Senior Game Programmer

Reports to: Lead Game Programmer
Location: Miramar, Wellington

Role Purpose

The Senior Game Programmer works in conjunction with other programmers, designers, and content creators to design, implement and maintain engaging and compelling gameplay systems, proprietary toolsets and in-game features.

Key Accountabilities & Outcomes

- Code new and existing systems to meet the intent of the game's design
- Keep new code coherent with existing code
- Collaborate with other programmers in generating high-quality, modular systems for stakeholders, while striving to increase team-wide velocity and improve team self-management.
- Work with game and level designers to conceptualise and create adaptive and scalable gameplay systems.
- Work with designers, artists, and other content creators to design and implement robust, accessible support toolsets, based on existing and future requirements.
- Pair with and mentor one or two less experienced programmers.
- Assist with defining and improving development pipelines and processes.
- Support optimisation, bug fixing and finalising efforts for our game projects.
- Participate in frequent game and content reviews and be able to suggest potential codebase and development efficiency improvements.
- Participate in code reviews.
- Constantly assess code quality and work to improve the performance and robustness of applications and games.
- Document your work to ensure coherency and accessibility.
- Identify and report bugs or potential bugs.
- Estimate development timeframes.

Teamwork

- Treat other team members with respect, dignity, and kindness.
- Walk others through your work and share decisions you've made along the way
- Work with other team members to resolve day-to-day issues as they arise.
- Being active across our communication channels, which include face-to-face meetings and a range of online tools, and spotting opportunities / requests for help.

- Engaging in our Agile rituals such as daily stand-ups, sprint planning, sprint reviews, and retrospectives.
- You will work closely with other programmers, designers, and artists to achieve the vision of the games we create.

Programming
- Working in the Unreal Engine 5
- Writing code in C++ and scripting or configuration languages as needed.
- Technical design and implementation of game systems, especially in areas where you have relevant experience.
- Guiding other members of the team to work in or with your systems.
- Developing tools for technical and non-technical members of the team.
- Foresee dependencies early and actively manage them throughout development.
- There will be bugs. You will go bug hunting but frequently bugs will also find you. A part of your job will be fixing and testing these little critters.
- Task tracking and task estimation.
- Code reviews, with a particular emphasis on helping our more junior team members through the review process.

Leadership
- Leading development of core aspects of gameplay.
- Advising the team in your areas of expertise.
- Assisting more junior team members to learn and grow.
- Helping to define and implement process improvements.
- Fulfilling other manifestations of thought leadership (e.g. recruitment, strategy, automation) within the studio as appropriate to your interest and experience.

Innovating
- Actively engage in ongoing learning to increase our collective technical knowledge and improve standards and practices.
- Keeping up to date with the latest coding standards, APIs, software versions, tools, and implementation techniques.

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

- Significant games industry experience (5+ years), with working familiarity with at least one shipped title.
- Significant experience with the Unreal game engine.

Skills & Competencies

- Deep knowledge of one or more common game systems.
- A good understanding of games-related mathematics, such as:
  - Matrix and vector transformations.
  - Physics and simulations.
  - Trig and geometry.
  - Big O.
  - Logic and boolean algebra.
  - Basic calculus.
- Comfortable with one or more industry standard source control solutions.

Key Working Relationships

Internal

- Lead Programmer
- Technology Director
- Programmers
- Producers
- Designers
- Artists
- Sound Designers

External

- Nil

Change to Job Description

Completed on: 1/07/2025   **Review Date:** 28/07/2026