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# Animation Director

**Job Purpose**

You will shape the overall animation vision for the game, inline with the creative vision, and will rally your animators behind this vision. You give them the guidance and context they need to grasp the overall style you’re trying to achieve, and then allow them the freedom to experiment and iterate.

While your animators build a world from the ground up, you keep an eye on form and function from a player’s perspective, ensuring that the look and feel of movement reach their intentions: to support the animation in cinematics, convey the narrative, create a connection, and make for an immersive, engaging and seamless experience.

**Reports To**

Producer or Director

**Direct Reports**

Associate Animation Director as required by the project.

**Responsibilities**

* Work closely with your fellow core team members to unify your visions for the production of the game’s animations, both in cinematics and in gameplay.
* Connect Character Artists and Animators to the animation vision by providing them with visual benchmarks, references and training.
* Partner with Technical Directors to establish pipelines and workflows and to select the best tools to achieve the required aesthetic quality and technical functionality.
* Participate in casting of actors and provide guidance to them during mocap sessions.
* Regularly play the game to make sure you always have a current sense of the animations’ feedback and a feel for the game in general.
* Build strong collaborative relationships with adjacent teams, such as Game Design, Art, Narrative and 3Cs, to ensure cohesive cinematics and gameplay.
* Review and validate integrated work and provide mentorship and constructive feedback to develop polished, harmonious and quality visual animation style.
* Support your Lead Animators in recruiting to build and grow the animation team and foster their professional development.
* Define the animation style of the game based on the creative direction, using references from games, other media and design documents, and produce a style guide for reference.
* Ability and willingness to travel to other Ubisoft studios for both project and studio needs.
* To be involved in studio and group initiatives as required.
* To build networks with peers in the wider Ubisoft group in the field of animation to share knowledge and approaches to the challenges of creating animation for games.

**Skills and Knowledge**

* Extensive knowledge of animation software like Motion Builder, 3DS Max and Maya.
* An understanding of the technologies available to be used in animation like IK, FK, Motion Matching and Procedural, and the pros and cons of their use.
* Ability to make a vision accessible and ensure that it is well understood by all.
* Good artistic judgment.
* Ability to provide constructive feedback in an accessible way that leaves space for the creativity of your teams.
* Basic knowledge of game, narrative design and 3Cs.

**Relevant Experience**

* Experience in a Director role.
* Experience working in animation.
* Experience working with a wide range of animation tools and software.