



Master Digital Prosthetics Technician

Reports to: Head of 3D
Location: Miramar, Wellington

Role Purpose

The Master Digital Prosthetics Technician is a senior creative and technical leader within the 3D Manufacture team. Operating as a trusted right-hand to the Head of 3D, the role provides creative leadership, expert craft direction, and strategic guidance across projects and people.

This position frequently takes the creative lead on complex or high-profile work, setting quality benchmarks, shaping creative solutions, and ensuring the highest standard of output across the department. The Master Craftsperson plays a critical role in developing artists, strengthening team capability, evolving manufacturing pipelines, and safeguarding Wētā Workshop's reputation for world-class craftsmanship.

Key Accountabilities & Outcomes

Creative & Technical Leadership

- Take creative ownership of complex or high-risk projects, often acting as the creative lead from concept through to final delivery
- Set and uphold the highest standards of artistic quality, craftsmanship, and technical execution across 3D Manufacture
- Apply expert-level artistic judgement to guide design decisions, problem-solve creatively, and elevate final outcomes

Right-Hand Support to Head of 3D

- Act as a senior advisor and trusted deputy to the Head of 3D on creative, technical, and people-related matters
- Support department leadership by providing insight into resourcing, capability, workflow health, and project feasibility
- Step in to lead teams, projects, or decision-making where required, particularly during peak periods or priority shifts

People Leadership & Capability Building

- Mentor, coach, and guide artists and craftspeople at all levels, sharing deep craft knowledge and best practice
- Lead by example in professional conduct, collaboration, health and safety, and creative excellence
- Identify skills gaps and contribute to training strategies that strengthen both individual growth and team capability

Process, Pipeline & Innovation

- Drive continuous improvement across 3D Manufacture workflows, tools, and processes
- Lead or contribute to research and development initiatives that enhance efficiency, quality, or creative outcomes
- Champion innovation, experimentation, and the adoption of new techniques, materials, and methods

Health, Safety, and Well-being

- Follows all health, safety, and well-being rules, procedures, and instructions. Takes reasonable care to look after their own H&S at work and the H&S of others.
- Champions excellent health, safety and wellbeing practices.

Qualifications & Experience

- 10+ years of 3D modelling experience, with extensive experience in digital manufacture methods
- 8+ years of experience in the creative industries and/or film costume and props
- Degree in relevant field
- Demonstrated experience in crafting creative pieces in a manufacturing environment
- Experience training and supporting emerging artists/crafters

Skills & Competencies

- Strong range of hand and machine crafting abilities and knowledge of product creation
- In depth knowledge of ZBrush or Rhino and can identify and troubleshoot 3D modelling problems
- Exceptional ability to design and model high-quality products with efficiency and accuracy
- Efficiently integrates Photoshop and Illustrator into their workflow to create graphics, UVs, alphas, diagrams and designs
- Excellent artistic eye in both 3D and 2D
- Can develop and implement a manufacture plan autonomously or by leading a team for projects of any scale
- Consistently delivers to brief on time and within budget
- Thorough understanding of manufacture workflows and experience working across different teams
- Quoting-can confidently estimate labour & timeframe for a project
- Able to consider and implement feedback from team leaders, art directors and clients
- Ability to innovate new techniques and evaluate new products
- Informs and guides technical aspects of department training and development
- Can innovate and provide guidance on best practice to the team

Key Working Relationships

Internal

- Manufacture Crew
- Art and Technical Director
- Production Team
- Design Studio

External

- Industry contacts

Change to Job Description

Completed on: 1/02/2026 Review Date: 1/02/2027