



# Team Lead (f/m/d) [Ubiservices Düsseldorf]

**Düsseldorf - Full-time - 743999696940773**

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<https://jobs.smartrecruiters.com/Ubisoft2/743999696940773-team-lead-f-m-d-ubiservices-dusseldorf-?oga=true>

You will manage a small but growing team of Programmers who develop shared solutions to support live operations of our games. You will be responsible for the overall development and staffing of the team in order to achieve the strategic direction and objectives set in the team. You will also work closely with another team lead and the department manager. You must possess excellent organization and communication skills and strong team management skills to support the team in creating a great online services suite for Ubisoft Games (including AAA Games)!

Your Objective:

- Create an environment oriented to trust, open communication, creative thinking, and cohesive team effort
- Ensure the administrative monitoring of the team (e.g. absence planning and validation and business trips planning) Do regular One-on-One talks with team members to gather needs and give feedback
- Define team member development and career path opportunities with team members and mentor them to achieve goals.
- Take care of performance ratings and provide constant transparency for it with our internal tools
- Create, prioritize, assign and regularly follow up on tasks and the advancement of the team's work with regards to deliverables
- Plan and coordinate resources & the projects to ensure that the deliverables are finished on time and reach the expected quality
- Anticipate and recognize potential team related risks & conflicts and recommend solutions to Management
- Identify recruitment needs and participates in the recruitment & onboarding process
- Develop tools & best practices to support the development team in their daily work

- Manage the communication between the different internal and external parties and ensures that operation resources are focused on the right areas
- Maintain excellent knowledge on Ubisoft and especially Team Management processes, reinforce them and propose enhancements as per reality in the operational field
- Suggest and perform improvement methods for tasks organization within the team

### Your Experience:

- At least 3 years of experience as a Team Lead or other relevant experience
- Bachelor or Master degree in management, administration, Computer science, Software engineering or similar
- Working style is very responsive and task handling is strongly reliable
- Excellent interpersonal skills combined with strong English oral and written communication skills
- Ability to collaborate with multiple international teams
- Highly supportive, helping your team to do get things done efficiently with a proactive problem solving mindset
- Being Enthusiastic and cultivating it for on-going learning and development
- Encourage change and manage the implementation of new ideas.
- Excellent self-organization and able to work autonomously
- Ability to adapt to change & flexibility in organizing work

### Bonus Level:

- Experience with JIRA
- Confluence knowledge
- Affinity with technology and ability to grasp technical issues on a high level
- Experience with software engineering
- Knowledge about databases
- Passion for computer games
- Knowledge of Scrum methodologies

### Your Benefits

- Relocation Support: We offer financial support in form of a cash allowance and assistance with

accommodation search and settle-in support via our relocation partner, for international candidates we offer visa assistance.

- 26 days paid vacation per year. Additionally, you will get half a day off on Christmas Eve and New Year's Eve and approximately 11 bank holidays in the NRW region.
- Flexible Working Hours: We have core working times between 10:00 AM – 04:00 PM and the distribution of the other hours is up to you.
- Company Pension Scheme. We offer an attractive scheme through salary sacrificing in which the employer also matches contributions
- Up to 350€ childcare support per child per month. In addition, we also offer 5 'care for ill children days' per child per year.
- Discounted Games. We regularly order Ubisoft Games for super cheap prices for our employees.
- Gym Subsidy. We contribute 50% (up to a maximum amount of 25€) towards the monthly cost of a gym membership of your choice.
- Monthly Mobility Budget. 80€ per month that can be used on bicycle lease, parking spot rental or public transportation ticket.
- Our Ubisoft Blue Byte Academy offers multiple opportunities for you to discover your full potential and develop yourself in various areas.
- English and German classes for free. Main language in the studio is English.
- Free fresh Fruit, Coffee, Tea and Water. Enjoy fresh fruit and beverages in our office.

We offer a highly interesting challenge for a team player including the possibility to show personal initiative. If you are passionate about video games and VR and would like to work with like-minded professionals in an international team, please apply via our career portal.

The application must include your resume and a cover letter detailing your earliest starting date, salary expectations and motivation

For further information please check <https://duesseldorf.ubisoft.com/en/> and [www.ubisoft.com](http://www.ubisoft.com).

Ubisoft Blue Byte GmbH

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Sitz der Gesellschaft: Düsseldorf

Amtsgericht Düsseldorf HRB Nr. 51772