**Lead Art Technician**

**Job Purpose**

Lead a team within a collaborative multidiscipline environment with a focus on the three pillars of Leadership at Ubisoft: Care about People, Drive Performance and Development and Lead in Complexity.

The Art Technician team work alongside Technical Art and the Art teams to ensure the correct technical set-up, maintenance, and optimisation of art assets, the delivery of high calibre and performative art assets and environments, and a great player experience.

**Leadership Responsibilities**

* Build an effective team to ensure it is fully resourced, a manageable size and a good mix of levels and foster the team player culture;
* Plan, prioritise and set inspiring objectives for your team members all year long;
* Empower your team members with clear expectations and hold them accountable for their key results;
* Provide your team members with ongoing and meaningful feedback on performance and development -- ensuring positive acknowledgement of all achievements, both big and small;
* Enable your team members to reflect and prepare their future in their role and at Ubisoft;
* Engage and positively influence team members and stakeholders around a vision;
* Navigate through ambiguity and embrace change with a positive mindset;
* Create the environment for initiatives and ideas to emerge and grow;
* Care about people: be exemplary and supportive;
* Communicate with impact and promote an open dialogue within your team.

**Other Responsibilities**

* Drive the testing, validation, optimisation and feedback processes for the technical setup and functionality of Art content;
* Act as a knowledge holder for technical set-ups related to art, give advice and aid bug-fixing, and proactively create, maintain and update relevant documentation;
* Feedback visual quality issues, metric and design issues, and optimisation requirements to the Art teams, and/or perform minor fixes to the visual meshes as required;
* Support the Technical Artists profiling game performance, and ensuring art assets are within budget for their size and usage case;
* Champion use of debug tools and validation scripts to identify, investigate and fix Art related set-up problems in the game world and asset library;
* Champion good housekeeping and maintenance of the asset library;
* Champion strong communication, knowledge sharing and productive collaboration across the project, and act to bridge gaps in communications;
* Support Producers tracking and planning tasks and bug-fixing for the team, ensuring the team are keeping tasks up-to-date and addressing any bug regression;
* Support the development teams in investigations, prototyping, and solution development to help realise feature design;

**Skills and Knowledge**

* Strong working experience and understanding of a 3D modelling package such as Maya, 3DS Max, and the pipeline for getting assets into a 3D game engine such as Unity or Unreal Engine;
* Excellent written, and verbal communication skill, attention to detail, and ability to describe technical issues from a functional and aesthetic perspective;
* Excellent organization and time management abilities and ability to work under pressure and meet short deadlines;
* Strong knowledge and understanding of video game art production and development and the technical set-ups of game assets and environments, materials and shaders;
* Confidence facilitating and leading meetings, engaging in group discussions, presenting, and delivering information;
* Experience working with task/bug tracking software;
* Experience working with version control software desirable;
* Experience programming / scripting desirable but not essential;
* Ability to mentor others.