



# Lead Animator [Avatar Project] (f/m/d)

**Düsseldorf - Full-time - 743999734611502**

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The Lead Animator is responsible for leading and managing the Animation and Technical Animation teams in our project, setting objectives for both short and long term, driving quality standards and collaborating with Directors to deliver AAA game experiences.

## Primary Objectives

- Collaborate with the Art Director, Technical Art Director and Animation Director to create animations that fit to the visual style of the project and set a new benchmark on animation quality for the team.
- Define, prioritize, assign and regularly follow up on tasks and the advancement of the team's work with regards to deliverables together with production.
- Provide support and feedback for internal animation team and the technical animators.
- Establish animation standards and provide feedback for animation outsourcing.
- Collaborate with Tech Artists to improve existing and prototype future animation pipelines.
- Collaborate with design teams and programming teams to develop gameplay features.
- Quickly prototype animation systems that will serve as a basis for animation and gameplay-related discussions
- Be the main point of contact for other teams and represent the team

## Specific Tasks:

- Provide knowledge and solutions for animation problems
  - Cooperation with other Ubisoft teams all around the world on a daily basis
  - Provide support and advice for artists
  - Ensure that the work of the team follows the quality standards, artistic direction and set deadlines.
  - Actively participate in project management decisions and supervise the necessary adjustments so that the animation team is able to reach their goals.
  - Develop and manage successful teams:
- Coach and share best practices with the animation team
  - Recruit and identify talents
  - Manage performance: define objectives, give constructive feedback
  - Empower and develop his teams with a long-term perspective

- A minimum of 5 years' experience as an Animator or Technical Animator in game development with a strong understanding of rigging, skinning, keyframe animation, motion capturing and procedural animation.
- At least 2 years of experience in a leadership role.
- Proven experience on at least one AAA shipped title
- Excellent knowledge of Maya, Motion Builder, 3DSMAX, and/or other commercial 3D authoring packages.
- A keen eye for motion, weight, timing and animation.
- Being able to work with a complex animation system and complex animation state machines
- Able to keep content within the current project's art style and work within those limitations.
- Understand workflows and tools in animation production with the ability to modify and improve them.
- Be forward thinking and anticipate the needs of your project.
- Fluent in English, both verbally and written

## Bonus

- Experience with Motion editing and handling Mocap Data in Motion Builder is a plus
- Experience as modeler and/or texture artist a plus
- Ability to create custom tools and scripts to increase the productivity is a plus.
- Rigging experience is a plus
- Being an avid gamer is a plus

## PORTFOLIO

It is required that you submit a portfolio of your work with your application. You may do so by providing a link to an online portfolio (preferred) or attaching documents to your resume.

All portfolios must contain a detailed shot breakdown of the work. It must be very clear what you, the applicant, are responsible for in your reel, portfolio, screenshots etc.

The portfolio should contain the following:

- Examples of character animation (full body motion, emotions etc.)
- Examples of animation style variety
- Examples of environment animation or visual effects
- Examples of animation rigs and their functionality in a 3D package

## Your Benefits

- Bonus Scheme Target based bonus scheme available.
  - 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.
  - 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.
  - Free German Classes; The business language in the studio is English. No German is required to work with us, this class is an optional benefit.
  - Up to 350€ childcare support per child per month. In addition, we also offer 5 'Care for ill children days' per child per year.
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- Company Pension Scheme.
  - 50% Health Insurance Contribution
  - Paid Sick Leave
  - Gym Subsidy
  - Monthly Travel Budget
  - Discounted Ubisoft Games
  - & more

## Living in Düsseldorf

Düsseldorf is a very international city close to the border of Germany famous for its Japanese culture. With a Japanese gardens, "Little Tokyo" area for Asian cuisine and celebrating Japan Day along the River Rhine each year. Art Galleries and Museums can be found as well as the "Old City" - a lively area of bars and restaurants amongst traditional German architecture. Two hours from Paris, Amsterdam, the UK and Hamburg - an excellent location to explore Europe even on a weekend. A large Deer park offers a natural sanctuary for those needing a break from the city life. More rural and suburban areas surround the city for those looking for a more relaxed pace.

For further information please check [www.bluebyte.de](http://www.bluebyte.de) and [www.ubisoft.com](http://www.ubisoft.com).

[Ubisoft Blue Byte GmbH](#)

[Studio Düsseldorf](#)

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Sitz der Gesellschaft: Düsseldorf

Amtsgericht Düsseldorf HRB Nr. 51772