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# Studio Engineering Manager

# Job Purpose

Elevate profile of the Engineering Department consistently across both Studios and the wider Ubisoft group whilst ensuring optimal staffing, development, growth within the team and maximising talent retention.

**Responsibilities**

* Be the Secondary Manager for all others in the discipline, across the Studio;
* Have regular one to ones with Leads in conversation with Directors and Producers;
* Attend and input into project staffing/FTE meetings;
* Ensure effective succession planning to facilitate Studio staffing and strategy requirements;
* Champion best practices and levelling up the discipline as a whole;
* Stay abreast of trends in the discipline and setting up suitable sharing/training programs;
* Work with HR and project teams to ensure a consistent and comprehensive onboarding programme for all;
* Participate in all discipline specific interviews collating feedback and acting as primary hiring manager;
* Meet monthly with the Resource and Development Manager to map out current skill sets and future potential within the Discipline as well as identifying key talent;
* Work with Learning & Development to identify core skills development and soft skill training needs;
* Identify opportunities for team members to attend external events and conferences both as a representative of Ubisoft and a delegate;
* Communicate and collaborate with key stakeholders to identify and highlight key risks or skill gaps with team members;
* Efficiently communicate and support messages from management;
* Actively participate in the implementation of more efficient work methods;
* Support HR in the Salary and Performance Review process;
* Any other ad hoc tasks when required.

**Skills and Knowledge**

* Strong interpersonal and communication skills;
* Proactive, autonomous and self-driven approach to work with demonstrable application of initiative;
* Ability to accept and deliver feedback and adapt to change;
* Originality and resourcefulness in problem solving;
* Up-to-date knowledge on current and emerging trends in visual communication;
* The ability to travel frequently and regularly (a minimum of 6 days over 2 trips per month) between Reflections and Leamington as well as other Studios in the Ubisoft Group as required;
* Strong knowledge of the video game industry and awareness of typical video game development processes;

**Relevant Experience**

* Extensive experience of working in Engineering;
* Significant experience in a lead/management role or other relevant experience;
* Robust understanding of the current trends in Engineering and its sub disciplines, particularly as pertains to the video game industry;
* Experience working on multi-site projects and/or studios essential.