



Technical Art Director (f/m/d)

Berlin - Full-time - 743999906759947

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As a Technical Art Director at Ubisoft Berlin you have the highest-level understanding of what our tech can do, can't do, yet could do, plus visibility on the project as a whole. You're responsible for providing expert insight, tools, and support to steer a game - and its creators - towards success.

Working with other directors early on, you discuss intentions before making any commitments. You take into account not only measurable factors such as rendering, performance, and memory, but also intangible ones like timing and momentum. Seeing the facts realistically, you establish an actionable plan to bridge the gap between coming up with ideas and putting them into practice.

Though every day of development brings its own mix of both expected and unforeseen challenges, you never lose sight of the big picture. As a strategic thinker and tactical planner, you balance short-term priorities with long-term goals, while consistently considering the future impacts of your choices.

What you will do:

- Collaborate with other core team members to develop the overall vision & determine technical feasibility.
- Identify and analyze risks (engine, data, features, etc.).
- Assess existing tools + occasionally design custom ones to support art pipelines and workflows & sustain the vision.
- Meet with technical artists and assistant technical art directors to share information and updates, enforce standards, set benchmarks, give feedback, etc.
- Resolve specific, complex, escalated issues & approve technical specifications.
- Prepare post-mortems + recommend ways to evolve how we create and integrate graphic data.
- Anticipate technological advancements and stay up to date on market trends to define our best practices + share them with our studios and the industry.
- Participate in recruitment to build the technical art team & foster their growth.

What you bring:

- Art, technical art, or programming experience, or other related experience + leadership

experience

- In-depth knowledge of game engines (e.g. Unity or Unreal) & their limitations, 2D art tools (e.g. Photoshop), 3D software (3DS Max, Maya, and Substance Painter), and an understanding of scripting languages (e.g. C#, Python, JavaScript, MaxScript)
- Familiarity with bug tracking software (e.g. Jira) and version management systems (e.g. Perforce)
- A highly innovative, collaborative, empathetic, and solution-oriented spirit
- Excellent communication, interpersonal, mentorship, and presentation skills
- Critical thinking, time management, and organizational capabilities
- Attention to detail, curiosity, resourcefulness, and plenty of flexibility

What to send our way:

- Your CV highlighting your education, experience, skills, and games shipped.
- Samples of your work or any supporting documentation you find relevant.
- A cover letter including your earliest starting date, expected salary and why you would like to join us.

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

We offer a highly motivating challenge for team players interested in showing personal initiative in an innovative and international company. If you are passionate about video games and would like to join an industry leader - please apply via our career portal.

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