



Director, Development & Production Efficiency

Montreal - Full-time - 743999980155363

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Your mission will be to maximize the effectiveness of our production strategy to allow room for innovation, efficiency, governance, continuous improvement, and the development of business skills.

As a member of the studio management team and under the supervision of the Managing Director, your department will have the mission of implementing and operationalizing the optimization and evolution in our ways of producing, ensure the governance and optimization of our production processes & tools, support production analysis operations and collaborate in the implementation of talent development strategies. You will support producers and their teams for all strategic & operational aspects of the development of our games.

Production processes, optimization, and continuous improvement

- Provide expert leadership and ensure that inefficiencies in the production processes are identified as well as opportunities for improvement, with a view to optimizing our production costs.
- Lead projects and initiatives related to the development of our ways of producing games and to the organizational optimization of our production structures.
- Implement forums & actions necessary to develop a culture of continuous improvement within the production teams.
- Monitor and facilitate the deployment of innovations in game production.
- Is the guardian of production methods and processes.
- Monitor the portfolio of continuous improvement initiatives in production management and ensure their governance.

Production analytics and performance monitoring

- Ensure the convergence of practices, tools and metrics used in production analysis and manage the team of Analysts & Product Specialists.
- Ensure that Studio practices are aligned with the Group's different instances or portfolios.
- Ensure reporting of the project portfolio at Studio level (align, produce, and develop dashboards, define performance indicators, etc.)
- Contribute to project portfolio reporting at all levels of the organization (Zone, Franchise, Group)
- Develop, standardize, and supervise production analysis practices in convergence with the Group's different production analysis communities.

Talent management and development in production

- Exercise mobilizing leadership supporting the Studio's objective of creating a learning organization and contribute to the evolution of the development practices of business skills.
- In close collaboration with Directors and the Talent Management team, actively participate in mapping medium and long-term talent development needs, support the development of career paths, contribute to the identification of expertise development strategies and to their implementation.
- Actively contribute to strategic resource planning and studio capacity management.

What you bring to the team

- Experience and recognized leadership in project portfolio management, governance, and various project management & **continuous improvement methodologies** (Waterfall, Agile, ITIL, COBIT, PMI, KanBan, etc.)
- Experience in video game production (or other relevant experience in the multimedia industry)
- Experience and recognized skills in team management
- Capability to influence and inspiring leadership.
- A mindset and qualities to implement tools and a culture of performance monitoring (implementation and monitoring of indicators and dashboards, implementation of analytical tools within production processes and cycles, etc.).
- An analytical mindset and **recognized expertise in process optimization and continuous improvement**
- Ability to balance the production needs and people development
- A Project Management Professional (PMP) and Certified Scrum Master (CSM) certification will be an asset.
- Good knowledge of the JIRA tool (an asset)

What to send our way

- Your CV highlighting your education, experience, and skills

Please note that if you need a work permit, your eligibility may depend on your education and years of relevant work experience, as required by the government

About us

Ubisoft's 19,000 team members, working across more than 30 countries around the world, are bound by a common mission: enrich players' lives with original and memorable gaming experiences. Their commitment and talent have brought to life many acclaimed franchises such as Assassin's Creed, Far Cry, Watch Dogs, Just Dance, Rainbow Six, and many more to come.

Ubisoft is an equal opportunity employer that believes diverse backgrounds and perspectives are key to creating worlds where both players and teams can thrive and express themselves.

Founded in 2005 and with a team of over 600 creative, passionate and innovative talents, Ubisoft Quebec is now one of the leaders in the industry. Involved in the Assassin's Creed franchise since 2010, our studio assumed the leadership of Assassin's Creed Odyssey as well as Immortals Fenyx Rising, and is now developing Assassin's Creed Codename RED.

If you are excited about solving game-changing challenges, harnessing cutting-edge technologies, and pushing the boundaries of entertainment, we invite you to join us on our journey and help us create the unknown.

At Ubisoft, you can come as you are. We embrace diversity in all its forms. We're committed to fostering a work environment that is inclusive and respectful of all differences.