



Team Lead [Uplay PC] (f/m/d)

Düsseldorf - Full-time - 743999705712682

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We're looking for a Team Lead to join the Uplay project; Ubisoft's digital distribution platform. You will join a multi-disciplinary team, where everyone is willing to expand their knowledge and is encouraged to continue learning new things. The Uplay team is characterized by passion and the love of PC gaming. You will work in close collaboration with other programmers, designers and testers with the opportunity to visit and work from collaborating studios.

You will manage a small but growing team of programmers who develop shared solutions to support live operations of our games. You will be responsible for the overall development and staffing of the team in order to achieve the strategic direction and objectives set in the team. You must possess excellent organization and communication skills and strong team management skills to support the team.

Responsibilities

- Create an environment oriented to trust, open communication, creative thinking, and cohesive team effort
- Ensure the administrative monitoring of the team (e.g. absence planning and validation and business trips planning)
- Identify recruitment needs and participates in the recruitment & onboarding process
- Do regular One-on-One talks with team members to gather needs and give feedback
- Define team member development and career path opportunities with team members and mentor them to achieve goals.
- Take care of performance ratings and provide constant transparency for it with our internal tools
- Anticipate and recognize potential team related risks & conflicts and recommend solutions to management
- Identify recruitment needs and participates in the recruitment & onboarding process
- Develop tools & best practices to support the development team in their daily work
- Maintain excellent knowledge on Ubisoft and especially Team Management processes, reinforce them and propose enhancements as per reality in the operational field

- Suggest and perform improvement methods for tasks organization within the team

You as a person

You have excellent interpersonal skills combined with strong oral and written communication skills. You are passionate about technology and keep yourself up-to-date with the latest trends in your domain. To succeed in this position; you have great managerial experience and a big interest of making strong teams and driving learning and development. You are highly supportive, helping your team to do get things done efficiently with a proactive problem-solving mindset. You show integrity in everything that you do and you are familiar with handling people at all levels and enjoy making all process smoother for the developers. You are comfortable with taking initiative and finding creative solutions to complex problems.

Qualifications

- Besides what is stated above we're looking for someone with experiences within the following areas:
- 3+ years of professional experience as a Team Lead/ Manager or other relevant experience
- Experience/ knowledge in technologies and software development
- Working style is very responsive and task handling is strongly reliable
- Excellent interpersonal skills combined with strong English oral and written communication skills
- Ability to collaborate with multiple international teams
- Highly supportive, helping your team to get things done efficiently with a proactive problem solving mindset
- Being enthusiastic and cultivating it for on-going learning and development
- Encourage change and manage the implementation of new ideas.
- Excellent self-organization and able to work autonomously
- Ability to adapt to change & flexibility in organizing work

Bonus:

- Affinity with technology and ability to grasp technical issues on a high level
- Experience with software engineering
- Passion for computer games
- Knowledge of Scrum methodologies
- Experience with JIRA
- Confluence knowledge

Longing to be part of a fun, creative and passionate workplace? We can offer you this and more in an open and friendly environment where you will work with some of the best craftsmen in the industry. Are you up for it? Come aboard for the ride!

Your Benefits

- Relocation Support: We offer financial support in form of a cash allowance and assistance with accommodation search and settle-in support via our relocation partner, for international candidates we offer visa assistance.
- 26 days paid vacation per year. Additionally, you will get half a day off on Christmas Eve and New Year's Eve and approximately 11 bank holidays in the NRW region.
- Flexible Working Hours: We have core working times between 10:00 AM – 04:00 PM and the distribution of the other hours is up to you.
- Company Pension Scheme. We offer an attractive scheme through salary sacrificing in which the employer also matches contributions
- Up to 350€ childcare support per child per month. In addition, we also offer 5 'care for ill children days' per child per year.
- Discounted Games. We regularly order Ubisoft Games for super cheap prices for our employees.
- Gym Subsidy. We contribute 50% (up to a maximum amount of 25€) towards the monthly cost of a gym membership of your choice.
- Lunch & Breakfast Service. Enjoy fresh discounted meals each day.
- Monthly Mobility Budget. 80€ per month that can be used on bicycle lease, parking spot rental or public transportation ticket.
- Our Ubisoft Blue Byte Academy offers multiple opportunities for you to discover your full potential and develop yourself in various areas.
- English and German classes for free. Main language in the studio is English.
- Free fresh Fruit, Coffee, Tea and Water. Enjoy fresh fruit and beverages in our office.