



## Lead Artist

**Reports to:** To be confirmed  
**Location:** Miramar, Wellington

### Role Purpose

The Lead Artist role is to collaborate closely with the Art Director, Creative Leads, and other artists to develop and deliver high-quality design and creative solutions. The role focuses on generating original 2D and 3D design work, solving complex visual challenges, and contributing to the creative direction of projects. A lead artist champions Wētā Workshop's creative culture through collaboration, professionalism, and by inspiring others with strong design execution.

### Key Accountabilities & Outcomes

#### **Contribute to creative design and project work**

- Work with the Art Director and Creative Leads to interpret briefs and contribute to the creative vision of the project.
- Work with Project Leads to align on creative vision, proactively advance creative tasks.
- Take initiative in providing design briefs for fellow artists when required and provide constructive art direction feedback to meet Weta's quality standards.
- Produce original 2D and 3D artwork that communicates strong design ideas across characters, environments, props, and experiences.
- Apply advanced visual problem-solving to conceptual and design challenges.
- Collaborate with other artists to ensure a cohesive creative outcome.
- Work within studio pipelines and deadlines to deliver high-quality results.
- Proactively identify design or technical challenges and suggest solutions.

#### **Support and collaborate with the creative team**

- Share expertise and provide constructive feedback to peers when appropriate.
- Collaborate with other departments (e.g. Design Studio, 3D, manufacturing, media team) to ensure designs translate effectively into production.
- Collaborate with external partners and vendors
- Contribute ideas during team discussions and build upon others' ideas in a constructive way.
- Maintain a positive, collaborative working environment.

#### **Maintain a high standard of artistic and design quality**

- Demonstrate advanced skills in drawing, rendering, anatomy, perspective, proportion, composition, value, colour, and lighting.
- Translate conceptual thinking into both 2D and 3D outputs with clarity and impact.
- Assemble design work into presentation-ready formats for both internal and external reviews.

## **Continue to develop relevant expertise in design and related fields.**

- Latest conceptual design techniques and workflows.
- Manufacturing processes used at Weta Workshop.
- Continually grow specialist knowledge in a variety of fields that can be used to inform conceptual thinking.
- Understand how audiences experience different entertainment mediums e.g: film, gaming, location-based experiences, theatre, virtual/augmented reality etc.

## **Be a positive team player and participate in a healthy working environment by displaying mature and professional behaviour.**

- Show proactivity, adaptability, and resilience in daily work.
- Manage time effectively and meet deadlines.
- Freely share knowledge and inspire others through high-quality creative output.
- Help foster a tidy, professional, and positive studio environment.

## **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**

- 5+ years working in the entertainment or design industry preferable.
- Experience delivering high-quality concept design work in a project-driven studio environment.

## **Skills & Competencies**

### **Advanced Art Skills with a strong emphasis on:**

- Drawing, rendering, anatomy, proportion, composition, perspective, value, colour and lighting.

### **Advanced Design Skills with a strong emphasis on:**

- The design process, problem solving, hierarchy, shape language, contrast, proximity, repetition and unity.

### **Advanced Research Skills with a strong emphasis on:**

- Research by gathering information and visual material to assist with the design process.

### **Software Skills**

- Both 2D and 3D design skills are required
- Excellent in Photoshop
- Ability to design and model with a 3D programme like Blender, Zbrush, Rhino, 3DS Max, or Maya.
- Ideally familiar with real-time rendering software such as Unreal Engine
- Ideally familiar with illustrator, indesign and premier pro.

## Key Working Relationships

### Internal

- Art Director and Creative Leads
- Project Leads, Production Managers and Coordinators
- Other artists and concept artists
- Weta Workshop HODs and crew members – 3D, Imaging, Costume, Paint, other Manufacturing departments, Consumer Products, and Immersive Experiences

### External

- Partners and vendors
- Clients

## Change to Job Description

Completed on: 1/08/2025    Review Date: 31/08/2026