



# Lead Character Artist (f/m/d)

**Berlin - Full-time - 743999950703155**

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We are looking for a Lead Character Artist (f/m/d) to lead the character art team on our unannounced project.

As Lead Character Artist you are responsible for managing the team to deliver AAA characters and character related assets in our art production teams, for trouble shooting character related issues and participate in the planning for the project characters. You will also develop your team through excellent communication skills and mentoring.

## What you will do:

- Managing, developing and inspiring the character artist team
- Content creation of characters across all areas of the game as defined together with the Art Director, which sets the industry leading standard for the team and the project
- Work with and mentor character artists to provide clear direction and set expectations character requirements
- Setting up, maintaining and documenting character production pipelines
- Close collaboration with the Art Director to work within the visual style of the game
- Balance quality and efficiency of work to gain the best possible results within in the given time frame and technical constraints
- Ability to skillfully optimize characters to game-ready quality
- Cooperation with other Ubisoft teams globally on a daily basis

## What you bring:

- A minimum of 7 years' experience as a character artist in game development, with at least one AAA title shipped, leadership experience is a plus
- Exceptional understanding of next gen asset creation workflows with the ability to improve them, then optimize as required for final product
- Very good skills in Zbrush, at least one of the major 3D modeling packages (Maya, 3DS Max) and Photoshop
- Strong sculpting, texturing and painting skills
- Ability to create highly realistic characters that meet AAA standards
- Very good working knowledge with at least one AAA game engine
- Being used to work on tasks autonomously and to deliver results in time

- Fluent in English, both verbally and written. (No German language skills are required to work in our studio)
- Great communication skills, a positive attitude and team player

#### Additional:

Experience working with pipelines connected to player customization  
 Creating flexible pipelines for online experiences  
 Knowledge of online competitive first person shooters  
 Knowledge of human anatomy for body and face  
 Knowledge of Marvelous Designer and clothing trends  
 Knowledge of Adobe Substance tools and pipeline

#### What to send our way:

- Your CV, highlighting your education, experience and skills
- A cover letter including your earliest starting date, expected salary and why you would like to join us
- Please provide a portfolio with examples of your previous work/projects - be sure to check the link is working when applying

#### What we offer:

- 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
- Ubisoft Blue Byte Academy: We offer multiple opportunities for you to discover your full potential and develop yourself in various areas. Guest speakers from the industry, workshops, and access to our training and development platform as well as to our in-house library
- Discounted and free games: Discount on employee game orders & free Ubisoft games on Ubisoft Connect
- Hybrid work model: Provides the flexibility to combine working from the studio and your home within Germany
- Monthly Mobility Budget: 80€ per month that can be used on bicycle lease, parking spot rental or public transportation ticket
- Up to 350€ childcare support per child per month
- Company Pension Scheme: We offer an attractive company pension scheme
- Gym subsidy: We contribute 50% (up to a maximum amount of 25€) towards the monthly cost of a gym membership of your choice
- English and German online lessons for free: Good to know: Our main language in the studio is English
- 26 days paid vacation per year
- Corporate Benefits web portal: Employee discount program for affiliated retailers, shops, and service providers

Ubisoft offers the same job opportunities to all, without any distinction of gender, ethnicity,

religion, sexual orientation, social status, disability, or age. Ubisoft ensures the development of an inclusive work environment which mirrors the diversity of our players' community.

For further information, please check <https://berlin.ubisoft.com/en/>.