



Characters Team Lead [For Honor]

Montreal - Full-time - 744000058382675

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As a Characters Team Lead at Ubi MTL, you'll guide the creation of the characters players will interact and connect with. You'll oversee and support a talented team of character modellers in transforming concept designs into the defining people, creatures, and animals that live within our worlds.

You're a well-rounded team ambassador: an expert communicator, collaboration encourager, and not to mention a skilled artist. You understand the character creation process along with its (at times, many) technical and artistic constraints. You're able to step in to coach your team, find solutions to setbacks, and deliver feedback with confidence.

What you'll do

- Collaborate with other art leads and the art director to discuss and develop the **game vision**.
- **Coordinate and motivate** character modellers as they develop and polish their character art throughout the 3D pipeline.
- Organize and run regular **team meetings** to assign tasks, establish priorities, discuss progress, etc.
- Balance **artistic aspects** with **technical constraints**, maintaining quality and performance standards (poly count, memory, etc.).
- Review integrated work, ensuring it's aligned with the **artistic direction** and can animate well.
- Provide **mentorship** and constructive **feedback** to develop a consistent, quality visual style.
- Stay up to date on **best practices** to keep up with the industry.
- Participate in **recruitment** to build and grow your character modelling team.

What you bring

- Experience in modelling, texturing, and leadership
- Knowledge of 2D art tools (e.g. Photoshop) and 3D software (3DS Max, Maya, Substance Painter, Marvelous Designer, and ZBrush) *
- Solid understanding of topology, materials, textures, proportion, and anatomy + animation and game limitations
- Excellent mentorship, communication, organization, time management, interpersonal, and presentation skills
- Flexibility and a whole lot of resourcefulness
- A highly collaborative, creative, and empathetic spirit
- A super sharp, trained eye for detail

* Knowledge of project management software (e.g. Jira), 3D scanning, and optimization techniques = very nice to have

What to send our way

- Your CV highlighting your education, experience, skills, and any games shipped
- A portfolio of your best 3D work (attach images or send us a link to your personal website or online portfolio)

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.

When you join Ubi MTL, you discover a workplace that sparks inspiration and connection. We offer a collaborative space that provides career advancement, a host of learning opportunities, and meaningful benefits centred on well-being.

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.