# Graphical user interface Description automatically generated

# Lead Build Engineer

**Reports To**

Senior Lead Programmer or Discipline Manager as appropriate

**Direct Reports**

Build Engineers of all experience levels

**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**

* Architect build systems to support project needs;
* Maintain the build farm and build machines within it;
* Work with IT and Production to ensure the build farm can meet project requirements;
* Work as a key part of an agile development team, taking responsibility for organising and planning their own work;
* Ensure coding standards are followed in their own and others code;
* Collect, interpret and analyse the technical feasibility of system/feature specifications;
* Write clear and well-structured code using the appropriate data structure and algorithms while bearing in mind performance, maintenance and architectural requirements;
* Include comments in the code and document implemented features;
* Stay up to date with technology advances within the field;
* Assist less experienced build engineers;
* Capture and analyse data from the build farm to help define future development of the build system and build farm;
* 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 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 build system and processes to identify potential improvements;
* Be an advocate and ambassador for technology sharing across projects;
* Supporting their line manager in any ad hoc tasks and duties.

**Skills and Knowledge**

* Knowledge of a source control system (e.g., Perforce);
* Knowledge of script languages (e.g., C#, Perl, Python, Lua);
* Knowledge of build configuration and makefiles;
* Knowledge of build management tools (e.g., Jenkins);
* Knowledge of all areas of the build pipeline;
* Understanding of speed and memory considerations, and able to implement basic optimisations;
* Knowledge of common algorithms, data structures and patterns, and their application;
* Ability to analyse unfamiliar code of a reasonable complexity to understand, extend and refactor functionality of an existing module;
* Ability to debug defects of a reasonable complexity, including memory related issues, and multi-threading;
* Knowledge of difference software development methods such as Test-Driven Development, Unit Testing, Agile, etc.;
* Knowledge of console platform submission requirements (TRCs, XRs, etc.) is desirable;
* Ability to adapt to change;
* Good interpersonal and communication skills.

**Relevant Experience**

* Experience managing and leading technical staff;
* Bachelor’s degree in a relevant subject or equivalent industry experience.