review requirements, specifications, and technical design documents to provide timely and meaningful feedback • Create detailed, comprehensive, and well-structured test plans and test cases • Estimate, prioritise, plan and coordinate testing activities • Design, develop and execute automation scripts • Identify, record, document thoroughly, and track bugs • Perform thorough regression testing when bugs are resolved • Develop and apply testing processes for new and existing products to meet client needs • Liaise with internal teams (e.g. developers and product designers) to identify system requirements • Monitor debugging process results • Investigate the causes of non-conforming software and train users to implement solutions • Track quality assurance metrics, like defect densities and open defect counts • Stay up-to-date with new testing tools and test strategies |
| Program Knowledge | Bachelor's degree in Computer Science, Engineering, or related field (or relevant experience). |
| Where We Are Looking for You + Tips | <p>We generally post our jobs on our website at twobulls.com/join-us which are also available to find on other sites such as LinkedIn.</p> <p>And don't be shy - always feel free to submit your resume to our "Expressions of Interest" if you don't see your type of job listed.</p> |
| Contact | https://www.twobulls.com/join-us |

UX/UI: Small Studios

| | Chaos Theory |
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| Skills | <ul style="list-style-type: none"> • Excellent understanding of mobile game UX • Portfolio demonstrating UI design skills across a variety of styles • Comprehensive understanding of Adobe CC and your prototyping tool of choice: Figma, Sketch, etc • Ability to illustrate custom icons, graphics, and widgets • Ability to create UX prototypes based on written briefs • Ability to illustrate storyboards, user flows and behaviours, and low fidelity concepts • Good understanding of game asset pipeline for UI assets: atlasing, 9-sliced images, etc |
| Program Knowledge | <ul style="list-style-type: none"> • Adobe Suite • Prototyping tool of choice: Figma, Sketch, etc |
| Where We Are Looking for You + Tips | <p>All of our jobs are posted on our website and Seek. Industry networking events are a great opportunity to build long-term connections with people in the industry. Foster these relationships and learn as much as you can. A lot of our staff are recommended by other employees.</p> |
| Contact | <p>hello@chaostheory.games</p> |

Production Skills: Small Studios

| | Two Moos | Drop Bear Bytes |
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| Skills | <p>You are a game producer that delivers. You are passionate about creating compelling experiences that engage players for entertainment and/or education. You can switch between contributing directly to a project in both production and game design and evolving the strategy around how to deliver effectively to improve and expand on the form of games we create.</p> <p>Generally, our ideal candidates:</p> <ul style="list-style-type: none"> • Can take a high-level brief from a client and craft the vision for the game • Can translate the vision and game design into a backlog for the development team • Can build, track, and maintain schedules • Are comfortable with ambiguity and an ability to drive the team and clients towards clarity • Able to work collaboratively with team members and clients to align priorities • Experience in using Agile concepts within a games development context is ideal • Our clients come from around the world, so we sometimes need to be able to work effectively across time zones, particularly the Australia/ US time zone • Additionally, our producers generally need to grow a solid understanding of accessibility requirements as well as COPPA / GDPR considerations (data privacy) | <ul style="list-style-type: none"> • Can demonstrate strong familiarity with the various stages of the game development lifecycle • Ensuring content pipelines are in place and suggesting how they can be optimised • Able to stay completely on top of any deliverables or dependencies, inter-team or for external stakeholders • Can deliver sprint reports, alert the team of red flags, adjusting timelines and forecasts, and thus re-evaluating timings as needed • Has worked across narrative, audio, and art teams, interfacing with leads as needed |
| Program Knowledge | <p>There are always new tools we like to try but we generally use some or all of the following in our projects:</p> <ul style="list-style-type: none"> • Kanbanize / Clickup / JIRA • Basecamp • Slack • Google Suite • Miro • Knowledge of Git (Bitbucket/SourceTree) is cool too | <ul style="list-style-type: none"> • JIRA • Confluence • Google Sheets/Excel |
| Where We Are Looking for You + Tips | <p>We generally post our jobs on our website at twobulls.com/join-us which are also available to find on other sites such as LinkedIn.</p> <p>And don't be shy - always feel free to submit your resume to our "Expressions of Interest" if you don't see your type of job listed.</p> | <p>Existing networks (word of mouth), IGDA, Twitter, online writer's groups, recruitment agents, and public calls for applicants by posting about roles on our dev blog and social channels.</p> |
| Contact | <p>https://www.twobulls.com/join-us</p> | <p>team@dropbearbytes.com</p> |



Soft Skills: Small Studios

| | Two Moos | Drop Bear Bytes | Chaos Theory |
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| Soft Skills | <ul style="list-style-type: none"> • Able to work collaboratively with team members and clients to align priorities • Ability to communicate effectively, happy to ask questions if they are not sure of something or need an assumption confirmed • Highly organised, can lead discussions and help solve problems as part of teams and with clients • Ability to think quickly and outside of the box • Our clients come from around the world, so we sometimes need to be able to work effectively across time zones, particularly the Australia/ US time zone • A passion to learn, grow and adapt as technology and tools evolve • A keen love of games, playful experiences, and exploring new technologies | <ul style="list-style-type: none"> • Willingness to assume good intentions in all comms - it is too easy to misread someone remotely, so assuming things are coming from a good place first and foremost helps tremendously • Be on time for calls and meetings, especially when working on remote/distributed teams • Ability to work without close management given we don't have a studio space and everyone is currently remote (and many of us were before COVID) • Understands what their role is and what it isn't - ambition is great, but we've seen too many people trying to do what their dream role is at the expense of the responsibilities they were hired to perform • Realise that there's NOTHING wrong with raising your hand and asking for help! • Respectful to all team members, with great interpersonal skills and an ability to collaborate remotely and across time zones • Listen to the people you are learning from. Deliver not what was asked for but improve on the feedback provided. Think about how you can fix it and carry some feedback further through documents and then think of how else you can apply it. Don't just do what you're told but learning, synthesise. Stay curious and learn as much as you can about the project and studio, have respect for other departments, and understand what they do • Entry-level folks must stay curious and ask a lot of questions, get an understanding of the bigger picture and goals, respond to critiques and understand that nothing is personal, you just might have several sets of feedback so the ability to listen and problem solve if you have different sets of feedback • Good communication is essential - this also ties to understanding everyone's roles; colleagues in other departments.= • "How do you stop yourself from enjoying video games? Get a job in video games." • Ideas are meaningless - everyone has ideas • The game is not about you - what's important to you might not be the right fit for the game, or the game might not be the correct vehicle for those ideas | <ul style="list-style-type: none"> • Excellent written and verbal communication skills • Highly organised with great time management skills • An ability to resolve problems and work with a diverse team • Excellent decision-making skills. Able to evaluate trade-offs between the love triangle of good/fast/cheap and determine the best path forward • A passion to grow, and to help others to grow • A love for games and a broad taste in different games |

Programming/Technical Skills: Mid-Sized Studios

| | League of Geeks | Tantalus Media (A Keywords Studio) | Wicked Witch |
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| Skills | <ul style="list-style-type: none"> • Some experience developing video games in C#/C++ • Attention to detail and design sensibilities • Communication, creative collaboration, and teamwork skills • A commitment to working in a professional, inclusive and supportive environment | <ul style="list-style-type: none"> • Demonstrable proficiency in C++ • Good familiarity with game engine architectures • Familiarity with source control • Write clear, robust, maintainable code • Demonstrated accurate scheduling ability • A degree or higher-level tertiary qualification in a course such as Computer Science, Computer Engineering, or Mathematics is preferred. Self-taught applicants must be able to demonstrate a high level of competency with game-related demo code | <ul style="list-style-type: none"> • A great appetite for self-learning • Understand how you can best work in a team and what roles you are great at • Being able to debug, using breakpoints, logs, and crash dumps |
| Program Knowledge | <ul style="list-style-type: none"> • C# Programming • Unity ECS • GitHub | <ul style="list-style-type: none"> • An understanding of object-orientated coding • C++ (desirable) • C# (desirable) • Unity • Experience using some form of source control | <ul style="list-style-type: none"> • C++ Programming • Unreal Engine 4 |
| Where We Are Looking for You + Tips | <p>Where are we looking for you?</p> <ul style="list-style-type: none"> • Direct applications in response to positions posted on our careers site • We also post on our Twitter, Instagram, Tseumea, and any other discipline relevant job boards • We like to meet people at networking events and conferences, such as graduate shows and GCAP <p>Tips?</p> <ul style="list-style-type: none"> • A good cover letter addressing position criteria is essential • We always like to see personal work in a folio • Noting what a project is and what for is very handy for people hiring • We like to see your working out as well as finished work • In an interview, always come prepared with questions • Think about what your goals are in your career, and let hiring managers know <p>Programming Tips?</p> <ul style="list-style-type: none"> • Your portfolio is a great opportunity to showcase your engineering process. • What did you try that didn't work? • Why didn't it work? • How did you address that? • You aren't expected to know everything - share how you think and solve problems • Videos or pictures are helpful for easily communicating something! • A single polished feature is better at showing your skills than a full game • If the project was a team project, highlight and discuss your specific contributions • Don't send links to source code. No one is going to have time to review it | <ul style="list-style-type: none"> • A degree or higher-level tertiary qualification in a course such as Computer Science, Computer Engineering, or Mathematics is preferred. Self-taught applicants must be able to demonstrate a high level of competency with game-related demo code • Naturally, work as part of a team • Genuine enthusiasm and passion for the games industry • Be able to talk in detail about any experience you have had to date • Be able to show us some code and talk about the decision making behind it • If you have your own projects, please show them off | <ul style="list-style-type: none"> • Take small courses, like the ones on Udemy to keep yourself motivated • Set yourself realistic goals to improve in areas you are interested in • Create hobby projects that are great to show off in a portfolio and interview • Show us that you are passionate! • Think about what sets you apart from your peers • Impress with deep knowledge in at least one area |
| Contact | careers@leagueofgeeks.com | tantalus@tantalus.com.au | jobs@wicked-witch.com.au |



Game Design: Mid-Sized Studios

| | League of Geeks | Tantalus Media (A Keywords Studio) |
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| Skills | <ul style="list-style-type: none"> • Strong written and verbal communication skills • Someone who understands it's not their ideas we're after, it's their problem-solving ability • A great understanding and vocabulary of game systems, retention, meta, onboarding, with an ability to discuss what mechanics work well in other games and why or why they don't • Strong learning skills | <ul style="list-style-type: none"> • Very strong written skills with examples • A good understanding of game mechanics from U.I to game play loops • A Designer should be able to explain why certain game mechanics succeed and why some don't. You will have to be able to talk to this. It is harder to analyse a successful game loop • Able to communicate abstract ideas easily • Detail focused • Highly organised and self-motivated |
| Program Knowledge | <ul style="list-style-type: none"> • Unity • GitHub • Wordprocessing + Spreadsheet skills • Conceptual software skills, flowcharts, miro boards, etc | <ul style="list-style-type: none"> • Wordprocessing packages • Spreadsheet packages • Any flowchart or drawing packages that help explain ideas quickly to an audience that may be at a distance • Photoshop |
| Where We Are Looking for You + Tips | <p>Where are we looking for you?</p> <ul style="list-style-type: none"> • Direct applications in response to positions posted on our careers site • We also post on our Twitter, Instagram, Tseumea, and any other discipline relevant job boards • We like to meet people at networking events and conferences, such as graduate shows and GCAP <p>Tips?</p> <ul style="list-style-type: none"> • A good cover letter addressing position criteria is essential • We always like to see personal work in a folio • Noting what a project is and what for is very handy for people hiring • We like to see your working out as well as finished work • In an interview, always come prepared with questions • Think about what your goals are in your career, and let hiring managers know | <ul style="list-style-type: none"> • It is not enough to play games. A designer has to have a deep understanding of how they work. They have to understand exactly why good games work not just why bad games fail • They need to have a vast library of games experience they can draw upon • Many people in the industry are passionate, a designer has to have more game mechanic information than the rest of the team • Your ability to successfully communicate with new people will be judged during the interview • You will be working on styles of games you may not enjoy and still have to know about their mechanics in detail • Documentation will be what the team relies on to successfully complete the game. It has to be clear and thorough and it will continually evolve during development |
| Contact | careers@leagueofgeeks.com | tantalus@tantalus.com.au |

Game Art (Character Design): Mid-Sized Studios

| | League of Geeks | Wicked Witch |
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| Skills | <ul style="list-style-type: none"> You love creating 3D assets for games and would like to learn more You have some understanding of 3D art pipelines for games You want to listen to and learn from more experienced game artists You have a creative spirit with a burning desire to craft great art You love attention to detail and you're good at communicating You believe that a workplace should be professional, inclusive, and supportive | <ul style="list-style-type: none"> 3ds Max Low poly Characters for handheld, mobile games High poly Characters for consoles, and PC games Traditional art/drawing |
| Program Knowledge | <ul style="list-style-type: none"> Maya Unity 3D (with Shadergraph) Zbrush Photoshop Substance Painter/Designer Bonus: Scripting (Maya/Unity basics) Bonus: Blender Bonus: Houdini Bonus: Marmoset Toolbag Bonus: Marvelous Designer | <ul style="list-style-type: none"> 3ds Max/Maya Max scripting or Mel scripting Motion Builder Python scripting (basic knowledge preferable) Unreal/Unity SVN |
| Where We Are Looking for You + Tips | <p>Where are we looking for you?</p> <ul style="list-style-type: none"> Direct applications in response to positions posted on our careers site We also post on our Twitter, Instagram, Tseumea, and any other discipline relevant job boards We like to meet people at networking events and conferences, such as graduate shows and GCAP <p>Tips?</p> <ul style="list-style-type: none"> A good cover letter addressing position criteria is essential We always like to see personal work in a folio Noting what a project is and what for is very handy for people hiring We like to see your working out as well as finished work In an interview, always come prepared with questions Think about what your goals are in your career, and let hiring managers know <p>Character Design Tips?</p> <ul style="list-style-type: none"> Think about how you are showing your work. Your folio is also part of your presentation. Keep it simple, with your best images clear and easy to read It's great to see your passion for games through your own projects. Also, a good way to show off your skills and a chance to talk about what you did in which area Examples of both low and high poly models Good understanding of anatomy Nice to see images that show your approach to mesh topology and UV layouts | <ul style="list-style-type: none"> Create hobby projects that are great to show off in a portfolio and interview Show us that you are passionate! Think about what sets you apart from your peers Impress with deep knowledge in at least one area |
| Contact | careers@leagueofgeeks.com | jobs@wicked-witch.com.au |

Game Art (Environment Design): Mid-Sized Studios

| | League of Geeks |
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| Skills | <ul style="list-style-type: none"> • Expertise in creating 3D assets for games, both high and low poly • Understanding of 3D pipelines/asset creation for games including modelling, texturing • The ability to adapt artistic style to match concept art or vision • The ability to work independently and manage task lists and workflow • Detail sensitivity, a proven aesthetic eye, and strong design sensibilities • Excellent communication, creative collaboration, and teamwork skills • A commitment to working in a professional, inclusive and supportive environment • Experience with Unreal or Unity is a bonus |
| Program Knowledge | <ul style="list-style-type: none"> • Maya • Unity 3D (Shadergraph) • Zbrush • Photoshop • Substance Painter/Designer • Bonus: Scripting (Maya/Unity basics) • Bonus: Blender • Bonus: Houdini • Bonus: Marmoset Toolbag • Bonus: Marvelous Designer |
| Where We Are Looking for You + Tips | <p>Where are we looking for you?</p> <ul style="list-style-type: none"> • Direct applications in response to positions posted on our careers site • We also post on our Twitter, Instagram, Tseumea, and any other discipline relevant job boards • We like to meet people at networking events and conferences, such as graduate shows and GCAP <p>Tips?</p> <ul style="list-style-type: none"> • A good cover letter addressing position criteria is essential • We always like to see personal work in a folio • Noting what a project is and what for is very handy for people hiring • We like to see your working out as well as finished work • In an interview, always come prepared with questions • Think about what your goals are in your career, and let hiring managers know <p>Environment Design Tips?</p> <ul style="list-style-type: none"> • Think about how you are showing your work. Your folio is also part of your presentation. Keep it simple, with your best images clear and easy to read • It's great to see your passion for games through your own projects. Also, a good way to show off your skills and chance to talk about what you did in which area • Examples of both low and high poly models in different styles • Choose images that best showcase your attention to detail, understanding of light and colour theory. Whole landscapes and individual props to highlight specific areas • Nice to see images that show your approach to mesh topology and UV layouts |
| Contact | careers@leagueofgeeks.com |

Game Art (SFX): Mid-Sized Studios

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| Skills | <ul style="list-style-type: none"> • An artistic flair for exciting game particles and dynamic effects • The ability to work closely with an art director to nail the look and feel • The ability to create a wide range of different styles outside of the 'out of the box' particle systems (i.e. Anime style particles) • Great 2D animation skills - for example, 2D frame animation particles • High-fidelity particle systems for console and PC • Basic but firm knowledge of shader graphs and their code |
| Program Knowledge | <ul style="list-style-type: none"> • Unity 3D (Shadergraph and VFX graph) • Photoshop • After Effects • Substance Painter/Designer • Amplify Shader Editor • Bonus: Maya • Bonus: Blender • Bonus: Houdini |
| Where We Are Looking for You + Tips | <p>Where are we looking for you?</p> <ul style="list-style-type: none"> • Direct applications in response to positions posted on our careers site • We also post on our Twitter, Instagram, Tseumea, and any other discipline relevant job boards • We like to meet people at networking events and conferences, such as graduate shows and GCAP <p>Tips?</p> <ul style="list-style-type: none"> • A good cover letter addressing position criteria is essential • We always like to see personal work in a folio • Noting what a project is and what for is very handy for people hiring • We like to see your working out as well as finished work • In an interview, always come prepared with questions • Think about what your goals are in your career, and let hiring managers know <p>SFX Tips?</p> <ul style="list-style-type: none"> • We're after FX artists who love to get stuck into the technical side such as creating interesting shader and timeline animations to bring our games to life. • Being able to identify the art style and game purpose of the VFX is important - what does the particle do to the feel of the game? • Show a strong technical understanding of Unity and particle systems, and show artistic flair, and you'll be asked for an interview! |
| Contact | careers@leagueofgeeks.com |

Game Art (Animation): Mid-Sized Studios

| | League of Geeks | Wicked Witch |
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| Skills | | <ul style="list-style-type: none"> • Motion Builder • Rigging Low poly Characters for handheld, mobile games • Rigging High poly Characters for consoles, and PC games • Traditional art/drawing |
| Program Knowledge | <ul style="list-style-type: none"> • Maya (Unity a big bonus) | <ul style="list-style-type: none"> • 3ds Max / Maya • Max scripting or Mel scripting • Motion Builder • Python scripting (basic knowledge preferable) • Unreal / Unity • SVN |
| Where We Are Looking for You + Tips | <p>Where are we looking for you?</p> <ul style="list-style-type: none"> • Direct applications in response to positions posted on our careers site • We also post on our Twitter, Instagram, Tseumea, and any other discipline relevant job boards • We like to meet people at networking events and conferences, such as graduate shows and GCAP <p>Tips?</p> <ul style="list-style-type: none"> • A good cover letter addressing position criteria is essential • We always like to see personal work in a folio • Noting what a project is and what for is very handy for people hiring • We like to see your working out as well as finished work • In an interview, always come prepared with questions • Think about what your goals are in your career, and let hiring managers know <p>Advice for reels?</p> <ul style="list-style-type: none"> • Make it really easy to find your reel • Include a short breakdown in the video description, or even as an overlay, that gives a bit of background and context behind your work • Only put your very best work in • It's critical to put your best, eye-catching work in the first 5-10 seconds of your reel • If you want to apply for a specific studio that has a particular style, try to make sure your portfolio has pieces that show you can animate in their style e.g. if it's a gameplay animator role, don't just show cutscenes | <ul style="list-style-type: none"> • Create hobby projects that are great to show off in a portfolio and interview • Show us that you are passionate! • Think about what sets you apart from your peers • Impress with deep knowledge in at least one area |
| Contact | careers@leagueofgeeks.com | jobs@wicked-witch.com.au |



Game Art (3D): Mid-Sized Studios

| | League of Geeks | Tantalus Media (A Keywords Studio) | Wicked Witch |
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| Skills | <ul style="list-style-type: none"> • Expertise in creating 3D assets for games, both high and low poly • Understanding of 3D pipelines/asset creation for games including modelling, texturing • The ability to adapt artistic style to match concept art or vision • The ability to work independently and manage task lists and workflow • Detail sensitivity, a proven aesthetic eye, and strong design sensibilities • Excellent communication, creative collaboration, and teamwork skills • A commitment to working in a professional, inclusive, and supportive environment • Experience with Unreal or Unity is a bonus | <ul style="list-style-type: none"> • Artistic versatility with the ability to handle different art styles • To be comfortable using different 3D art packages • To have a good aesthetic • Have the ability to learn new software as it becomes available | <ul style="list-style-type: none"> • 3ds Max • Low poly Environment for handheld, mobile games • High poly Environment for consoles, and PC games • Traditional art/drawing |
| Program Knowledge | <ul style="list-style-type: none"> • Maya • Unity 3D (Shadergraph/VFXgraph) • Zbrush • Photoshop • Substance Painter/Designer • Bonus: Scripting (Maya/Unity basics) • Bonus: Blender • Bonus: Houdini • Bonus: Marmoset Toolbag • Bonus: Marvelous Designer | <ul style="list-style-type: none"> • Maya or 3ds Max • Photoshop • Substance Painter/Designer | <ul style="list-style-type: none"> • 3ds Max / Maya • Max scripting or Mel scripting • Motion Builder • Python scripting (basic knowledge preferable) • Unreal / Unity • SVN • Adobe Photoshop • Adobe Illustrator • Substance Painter / Designer |
| Where We Are Looking for You + Tips | <p>Where are we looking for you?</p> <ul style="list-style-type: none"> • Direct applications in response to positions posted on our careers site • We also post on our Twitter, Instagram, Tseumea, and any other discipline relevant job boards • We like to meet people at networking events and conferences, such as graduate shows and GCAP <p>Tips?</p> <ul style="list-style-type: none"> • A good cover letter addressing position criteria is essential • We always like to see personal work in a folio • Noting what a project is and what for is very handy for people hiring • We like to see your working out as well as finished work • In an interview, always come prepared with questions • Think about what your goals are in your career, and let hiring managers know <p>Advice for reels?</p> <ul style="list-style-type: none"> • Make it really easy to find your reel • Include a short breakdown in the video description, or even as an overlay, that gives a bit of background and context behind your work • Only put your very best work in • It's critical to put your best, eye-catching work in the first 5-10 seconds of your reel • If you want to apply for a specific studio that has a particular style, try to make sure your portfolio has pieces that show you can animate in their style e.g. if it's a gameplay animator role, don't just show cutscenes | <ul style="list-style-type: none"> • This is all about artistic talent and will be demonstrated with folio work • Show us different styles • Practise 2D skills as well as 3D as it will help with overall skill levels • Make sure you check the level of art being produced in the industry and directly compare yourself with that • Ensure you can produce work quickly as well as pieces generated over a longer period of time • Only show your best work | <ul style="list-style-type: none"> • Create hobby projects that are great to show off in a portfolio and interview • Show us that you are passionate! • Think about what sets you apart from your peers • Impress with deep knowledge in at least one area |
| Contact | careers@leagueofgeeks.com | tantalus@tantalus.com.au | jobs@wicked-witch.com.au |

UX/UI: Mid-Sized Studios

| | League of Geeks |
|--------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Skills | <ul style="list-style-type: none"> • A strong grasp of traditional graphic design principles - icon creation, structure, and typography • A strong grasp of game principles such as gestalt elements, diagetic/Non-diagetic states • A great eye for motion graphics and animation • A strong understanding of UX principles • A widespread understanding and practice - from console, PC, and mobile UI/UX • You'll be prepared to work with game designers and artists to make both great visuals and user experiences for the player • Graphic Design • Typography • Icon Creation • Marketing Assets Design (e.g. for social media) • Motion Design • UX and UI knowledge and practice for mobile, PC, and console |
| Program Knowledge | <ul style="list-style-type: none"> • Photoshop • Illustrator • After Effects • Unity (for implementation) • UI/UX Prototyping tools (e.g. Figma, Adobe XD) |
| Where We Are Looking for You + Tips | <p>Where are we looking for you?</p> <ul style="list-style-type: none"> • Direct applications in response to positions posted on our careers site • We also post on our Twitter, Instagram, Tseumea, and any other discipline relevant job boards • We like to meet people at networking events and conferences, such as graduate shows and GCAP <p>Tips?</p> <ul style="list-style-type: none"> • A good cover letter addressing position criteria is essential • We always like to see personal work in a folio • Noting what a project is and what for is very handy for people hiring • We like to see your working out as well as finished work • In an interview, always come prepared with questions • Think about what your goals are in your career, and let hiring managers know <p>UX/UI tips?</p> <ul style="list-style-type: none"> • We strongly lean towards people with very solid traditional graphic design knowledge • Fantastic visual design skills, looking for people who can 'find the fun' and create fresh and attractive UI and push beyond the typical • We really appreciate a UI/UX person who can animate their own designs (such as an animating logo/motion graphics) • We'd love to see more UI skills leaning towards the higher end games (not just mobile) |
| Contact | careers@leagueofgeeks.com |

Production Skills: Mid-Sized Studios

| | League of Geeks | Tantalus Media (A Keywords Studio) |
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| Skills | <ul style="list-style-type: none"> • Excellent communication, creative collaboration, and teamwork skills driven by a high level of emotional intelligence • Foundational knowledge of the game development process from start to finish • Foundational knowledge of project management methodologies like Waterfall, Agile, etc • The initiative and autonomy to understand and complete deliverables whilst exceeding quality standards • Ability to work to deadlines and maintain high-performance levels in stressful, high-pressure scenarios • Exceptional organisational and time management skills - both for yourself and supporting others • Detail sensitivity, a proven aesthetic eye, and strong design sensibilities | <ul style="list-style-type: none"> • Demonstrably well organised • Excellent written skills • An emotional maturity • A good understanding of games • Be able to communicate clearly to the team and also publishing representatives • An understanding of the game development pipeline |
| Program Knowledge | <ul style="list-style-type: none"> • Google Sheets, Docs, Gmail, Calendar, etc • Jira/Confluence (or similar) is optional | <ul style="list-style-type: none"> • Wordprocessing packages • Spreadsheet packages • Online communication and organisation tools |
| Where We Are Looking for You + Tips | <p>Where are we looking for you?</p> <ul style="list-style-type: none"> • Direct applications in response to positions posted on our careers site • We also post on our Twitter, Instagram, Tseumea, and any other discipline relevant job boards • We like to meet people at networking events and conferences, such as graduate shows and GCAP <p>Tips?</p> <ul style="list-style-type: none"> • A good cover letter addressing position criteria is essential • We always like to see personal work in a folio • Noting what a project is and what for is very handy for people hiring • We like to see your working out as well as finished work • In an interview, always come prepared with questions • Think about what your goals are in your career, and let hiring managers know | <ul style="list-style-type: none"> • This role requires a high level of emotional intelligence as the Producer has to motivate the team while often under pressure • The producer must be able to empathise with all of the team members as well as bringing projects in on time • They must be very organised and be able to demonstrate this during the interview • In an interview, they should be able to explain how they have successfully navigated difficult project experiences |
| Contact | careers@leagueofgeeks.com | tantalus@tantalus.com.au |



Soft Skills: Mid-Sized Studios

| | League of Geeks | Tantalus Media (A Keywords Studio) |
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| Soft Skills | <p>Context: League of Geek's Work Culture</p> <p>League of Geeks believes that empowered teams make great games. Guidance is not just lighting the way, but getting out of the way. The teams come together every day to craft exceptional video games, served and supported by strong, compassionate, and transparent leadership.</p> <p>All of LoG's games strive to achieve Critical, Cultural, and Commercial success in equal measures. The studio is committed to crafting world-class experiences, that drive the medium forward, without sacrificing our creative independence and financial security.</p> <p>They also believe that a life fully lived, quality time with loved ones, health, and happiness is most important. Crafting world-class video games should not sacrifice these things.</p> <p>To contribute to this culture, they like to see examples of:</p> <ul style="list-style-type: none"> • Excellent communication, creative collaboration, and teamwork skills • Attentive to detail, thorough, and showing strong game design sensibilities • A commitment to working in a professional, inclusive, and supportive environment • A passion for motivating, inspiring, mentoring, and educating fellow team members | <p>Empathy:</p> <ul style="list-style-type: none"> • Game development is a team effort and it is only successful if the team all moves in the same direction. If a team member continually fractures a team, the team will move on without them • Teams members must understand the motivation of those around them • If your verbal communication skills are a bit poor ensure that you make up for that by communicating in a written form often • Don't be afraid to help other team members as this assistance will be recognised and rewarded within this industry • Ensure that issues are discussed early rather than being repressed and avoided |

Programming/Engineering Skills: Large Studios

| | Mighty Kingdom | Wargaming | Sledgehammer |
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| Skills | <ul style="list-style-type: none"> • Demonstrated knowledge of the C# programming language to develop, update, and troubleshoot mobile games for iOS and Android in the Unity Game Engine • Experience using XCode and submitting apps to the App Store and Play Store • Experience with Third-Party SDK implementation • Experience with Unity Asset Package implementation • Ability to work with Git version control in SourceTree • Ability to write reliable, efficient, easily readable code that is in line with Mighty Kingdom's coding standards • Familiarity with the Agile process | <p>Leadership</p> <ul style="list-style-type: none"> • Demonstrate adaptability when responding to requests • Work independently and can own the engineering problems they are given • Shares engineering design principles with the team <p>Scope & Understanding</p> <ul style="list-style-type: none"> • An understanding of the high-level gameplay systems to be able to provide engineering support to technical designers • An understanding of the production pipeline to be able to provide engineering support to technical artists • An understanding of the build and automation pipeline to be able to help maintain build health for all disciplines • Understands how to interpret the requirements of other disciplines and to develop technical solutions to fit their needs • Understands how to delve into and debug existing code-bases to extend, modify or fix the work of others • Understands how to profile and optimise program execution to meet performance and memory budgets <p>Craft & Execution</p> <ul style="list-style-type: none"> • Break down complex engineering challenges into achievable goals that can be estimated and prioritised • Advise the team in the technical limitations of a system and the technical feasibility of feature designs and concepts • Realise tools and scripts to boost productivity within teams Ability to assist in the development of gameplay prototypes, systems, and tools enabling teams to quickly test new concepts and ideas • Craft clear technical and API documentation that allows other engineers to use, extend and adapt work delivered • Drive build, automation, and development workflows through investigation, exploration, and experience | <ul style="list-style-type: none"> • You will work closely with engineers and artists to bring excitement to life on the screen • Develop, design, modify, optimise and debug code • Understanding of how to deploy, evaluate performance, and test software on various platforms • Able to participate in the design, performance, and code review process • Solid debugging skills including the ability to debug at an assembly level when necessary • Good communicator that enjoys collaboration with other programmers, artists, and designers • Passion for code and data optimisation • Demonstrated ability to write efficient, clean, readable, portable, and reliable code |
| Program Knowledge | <ul style="list-style-type: none"> • Unity Game Engine • C# Programming language • SourceTree/GitHub | <ul style="list-style-type: none"> • C++ • Visual Studio • Perforce • Unreal Editor knowledge • Blueprint knowledge • Python knowledge is a bonus | <ul style="list-style-type: none"> • Bachelor's degree in a Computer Science, Engineering, or Math-related field • Strong math skills • Strong background in C/C++ • Experience writing Compute, pixel, and/or vertex shaders • Comprehensive understanding of object-oriented programming |
| Where We Are Looking for You + Tips | <ul style="list-style-type: none"> • https://www.mightykingdom.com/careers • https://www.linkedin.com/company/mighty-kingdom/jobs/ | <ul style="list-style-type: none"> • LinkedIn • https://wargaming.com/en/careers/ • Twitter | <p>https://tinyurl.com/SHGJobsMelbourne</p> |
| Contact | <p>hello@mightykingdom.com</p> | <p>https://Twitter.com/wg_syd</p> | <p>info@sledgehammergames.com</p> |

Game Design: Large Studios

| | Mighty Kingdom | Wargaming | Sledgehammer |
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| Skills | <ul style="list-style-type: none"> • Proficiency at identifying and supporting gameplay needs and constraints • Ability to design mechanics, levels, and events that are in line with the game's vision • Ability to communicate increasingly complex designs with team members of all disciplines to achieve the desired outcome • Able to take feedback onboard and demonstrate growth in response • Able to remove personal bias from own designs and use the lens of the market to make decisions • Ability to independently use source control (GitHub/Perforce) • Developing proficiency in discipline-related software: showing proficiency in an elected game engine (Unity/Unreal/etc.), proficiency in MS Office 365 suite (especially excel for handling localisation and balancing economy values) • Operating within a bug tracking environment to claim, fix & resolve bugs • Ability to meet the large and regularly recurring content demands of a live Free to Play game • Excellent understanding of game markets, market trends, mechanics, and metagame design • Experience designing Free to Play game economies and game systems | <p>Leadership</p> <ul style="list-style-type: none"> • Demonstrates adaptability when responding to requests • Work independently and can own the design problem they are given • Shares design thinking and principles with the team, being a champion for the discipline of design <p>Scope & Understanding</p> <ul style="list-style-type: none"> • Uses the required tools and methods to deliver on their work, balancing parameters to achieve the best experience for the player • Uses judgment to determine the appropriate course of action <p>Craft & Execution</p> <ul style="list-style-type: none"> • Break down high-level design concepts and challenges into achievable goals based on value • Realise compelling gameplay experiences, with an ability to develop gameplay prototypes to test concepts quickly • Craft design documentation for presentation to team members and stakeholders • Understand who the target player is, what they are looking for, and how the product vision supports their needs | <ul style="list-style-type: none"> • Support designing systems/mechanics from concept to completion • Create and iterate on the second to second experiences • Implement gameplay using proprietary level editor and scripting language • Daily playtests focused on assessing and refining our growing game • Research the game's subject matter • Collaborate with the design, art, and engineering teams to create and refine gameplay mechanics, combat encounters, and cinematic sequences • Demonstrable experience creating gameplay in a 3D environment • Creative and technical design skills. • Experience building believable spaces that cater to gameplay and narrative needs • Ability to conceptualise and communicate an engaging gameplay experience and the technical ability to carry out your vision • Paper design and presentations to direct the team • Basic understanding of dependencies such as game performance and system usability |
| Program Knowledge | <ul style="list-style-type: none"> • Unity Game Engine • Microsoft Office Suite (Word, Excel, Powerpoint) • Photoshop • SourceTree/GitHub | <ul style="list-style-type: none"> • Unreal Editor knowledge is desired • Solid Microsoft Office knowledge • Adobe Creative Suite knowledge is desired | <ul style="list-style-type: none"> • Experience in Radiant, UnrealEd, Hammer, or other level editors • Programming/scripting experience in C/C++, LUA, or other languages • For extra points, experience with 3D art packages such as Maya, 3ds Max, or Softimage/XSI |
| Where We Are Looking for You + Tips | <ul style="list-style-type: none"> • https://www.mightykingdom.com/careers • https://www.linkedin.com/company/mighty-kingdom/jobs/ | <ul style="list-style-type: none"> • LinkedIn • https://wargaming.com/en/careers/ • Twitter | <p>https://tinyurl.com/SHGJobsMelbourne</p> |
| Contact | <p>hello@mightykingdom.com</p> | <p>https://Twitter.com/wg_syd</p> | <p>info@sledgehammergames.com</p> |

Technical Design: Large Studios

| | Wargaming |
|--------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Skills | <p>Leadership</p> <ul style="list-style-type: none"> • Demonstrate adaptability when responding to requests • Work independently and can own the technical design problem they are given • Shares technical design thinking and principles with the team, being a champion for the discipline of technical design <p>Scope & Understanding</p> <ul style="list-style-type: none"> • Works closely with Designers to balance parameters to achieve the best experience for the player • Uses judgment to determine the appropriate course of action • Understands the goals and constraints between disciplines, highlighting and demonstrating optimisations, and facilitating communication • Understands how to deconstruct the work of others from exploring existing systems, pipelines/workflows, and tools <p>Craft & Execution</p> <ul style="list-style-type: none"> • Break down technical design concepts and challenges into achievable goals based on core values • Explore ways to unlock the creativity within teams • Ability to assist in the development of gameplay prototypes, systems, and tools • Craft clear feature and user documentation that demonstrates various challenges and solutions for gameplay systems, pipelines/workflows, and tools • Drive pipeline and best practice workflows through investigation, exploration, and experience • Uses the required tools and methods to deliver on their work; developing and optimising pipelines, workflows, and tools to achieve the needs of the user |
| Program Knowledge | <ul style="list-style-type: none"> • Unreal Editor knowledge • Blueprint knowledge • Solid Microsoft Office knowledge • Visual Studio • Perforce • C++ knowledge is a bonus |
| Where We Are Looking for You + Tips | <ul style="list-style-type: none"> • LinkedIn • https://wargaming.com/en/careers/ • Twitter |
| Contact | <p>https://Twitter.com/wg_syd</p> |

Game Art (Technical Artist): Large Studios

| | Wargaming |
|-------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Skills | <p>Leadership</p> <ul style="list-style-type: none"> • Demonstrate adaptability when responding to requests • Work independently and can own the technical art problems they are given • Shares technical and creative thinking principles with the team <p>Scope & Understanding</p> <ul style="list-style-type: none"> • Works closely with the production pipeline to ensure efficient asset creation and delivery, and a streamlined process for artists and engineers • Uses judgment to determine the appropriate course of action • Understands the goals and constraints between disciplines, highlighting and demonstrating optimisations and facilitating communication • Understands how to deconstruct the work of others from exploring existing systems, pipelines/workflows, and tools <p>Craft & Execution</p> <ul style="list-style-type: none"> • Break down technical art concepts and challenges into achievable goals based on core values • Realise tools, technology, and techniques to unlock the creativity within teams • Ability to assist in the development of gameplay prototypes, systems, and tools enabling teams to quickly test new concepts and ideas • Craft clear feature and user documentation that demonstrates various challenges and solutions for gameplay systems, pipelines/workflows, and tools • Drive pipeline and best practice workflows through investigation, exploration, and experience • Uses the required tools and methods to deliver on their work; developing and optimising pipelines, workflows, and tools to achieve the needs of the user |
| Program Knowledge | <ul style="list-style-type: none"> • Maya/Max • Houdini • Adobe Creative Suite • Unreal Editor knowledge • Blueprint knowledge • Visual Studio • Perforce • C++ knowledge is a bonus |
| Where We Are Looking for You + Tips | <ul style="list-style-type: none"> • LinkedIn • https://wargaming.com/en/careers/ • Twitter |
| Contact | <p>https://Twitter.com/wg_syd</p> |

Game Art (Character Design): Large Studios

| | Mighty Kingdom | Sledgehammer |
|-------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Skills | <ul style="list-style-type: none"> • Maya and Python Skills • Skin assets to anatomical standards • Apply MK coded rigs to assets for skinning • Use Python to debug MK coded rigs as required • Use Python to contribute to the creation and maintenance of MK coded rigs as required • Collaborate with artists to ship optimised, animator-friendly rigs • Collaborate with artists on MK pipeline tools usage, bugs, and requests. Set up asset prefabs in Unity as required • Collaborate and debug Animator Controllers in Unity as required | <p>You will work alongside members of the character art team to create high-quality and detailed characters and gear. These assets are based on game requirements, technical capabilities of the gaming platform, and product scope.</p> <ul style="list-style-type: none"> • Create awesome characters and gear that are efficient, built to scale, and satisfy budgetary requirements set for you • Understand mesh topology and edge loops as it translates to efficient modelling practices for in-game characters, and is proficient in building highly detailed props and characters • Good understanding of UV coordinate space, texturing • Basic understanding of anatomy and proportions as it translates to 3D modelling, and mesh deformation |
| Program Knowledge | <ul style="list-style-type: none"> • Maya • Unity or Unreal engine experience • Python scripting (basic knowledge preferable) • Perforce • SourceTree (Git) | <ul style="list-style-type: none"> • Zbrush or Mudbox • Experience using Substance Painter or Photoshop to create textures • Be able to create clean models with proper UV layout inside Autodesk Maya |
| Where We Are Looking for You + Tips | <ul style="list-style-type: none"> • https://www.mightykingdom.com/careers • https://www.linkedin.com/company/mighty-kingdom/jobs/ | https://tinyurl.com/SHGJobsMelbourne |
| Contact | hello@mightykingdom.com | info@sledgehammergames.com |



Game Art (Environment Design): Large Studios

| | Sledgehammer |
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| Skills | <ul style="list-style-type: none"> • You will build and texture awe-inspiring environments that tell a story • You will create believable, photo-realistic 3D models and textures from concept art and photo reference • Assemble, edit, and optimise highly detailed 3D environments • Understanding of lighting, colour, and scene composition • Basic understanding of physically based shaders • Proficient in next-gen asset creation • Exceptional visual and technical understanding of 3D modelling and texturing. • Architecture, photography, photogrammetry, or cinematography experience for bonus |
| Program Knowledge | <ul style="list-style-type: none"> • Maya or 3ds Max, Photoshop, and Substance Painter • Level editor (i.e. Unreal, Unity, Frostbite, Radiant, etc.) • Foundation in traditional art with the ability to concept ideas. • Substance Designer • Zbrush |
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Game Art (SFX): Large Studios

| | Mighty Kingdom | Sledgehammer |
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| Skills | <ul style="list-style-type: none"> • Demonstrate ability to create appealing visuals • Create and implement particles systems in Unity to artistic brief • Understanding of lighting limitations in Unity • Basic understanding of light mapping principles • Have a basic understanding of shader code • Be able to make rudimentary shaders using node-based shader editors such as Amplify, or the Unreal Shader editor | <p>You will display fierce art skills in composition and timing, have knowledge of the game development cycle and be willing to jump on any problem we throw your way. That could mean anything from working with designers to improve the feel of gameplay, working with environment artists to heighten the atmosphere of the game, or collaborating with other team members to amplify a cinematic cutscene to the highest quality. A willingness to jump in and learn fast is a vital part of this role.</p> <ul style="list-style-type: none"> • Create stunning visuals effects for the FPS genre using proprietary real-time particle systems • High standards of artistic skill in creating effects • A critical eye and appreciation of cinematics when placing effects • Working with Level Designers, Team Leads, and directors to create FX for stunning environments and compelling moments • Ability to communicate effectively with both Artists and Programmers |
| Program Knowledge | <ul style="list-style-type: none"> • Maya • Unity or Unreal engine experience • Python scripting (basic knowledge preferable) • Perforce • SourceTree (Git) | <ul style="list-style-type: none"> • Strong background in modelling, animation, and/or traditional art • Experience with creating a high-end rendering of particle effects and fluid dynamics • Maya/Max, and Photoshop • Experience with engines toolsets such as Unreal and Unity • Experience with Houdini, FumeFX, Maya Fluids, or similar • Experience and comfort with one or more scripting/programming languages |
| Where We Are Looking for You + Tips | <ul style="list-style-type: none"> • https://www.mightykingdom.com/careers • https://www.linkedin.com/company/mighty-kingdom/jobs/ | <p>https://tinyurl.com/SHGJobsMelbourne</p> |
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Game Art (Animation): Large Studios

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| Skills | <ul style="list-style-type: none"> • Demonstrated understanding of the principles of animation by showing your ability to critique your own work • Demonstrated understanding of anatomy, kinesiology, and physics. • Advanced knowledge of Autodesk Maya • Ability to take and implement direction • Working knowledge of Unity and troubleshooting results • Experience working with Git, Spine rigging, and animation tools • Experience producing cinematic, character, and environmental animations • Familiarity with the Agile process | <p>You will become part of a tight-knit team that prides itself on creating in-game and cinematic animations that are complex and believable. Working with the department lead, you will receive shot assignments or animation tasks that contribute to furthering understanding of character and/or action and advance the emotional and gameplay goals of the project.</p> <ul style="list-style-type: none"> • Use traditional animation fundamentals to craft game motions that range from stylised to hyper-realistic • An understanding of camera animation and cinematic framing, as well as shot continuity and facial animation • Ability to think philosophically about character movement • Knowledge of cinematic and motion capture editing and cleanup • Strong animation fundamentals with a focus on human movement (timing, weight, balance) • Ability to adapt to new tools and tech • An understanding of character creation (modelling, texturing, and rigging) is a bonus • An interest in participating in live previs shoots to help clarify tone, choreography, and pacing for mocap actors |
| Program Knowledge | <ul style="list-style-type: none"> • Maya • Unity Game Engine (prior knowledge advised) • SourceTree (prior knowledge advised) | <ul style="list-style-type: none"> • Fluent in Maya |
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Game Art (3D): Large Studios

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| Skills | <ul style="list-style-type: none"> • Demonstrated experience building 3D assets (models and textures) • Demonstrated experience interpreting 2D concepts into 3D playable art • Advanced level Knowledge of Autodesk Maya • Advanced understanding of asset optimisation for mobile platforms • Familiarity with Agile Process | <ul style="list-style-type: none"> • Can demonstrate experience with examples of beautiful game-ready assets • Ability to build collaborative relationships and resolve conflicts in a constructive manner • Has a high level of attention to detail and professional pride in doing things correctly • Understands the basic operation of various firearms • The creation of game ready AAA vehicles, weapons, and gear derived from concept drawings, and reference photos • Collaborate with the Lead/Art Director and Concept Artists to develop the look and feel of assets • Create weapons and vehicles that are efficient, built to scale, and satisfy budgetary requirements • Own the weapon and vehicle creation process, feedback, and implementation. • Manage several assets and prioritise tasks • Maintain and share extensive knowledge about weapons, vehicles, gear, and equipment • Verify art asset performance and appearance in the game engine |
| Program Knowledge | <ul style="list-style-type: none"> • Maya • Photoshop • Unity Game Engine (prior knowledge advised) • SourceTree (prior knowledge advised) • Substance Painter (prior knowledge preferred but not required) | <ul style="list-style-type: none"> • Substance Painter to create textures. Substance Designer is a plus • Art education such as an Associate Arts degree from accredited art or design school or equivalent level of experience required • Understanding of special considerations in modelling for camera POV • Candidate must have experience creating efficient and clean models with proper UV layout inside Autodesk Maya or 3ds Max • Zbrush or Mud Box, or other 3D painting software experience a plus • Radiant experience a plus |
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Game Art (2D): Large Studios

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| Skills | <p>Responsibilities</p> <ul style="list-style-type: none"> • With a brief from the Product Manager, sketching ideas for the game worlds, including characters, objects, vehicles, furniture, clothing, etc • Generating work in the form of sketches, colour keys, and thumbnails • Perform the required research to inform the nuances of the design • Creating concept art, model sheets and polished illustrations - matte painting and storyboard experience is a plus • Working with 3D artists, riggers, and animators to realise concepts and help create assets for animation • Rework designs from notes and feedback, while maintaining a fresh outlook <p>Learning Outcomes</p> <ul style="list-style-type: none"> • Experience creating for games • Demonstrate understanding of 2D art production • Ability to take and implement direction • Knowledge of 2D art creative process for games • Experience collaborating in a team environment • Manage project priorities • Develop communication ability with different disciplines • Familiarity with a working environment |
| Program Knowledge | <ul style="list-style-type: none"> • Photoshop • Illustrator |
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| Contact | hello@mightykingdom.com |

UX/UI: Large Studios

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| Skills | <ul style="list-style-type: none"> • Experience designing for mobile games or applications • Proficiency in wireframing and prototyping software • Knowledge of UI/UX industry standards and trends • Ability to adapt and manage shifting priorities as projects evolve • Experience animating in Unity • Familiarity with the Agile process. • Experience with working collaboratively in a team environment • Increase communication ability • Skills collaborating with a wide variety of team members from different areas of product teams | <p>Leadership</p> <ul style="list-style-type: none"> • Demonstrate adaptability when responding to requests • Work independently and can own the visual design problem they are given • Shares design thinking and principles with the team <p>Scope & Understanding</p> <ul style="list-style-type: none"> • Uses the required tools and methods to create brand standards, style guides, and visual design systems across projects • Uses judgment to determine the appropriate course of action <p>Craft & Execution</p> <ul style="list-style-type: none"> • Break down high-level design concepts and challenges into achievable goals based on a core value • Realise engaging, usable, and effective visual design solutions, with an ability to develop prototypes to test critical concepts • Craft visual designs for presentation to team members and stakeholders and be able to demonstrate in-game UI, game menus, web pages, application interfaces, advertising campaigns, web, and video content, and studio branding materials • Have a good understanding of who the target player is, what they are looking for, and how the visual design supports their needs | <ul style="list-style-type: none"> • Passionate and knowledgeable about UI and UX & a solid understanding of the UX field • Degree in Human-Computer Interaction, Experience Design, Game Design, or similar discipline • Ability to provide UX, UI, and Interaction design and documentation for various aspects of the game, UI Design system, and be a part of the implementation • Create & maintain a functioning, iterative UI pipeline, in collaboration with team members from other disciplines • Create UI layout, script functionality, and animate UI features • Create and/or integrate assets and test functionality of UI widgets |
| Program Knowledge | <ul style="list-style-type: none"> • Photoshop • Illustrator • Unity Game Engine ---Nice-to-haves--- • Sketch (design software) • Figma (design software) • UX prototyping in Adobe XD • Understanding of usability heuristics • Knowledge of UI animation and micro-interactions | <ul style="list-style-type: none"> • Unreal Editor knowledge is desired • Microsoft Office knowledge • Adobe Creative Suite expertise | <ul style="list-style-type: none"> • Experience with scripting languages (Lua, ActionScript, C#, Python) • Strong proficiency in Adobe Photoshop & Illustrator • Basic knowledge of Lua or any other scripting language • Basic skills in 2D animation • Package knowledge in XD, Frame.io, or similar a strong plus |
| Where We Are Looking for You + Tips | <ul style="list-style-type: none"> • https://www.mightykingdom.com/careers • https://www.linkedin.com/company/mighty-kingdom/jobs/ | <ul style="list-style-type: none"> • LinkedIn • https://wargaming.com/en/careers/ • Twitter | <p>https://tinyurl.com/SHGJobsMelbourne</p> |
| Contact | <p>hello@mightykingdom.com</p> | <p>https://Twitter.com/wg_syd</p> | <p>info@sledgehammergames.com</p> |

Production Skills: Large Studios

| | Wargaming | Sledgehammer |
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| Skills | <p>Leadership</p> <ul style="list-style-type: none"> • Demonstrates adaptability when responding to requests • Ability to take others on the journey of the work and value what delivers the player • Accountability for the success of stream of work • Ability to stay calm and under control when requirements change, ensuring the team understands and can adapt to a new plan <p>Scope & Understanding</p> <ul style="list-style-type: none"> • Ensure the development team clearly understand the value and criteria to which they are developing towards • Maintain a healthy backlog and ensure it is visible and transparent at all times • Use judgment to determine the appropriate course of action • Able to identify the team capacity and what is possible to deliver in a required timeframe • Articulate and present a roadmap to stakeholders and ensure estimates meet the needs of the game schedule <p>Craft & Execution</p> <ul style="list-style-type: none"> • Define a pathway of success for the work • Conduct market research to help identify player needs • Constantly researching and maintaining an in-depth knowledge of competing games on the market • Understand who the target player is, what they are looking for, and how the product vision supports their needs • A clear understanding of various agile practices • Confidently pitch new features and work to stakeholders | <ul style="list-style-type: none"> • Assist teams in achieving quality and creative goals for our next game • Work closely with our Development Managers and Development Directors to maintain milestone schedules, track feature and content status, and communicate team progress to the rest of the studio • Communicate effectively with team members, production and management • A Team player with strong verbal and written communication skills • General understanding of project management fundamentals (e.g. scheduling, tracking, reporting) |
| Program Knowledge | <ul style="list-style-type: none"> • Jira/ Confluence (Or similar) is desired • Microsoft Office knowledge | <ul style="list-style-type: none"> • Excellent verbal and written communication skills • Experience with Microsoft Word, Excel, Outlook <p>Extra Points</p> <ul style="list-style-type: none"> • Experience with a variety of project management tools (JIRA, Confluence, Shotgun, Microsoft Project experience is a plus) • Knowledge of specific project management methodologies such as Waterfall, Agile, etc. |
| Where We Are Looking for You + Tips | <ul style="list-style-type: none"> • LinkedIn • https://wargaming.com/en/careers/ • Twitter | <p>https://tinyurl.com/SHGJobsMelbourne</p> |
| Contact | <p>https://Twitter.com/wg_syd</p> | <p>info@sledgehammergames.com</p> |

Soft Skills: Large Studios

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| Skills | <ul style="list-style-type: none"> • Strong communication skills and capability to work well with technical and non-technical team members • Communicating the game's vision to team members of all disciplines to achieve the desired outcome • Ability to receive feedback well and participate in group discussions • Demonstrating autonomy & self-reliance in a dev team by managing the progress of assigned tasks within a production environment • Ability to work collaboratively in a team environment • Strong interpersonal and team skills • High level of communication and collaboration skills • High level of problem solving skills • Works well in a team environment and solely • Maintaining active communication within and outside the department/project team • Managing deadlines and effectively communicate the current status of tasks | <ul style="list-style-type: none"> • Relationship building • Actively work as part of a team, collaborating across disciplines • Driven to continually improve both themselves and the team • Provide and seek meaningful feedback. • Be an advocate of the game/concept vision (Technical)Design) • Be an advocate and articulate the visual design, bringing clarity to teams (UX/UI) • Direct, regular communication with stakeholders (Producer) • Clearly communicating vision and goals of the work (Producer) • Empowering developers to connect with stakeholders and peers (Producer) • Be an advocate for ambition through technical innovation (Engineer) | <ul style="list-style-type: none"> • Ability to receive, give, and apply feedback effectively while maintaining a positive attitude • Self-driven, dedicated to advancing your craft, and eager to learn new techniques and software • Passionate about games; take pride in everything you do and have a positive attitude • Take and understand direction and feedback well • Strong problem-solving skills both technical and cross-department • Collaborative and with a passion for developing groundbreaking gameplay with a proven team • Promote a positive work environment through high personal and performance standards |