



# People Manager [Snowdrop] (f/m/d)

**Düsseldorf - Full-time - 743999793765870**

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We're looking for a people manager to join our Snowdrop team. You will join a team, where everyone is willing to expand their knowledge and is encouraged to continue learning new things.

You will manage a small but growing team of programmers who is developing our snowdrop game engine. You will be responsible for the overall development and staffing of the team to achieve the strategic direction and objectives set in the team.

Snowdrop is a part of our Production Technology Department.

About Production Technology at Ubisoft

At Ubisoft, there are no limits to creativity. Innovation comes from every corner and our game teams are constantly pushing the boundaries of technology to transform ideas into fantastical worlds.

To bolster their efforts, Ubisoft's Production Technology department is a transversal group that unites more than 400 experts across the company around a mission to develop the best tools and technologies that enable our studios to bring their visions to life.

From designing our proprietary game engines and state-of-the-art middleware solutions used by our worldwide developer community to leverage the latest machine learning breakthroughs in R&D, Production Technology team members don't just help Ubisoft creators make games: they work together to pioneer innovations that change the way games are made.

About Snowdrop

The Snowdrop engine is efficient and flexible, enabling relatively small teams to create ambitious AAA games. At the core of the Snowdrop engine, we want to empower the developers.

The Snowdrop engine, with its flexible and empowering tools, has helped develop a number of Ubisoft titles such as The Division, The Settlers, and South Park.

## Your Impact

- Create an environment oriented to trust, open communication, creative thinking, and cohesive team effort.
- Building team management processes and implement improvements on the current ones.
- Ensure the administrative monitoring of the team (e.g. absence planning and validation and business trips planning, etc)
- Identify recruitment needs and participates in the recruitment process & onboarding process
- 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
- Anticipate and recognize potential team-related risks & conflicts and recommend solutions to management
- Perform improvement methods for tasks organization within the team

You have great managerial experience and a big interest of making strong teams and driving learning and development.

- 3+ years of professional experience as a People Manager/Team Lead/ Manager or other relevant experience
- Strong Leadership Mindset
- Working style is very responsive and task handling is strongly reliable
- Excellent interpersonal skills combined with strong English oral and written communication skills
- Highly supportive, helping your team to get things done efficiently with a proactive problem-solving mindset
- You are comfortable with taking initiative and finding creative solutions to complex problems.
- Being enthusiastic and cultivating it for ongoing 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

## Nice to have

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

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

*Side Note: We are on holiday and expect to be able to respond to your application at the start of January.*