



People Manager (f/m/d)

Düsseldorf - Full-time - 743999809274145

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This position will be located at Ubisoft Düsseldorf (Germany).

This position is a fixed-term one year contract. Extending the contract or converting it into an unlimited contract is very likely.

We're looking for a *People Manager* to join the Ubisoft Connect 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 Ubisoft Connect team is characterized by passion and the love for PC gaming. You will work in close collaboration with other people managers and manage our diverse talents on the team with the objective to ensure team member happiness and drive career development and planning.

You will manage and are responsible for a diverse group of team members from different disciplines, with different skills, expertise, and cultural backgrounds who all collaborate on developing shared features and services to support the growth of our platform.

You will be the primary point of contact for those direct reports and are responsible for the employee satisfaction & wellbeing and development of the team members, and the 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 members and the project.

Responsibilities

- Create an environment oriented to trust, open communication, creative thinking, and cohesive team effort.
- Drive and manage employee satisfaction and well-being.
- Regular One-on-One talks with every team member to collect needs and pick up on concerns with the goal of managing those proactively.
- Ensure the administrative management of the team (e.g. definition of OKRs, plan and drive personal growth, salary reviews, conduct appraisals, absence planning and validation, ...)
- Identify recruitment needs within the project and coordinate the recruitment process to ensure we move fast and efficient.
- Participate in the recruitment to ensure team fit.

- Accompany the onboarding process of every newcomer to ensure proper support during this critical phase.
- Define team member development and career path opportunities with team members and functional leads to develop relevant competence.
- Take care of performance ratings and provide constant transparency on it with our internal tools
- Anticipate and recognize potential team related risks & conflicts and recommend solutions to management
- Standardize processes and ways-of-working within the People Management group across the project.
- Primary contact for local operational teams (e.g. HR, Office, IT, Talent Development, etc.) for team matters.
- Maintain excellent knowledge on Ubisoft and especially Team Management processes, reinforce them and propose enhancements as per reality in the operational field

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.

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
- Excellent interpersonal skills combined with strong English oral and written communication skills
- Ability to collaborate with multiple international teams
- Experience/ knowledge in technologies and software development
- Working style is very responsive and task handling is strongly reliable
- 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 in a software engineering environment

- 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!

What We Bring

- Relocation and Visa Support
- 26 days paid vacation per year. Additionally, you will get half a day off on Christmas Eve and New Year's Eve and 11 bank holidays
- Our Ubisoft Blue Byte Academy offers multiple opportunities for you to discover your full potential and develop yourself in various areas.
- Opportunities for growth on your desired career path: Leadership training, workshops, guest speakers from the industry, online Ubisoft learning platform, coaches, Experts and library.
- German classes for free. Main language in the studio is English.
- Company Pension Scheme
- Up to 350€ childcare support per child per month.
- Discounted Games and all games on Ubisoft Connect for PC
- Gym Subsidy. We contribute 50% (up to a maximum amount of 25€) towards the monthly cost of a gym membership of your choice.
- Monthly Mobility Budget. 80€
- All Legal residents of Germany are entitled to free public healthcare

Curious to learn more? check out our launch trailer and our blog post about Ubisoft Connect:

<https://news.ubisoft.com/en-gb/article/5WaWQWz9I9qWkIU4tm04ip/how-ubisoft-connect-builds-on-a-decade-of-online-evolution>

https://www.youtube.com/watch?v=-1CrGJRFuys&ab_channel=Ubisoft

Feel free to apply directly on our website <https://duesseldorf.ubisoft.com/en/>