



Lead Game Designer

Reports to: Creative Director
Location: Miramar, Wellington

Role Purpose

The Game Studio exists to unleash our imagination and create immersive games in worlds you won't want to leave.

The Lead Game Designer is responsible for designing systems and features that deliver on the core vision of our games.

Key Accountabilities & Outcomes

- Work closely with the Game Director to ensure our games maintain exceptional quality across the gameplay, environment design and storytelling of our games.
- Design systems and features that deliver on the core vision of our games.
- Oversee the development of game design documents that outline game features which support the Game vision.
- Define and assign sprint goals to other members of the design team.
- Manage the Design team, including regular 1-1s, training and development initiatives and mentoring.
- Manage design scope, working closely with production to ensure deadlines are met.
- Lead communication of the game design to a range of stakeholders, including non-designers and executive team members.

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

- At least 2 shipped games as a Senior or Lead Game Designer.
- 7+ years' professional game design.
- Experience or familiarity with varied game genres including Simulation, Roguelike, RPGs, etc.
- Experience developing PC and console games.
- Experience with working with established IP's and IP holders

Skills & Competencies

- Strong management and leadership skills.
- Comfortable in Unreal Engine and prototype level competency in C++.

Key Working Relationships

Internal

- Game Director, Creative Director, Technology Director, Studio Director, Production Director
- Discipline Leads, Producers
- Game development team

External

- IP Holders
- Publisher as required

People Management

Responsible for 5+ direct reports

As a leader of others: Builds the 'big picture' by championing Wētā Workshop's philosophy, values, and strategic initiatives; Makes things happen by establishing team goals, processes, and role clarity, taking action that's in the best interests of the company; Creates awesome teams by building trust and a safe environment to learn, create, and contribute freely.

Change to Job Description

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