Lead Narrative Designer

Job Purpose

The Lead Narrative Designer is responsible for the narrative features and content of the game as well having to lead and develop a team of narrative designers with a focus on the three pillars of Leadership at Ubisoft: Care about People, Drive Performance and Development and Lead in Complexity.

Responsibilities

- Build an effective team by ensuring it is fully resourced, a manageable size, and a good mix of levels.
- 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.
- Engage and positively influence team members and stakeholders around a vision.
- Navigate through ambiguity and embrace change with a positive mindset.
- Communicate with impact and promote an open dialogue within your team.
- Utilise your experience and knowledge to guide team members towards creating quality and efficient delivery of narrative designs that are aligned with the vision of the Game Director/Creative Director.
- Work with the Game Director/Creative Director to help establish the tone, voice, theme and style of the game.
- Help to create narrative systems that can support the gameplay and liaise with Designers/Directors on ways that the two systems can best serve each other.
- Work with production, other team leads, and directors to help create task estimates and schedules for the team.
- Balance any writing and editing requirements with the management requirements and responsibilities of a discipline lead.
- Continually review the narrative design processes to identify potential improvements.
- Be responsible for the hiring of potential future candidates within the design team.

Skills and Knowledge

- An excellent understanding of non-linear narrative systems and structures.
- Strong writing and editing skills.
- A strong understanding of narrative-related pipelines (VO, cinematics, audio etc.)
- Passionate about playing and making games.
- Knowledge of GaaS and Open-World games.
- Familiar with common scheduling, task and issue tracking tools (Perforce, Jira, etc.).
- Able to create, manage and help track schedules for a team of Narrative Designers.
- Comprehensive working knowledge of applications related to documentation (such as Microsoft Office, Adobe Creative Suite, Confluence, etc.).
- Knowledge of narrative design and scriptwriting tools (Final Draft, Inkle, Twine, etc.)
- Familiarity with scripting and/or programming tools.
- Self-motivated and pro-active with a strong work ethic.
- Presentation and pitching skills.

Relevant Experience

- Experience managing and leading a team.
- Bachelor's degree in a relevant subject or equivalent industry experience.
- 6 years' minimum experience within narrative design or other relevant experience.
- Significant involvement in a published game, with at least 1 project at senior level.
- Experience working in a multi-site collaboration environment is a plus.