****

**LEAD ANIMATOR**

**Job Purpose**

Lead, mobilise and develop an animation team within a collaborative, multidiscipline environment; define and track the schedule for the team, manage and mentor team members, and be a key player in the artistic style of the project.

**Reports To**

Studio Art Manager

**Direct Reports**

Members of the animation team at all levels

**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.
* Contribute toward project and milestone planning with production and other relevant stakeholders.
* 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.
* 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.
* Be inclusive, empathetic, flexible and care about people.

**Job Responsibilities**

* Support the Animation Director by executing on the creative vision and with the creation of an Art Bible and Style guild.
* Ensure the best-in-class art in accordance with the project's animation & artistic direction and production timelines.
* Be the main contact for Animation with the project and its partners.
* Cultivate the team with timely feedback, growth and development and training opportunities.
* Work in close liaison with all disciplines fostering synergies between departments and individuals.
* Conduct performance reviews and participate in interviews and ensure proper staffing and team make-up.
* Identify and set up the best workflow and pipeline practices.
* Find resourceful solutions to any problems encountered.
* Work with your respective Production representative to help inform planning, schedules, and strategies by levering the knowledge you hold in your specialist area.
* Conduct any ad-hoc tasks when required.

**Skills and Knowledge**

* Strong working knowledge of relevant software (e.g. Maya, Motion Builder etc.)
* Knowledge of industry game engines and production pipelines.
* Excellent knowledge of animation principles and how to apply them effectively.
* Familiarity with animation state graphs.
* Experience editing mocap data, (understanding and/or using) of in-house mocap capture solutions and directing mocap shoots.
* Ability to adopt and effectively communicate using different styles when working with

team members across the world with various cultural backgrounds.

* Good knowledge of scheduling and team tracking software and techniques (Jira etc).
* Exemplary written, interpersonal and communication skills.
* Strong leadership, team building and people management skills.
* Strong emotional intelligence.

**Relevant Experience**

* Experience in a team with direct line management.
* Relevant training in animation or equivalent.