



EXPERT ANIMATOR

Job Purpose

Drive strategic impact by working within a multi-disciplinary team to prototype, create, and integrate high-quality 3D animation content that meets creative, technical, and quality standards while advancing innovation and knowledge sharing.

Responsibilities

- Own and optimise the end-to-end production, integration, and delivery of complex animation assets and systems, ensuring high quality and performance targets are met consistently.
- Act as a recognised expert and trusted reference point for animation across the project, studio and wider Ubisoft group, influencing creative and technical outcomes through hands-on contribution.
- Collaborate closely with design, programming, technical animation, and production to solve complex, cross-disciplinary problems relating to animation.
- Work closely with the Lead Animator and Producer to plan, scope, and prioritise work, ensuring delivery aligns with project milestones and dependencies.
- Approach challenges with ownership, professionalism, and a positive mindset, always working in the best interests of the team and project.
- Drive innovation in animation pipelines, tools, and real-time techniques by identifying risks, researching industry trends and advances, and implementing scalable, future-facing solutions.
- Share expertise through coaching, assess skill gaps, constructive feedback, cross-studio collaboration, and external industry engagement to elevate animation quality and standards across Ubisoft.
- Maintain a strategic, long-term outlook, contributing insight and recommendations that support evolving project and studio needs.

- Carry out relevant ad-hoc work where expertise, judgment, and initiative are required.

Skills and Knowledge

- Ability to influence outcomes through expertise and example, with a proven track record of proposing, championing, and implementing creative and technical solutions.
- Expert knowledge of the animation production process, animation principles, and real-time animation systems within modern game engines.
- Advanced understanding of node-based animation systems, state machines, blend trees, and character rigging fundamentals.
- Strong understanding of engine constraints, performance considerations, and the interaction between animation, gameplay, and technology.
- Keen awareness of the constraints and opportunities of current animation technology, with an active interest in evolving industry standards and techniques.
- Outstanding keyframing skills, that can set a benchmark for project(s)

Experience

- Experience working on 3D character animation for videogames, film or TV production.
- Experience working with motion capture and real-time animation an advantage.
- Proven experience through full production lifecycles.
- Development for console and / or high-end PC an advantage.
- Experience working in a multi-site collaboration environment is a plus.

JOB DESCRIPTION	Expert Animator
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