



Lead Programmer

Job Purpose

Lead an engineering team within a collaborative multidiscipline environment with a focus on the three pillars of Leadership at Ubisoft: Care about People, Drive Performance and Development and Lead in Complexity.

Leadership Responsibilities

- Build an effective team to ensure it is fully resourced, a manageable size and a good mix of levels and foster the team player culture;
- Plan, prioritise and set inspiring objectives for your team members all year long;
- Empower your team members with clear expectations and hold them accountable for their key results;
- Provide your team members with ongoing and meaningful feedback on performance and development -- ensuring positive acknowledgement of all achievements, both big and small;
- Enable your team members to reflect and prepare their future in their role and at Ubisoft;
- Engage and positively influence team members and stakeholders around a vision;
- Navigate through ambiguity and embrace change with a positive mindset;
- Create the environment for initiatives and ideas to emerge and grow;
- Care about people: be exemplary and supportive;
- Communicate with impact and promote an open dialogue within your team.

Other Responsibilities

- Work with production, engineers, design and art team leads to create task estimates, track schedules and development efforts across the team;
- Ensure your team participates in standard studio development processes;
- Liaise with internal and external middleware technology providers, and console manufacturers;
- Balance active code development with the management requirements and responsibilities of a discipline lead;
- Ensure the delivery of practical and timely solutions by the engineering team that meets the game design and technical requirements;

- Ensure code is modular, self-contained, and defensive and observes the technical constraints on the system by leading regular technical design and code reviews;
- Define good programming practices and coding standards, and ensure they are enforced within the engineering team through regular peer code reviews;
- Ensure the creation of technical documentation for the engineering team as well as other disciplines, and assist in the creation of submission materials as required;
- Continually review the game and development processes to identify potential improvements;
- Be an advocate and ambassador for technology sharing across projects;
- Supporting the line manager in any ad hoc tasks and duties.

Skills and Knowledge

- Knowledge of common online systems;
- Ability to debug networked/asynchronous systems;
- Good C/C++ programming skills, with very good knowledge of object-oriented development including design patterns and UML;
- Understanding of speed and memory considerations, and able to implement basic optimisations;
- Knowledge of common algorithms, data structures, patterns and their application;
- Ability to analyse unfamiliar code of a reasonable complexity to understand, extend and refactor an existing module;
- Ability to debug defects of a reasonable complexity, including memory related issues, and multi-threading;
- Knowledge of different software development methods such as Test Driven Development, Unit Testing, Agile etc.;
- Understanding the constraints and technical requirements for console platform development within their area is a plus;

Relevant Experience

- Bachelor's degree in computer science, computer engineering or equivalent training;
- Experience working with a large game codebase, and it's modules, middleware and associated pipeline;
- Commercial software development experience with significant involvement in
- 1 published game in a relevant programming capacity is a plus;
- Experience working with at least one modern console platform is an advantage;
- Experience with profiling tools is desirable;
- Experience working in a multi-site collaboration environment is a plus.