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SIGGRAPH ASIA 2019
Ubisoft Singapore Careers

UBISOFT SINGAPORE

Ubisoft Singapore Pte Ltd

Ubisoft Singapore opened its doors in July 2008 and has since become the largest AAA lead studio in South East Asia. We are proud of our expertise in naval gameplay and water technology, and we're very excited bring our ultimate pirate game Skull & Bones to you!".

To learn more about Ubisoft Singapore, please visit www.ubisoft.com/en-US/studio/singapore.aspx.

Location: Singapore

Job Openings

1. Animation TD

As a Technical Director on Skull & Bones, your role is to own the technical aspects of Animation production, including ensuring that we use the best techniques and practices available, while meeting delivery requirements.

These are some of the key areas on which you have a direct influence to help make this game a success:
- Offering Animation solutions and innovations that create value for the consumer
- Quality, stability, scalability and improvement of Animation production pipeline
- Rapidity of iteration for the content creation team
- Management of the Animation performance to ensure framerate targets
- Mentoring and growing TD Animation expertise in the studio

Responsibilities:
- **Functional**
  - Act as the technical reference for Animation, including tools, methods, etc. to realize animation of the game.
  - Representing Animation needs and requirements to engineers implementing systems.
  - Accountability for Animation budgets (performance and memory) and help animators realize the best quality while fitting in budgets in the worst case.
  - Help develop and push a roadmap/vision along with rendering/tools/etc and establish short/mid/long-term priorities.

For more information and job application, please visit
https://jobs.smartrecruiters.com/Ubisoft2/743999692291731-technical-director-animation-

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- o Test Animation tools before deployment and make sure they function correctly throughout production.
- o Anticipating and detecting potential issues or negative interactions between systems and workflows.
- o Produce and maintain documentation using Confluence on tools, methods, trainings, processes, and engine limits for consultation and future reference.

- **Pipeline**
  - o Help guide and build pipelines for Animation creation based on best practices, take ownership of important or risky modifications to the pipeline.
  - o Technical planning and coordination of the animation pipeline.
  - o Evaluate Ubisoft's existing engines in order to identify product strengths and weaknesses and recommend those that meet our needs

- **Collaboration**
  - o Foster inter-team coordination. Help coordinate communication between Animation/Core Tech/TDs groups and achieve consensus for the requirements necessary to ship a high quality title. Help make a group a team.
  - o Coordinate and act as liaison between the animation team and programming team. Use Jira to track and manage with programmers needed improvements and bugs fixes.
  - o Establish an open communication canal with your peers on the project, particularly with other Technical Directors but also with artists, and leads.

- **Mentoring**
  - o Coaching and mentoring TD Animators/TD Characters with best development practices and technical constraints.

- **Project/Studio**
  - o Work closely with HR recruitment and producers to identify, hire and grow promising candidates in your area of expertise.
  - o Researching, initiating and implementing strategic technical changes for the project.
  - o Reach out to other collaboration / knowledge sharing from/to other relevant teams (e.g. Pioneer, Silex, FC, Hero, etc.) or events (e.g. UDC)

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Requirements & Qualifications:

- At least 7 years of experience in animation, rigging or programming field, including at least 3 years as a Technical Animation Director / integration of game animation system or equivalent;
- In-depth knowledge of game engines (e.g. Unity or Unreal) & 3D software (3DS Max, MotionBuilder and Houdini) & understanding of scripting languages (e.g. C#, Python, MaxScript), motion capture, and animation state machines;
- Excellent communication, interpersonal, mentorship, time management, organizational, and presentation skills;
- A highly innovative, collaborative, attentive, and solution-oriented spirit;
- Critical thinking, curiosity, resourcefulness, and plenty of flexibility
- A passion for sharing your knowledge and helping others learn and grow

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2. Presentation Director

As Presentation Director, you are responsible for defining the direction of all graphic design assets complementing the existing Art assets and creative direction of the game. This visual direction becomes the "Graphic design signature" for the game that will enhance the quality and the comfort of the user experience.

You work closely with the content team (Creative Direction, Game Direction, Art Direction, World Direction, Audio Direction, and Brand Direction) to ensure that the team, internal partners and the public gets a consistent, aligned message and direction.

Responsibilities:
- Conceptualize, develop & direct the visual style of the game's presentation signature, which includes:
    o Development of the visual identity at both a brand and product level
    o User interface (Menus, Navigation, HUD, interface FX and Post FX)
    o All in game signs and feedback communicating game play to the user
- Contribute to the overall design process and artistic direction of the game
- Conceptualize and supervise the game's graphic design visual signature and maintain this vision through all development phases
- Work with the creative director and audio director to ensure that music and audio cues are in line with presentation guidelines and overall creative direction
- Contribute to the game's artistic vision with the art director to set the style and tone for the game
- Create presentation guidelines (style guides) that will be used to direct external resources (CGI and SFX companies for ex)
- Oversee the game's graphic design look and feel and help ensure all contributing artists understand the presentation signature
- Attend playtests sessions and adjust presentation elements based on feedbacks
- Conception, direction and production of visual identity at brand and product levels
- Ensuring quality/vision is respected through marketing assets created/produced (trailers, screenshots, merchandising and licensing out, etc.)
- As a people manager:
    o Proactively communicate the presentation direction vision to the global team (Singapore & beyond).
    o Motivate and engage the team to leverage presentation direction in their daily work.
    o Demonstrate leadership, charisma, enthusiasm and sense of commitment
    o Manage reports performance with clear JDs and challenging objective
    o Leverage talent potential, Grow reports and team with a long term vision

Requirements & Qualifications:

- Minimum of 8 to 12 years of experience in the creation and direction of User Interfaces within the game industry. We will consider relevant experiences from other industries.
- Experience working with brands and developing brand guidelines.
- Ability to communicate an artistic direction
- Driven to achieve high quality results
- Ability to review and critique the quality of the team's work
- Proven ability to collaborate effectively with other crafts within a production team
- Understands the fine art of visual storytelling and has the ability to direct compelling visuals that create an emotion response from consumer
- An understanding of game design and how it relates to presentation elements
- Strong understanding of usability and user experience
- Strong understanding of Adobe Flash and its strengths/weaknesses
- Up to date on current graphic design and interactive media trends
- Strong background in multiple 2D disciplines including motion graphics, print design and interactive media

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3. Senior UI Programmer

The successful candidate will be responsible for leading the UI Programming team within a collaborative multidiscipline environment, defining and tracking the schedule for his team, managing and mentoring individuals within the engineering team, and being an evangelist for the project.

Responsibilities:

- Balance staying on top of the code base/tech, actively writing code and engineering game systems/tools with the management requirements and responsibilities of a discipline lead;
- Establish clear coding best practices and lead regular code reviews;
- Coordinate, mentor and build a cohesive programming team;
- Ensure the creation of strong technical documentation and assist in the creation of submission materials as required by console manufacturer
- Develops UI functionalities, including HUD, Menu Pages and the logic within the game engine.
- Develop Flash/Action Script for real-time interactive interfaces.
- Organize data sharing/transfer between UI system and game engine.
- Work closely with artists and game designers to ensure UI is done within the desired quality.
- ·Complete UI functions based on the plan, requirements and schedule approved by management.

Requirements & Qualifications:

- Interest and experience in most aspects of game technology development (audio, 3D, animation, gameplay, UI, network and tools);
- Bachelor's degree in Computer Science or related field, or equivalent experience;
- Extensive knowledge of C/C++ programming and debugging;
- Strong understanding of multithreaded/parallel programming;
- Candidate should be self-motivated, with strong work ethic and excellent written and verbal communication skills;
- Ability to collaborate and work well other disciplines;
- Experience using one or more commercial game engines;
- Knowledgeable in refactoring and optimization when they are appropriate

For more information and job application, please visit
https://jobs.smartrecruiters.com/Ubisoft2/743999692347841-lead-ui-programmer

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4. Gameplay Programmer

When you're a Gameplay Programmer at Ubisoft Singapore, you have direct influence over the quality of the game that will end up in the players' hands; there is a tangible link between your work and the player experience. You are entrusted with coding the interactive systems that make the game.

With every new iteration, you commit yourself to answering the most fundamental questions: Will the player enjoy this? Does it feel right? Is it AAA quality? You're an avid gamer who cares about the player experience.

As a dependable member of a cohesive gameplay team composed of AI, UI and 3Cs specialists, you will bring to life the vision of the game and mission designers, who will take your point of view and expertise into consideration when making their decisions.

Responsibilities:
- Code new and existing systems to meet the intent of the game's design
- Keep them coherent with existing code
- Develop gameplay tools for large content teams
- Understand existing functions, and suggest and develop improvements
- Collaborate with designers and animators on environments
- Resolve gameplay bugs
- Document your work

Requirements & Qualifications:
- An undergraduate degree in Computer Science or Software Engineering
- 3 years of experience in C++ and optimizing code
- Experience in gameplay, AI, and design (main character, cameras, NPCs, environment, behaviours)
- Experience as part of a team that has shipped a video game is an asset
- Experience developing on video-game consoles
- Proficiency to communicate with all disciplines and to support and elevate the team in terms of quality and vision of the game
- You are creative and thirsty for innovation

For more information and job application, please visit
https://jobs.smartrecruiters.com/Ubisoft2/743999693926884-gameplay-programmer

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5. Senior Rendering Programmers

Responsibilities:
• Optimize/develop renderer, game engine, and data pipeline.
• Collaborate with technical director and leads on technical design and core tech and feature roll out.
• Advise team on development of engineering system across the entire codebase.
• Work with artists, designers, and other engineers to identify systems in need of maintenance, optimization and/or replacement.
• Coordinate with leads to ensure smooth roll out of new graphical features.
• Review the work of other engineers and provide mentorship.

Requirements & Qualifications:
• 5+ years programming experience.
• Shipped at least 2 games as rendering engineer
• Relevant experience working on AAA titles, current and next-gen consoles
• Mastery of C/C++, with excellent multi-threaded programming techniques.
• Strong understanding of 3D rendering algorithms and related mathematics.
• Excellent knowledge of DirectX and OpenGL.
• Excellent knowledge of HLSL/Cg.
• Bachelors in software engineering, computer science, or equivalent.
• Fluency in Assembly and SIMD programming.
• Deep understanding of low-level optimizations and core subsystems, memory management, cross-platform development.
• Expertise on at least one major platform
• Experience using game development frameworks and middleware.
• Self-direction, focus, results-oriented thinking, resourceful problem-solving skills.
• Strong communications skills.