



# 3D programming Team Lead

**Montreal - Full-time - 744000004230907**

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As a 3D Programmer Team Lead, you will be responsible for leading a team of skilled 3D programmers in the development of the next generation of the FarCry branded games. You will split your time between team management and project management.

You will collaborate closely with artists, designers, and other programmers to implement advanced rendering techniques and create stunning visual effects that enhance the overall gaming experience. This role requires a deep understanding and affinity for people management, time management, communication, and planning.

**Key Responsibilities:**

- Lead and mentor a team of 3D programmers, providing technical and/or professional guidance, feedback, and support to ensure high-quality code and deliverables.
- Collaborate with the game design and art teams to understand visual requirements and translate them into efficient and visually appealing rendering solutions.
- Plan 3D tasks and identify risks and estimation of production times.
- Prioritize and assign tasks and follow up on the evolution of the team's work with regards to 3D programming deliverables.
- Stay up to date with the latest industry trends and advancements in real-time rendering technology and evaluate their potential impact on current and future projects.
- Participate in code reviews, provide constructive feedback, and enforce coding standards to maintain a high level of quality and consistency within the team.
- Collaborate with cross-functional teams to plan and execute development sprints/milestones, ensuring timely and efficient delivery of commitments.

- Actively contribute to the recruitment and hiring process of new 3D programmers, assessing technical skills, and evaluating cultural fit within the team.
- Support career advancement and suggest training and development for skills identified by Team Lead and/or programmer.
- Bachelor's or Master's degree in Computer Science, Computer Engineering, or a related field.
- Proven experience as a 3D programmer in the video game industry, with a strong portfolio demonstrating expertise in real-time rendering and graphics programming.
- Proficiency in programming languages such as C++ and/or C# and experience with relevant APIs and frameworks
- Solid understanding of 3D graphics pipelines, shading languages (e.g., HLSL, GLSL), and advanced rendering techniques (e.g., deferred shading, physically-based rendering, global illumination).
- Experience with optimization techniques for real-time rendering, such as performance profiling, GPU/CPU optimization, and multi-threading.
- Excellent problem-solving skills and the ability to debug complex rendering issues.
- Strong leadership and interpersonal skills, with the ability to motivate and inspire a team of programmers.
- Excellent communication skills to effectively collaborate with artists, designers, and other team members.
- Passion for video games and a strong interest in staying up to date with industry trends and emerging technologies.
- Proven leadership and people management experience.