



Concept Team Lead / Outsourcing Manager [Rainbow Six Siege]

Montreal - Full-time - 744000102661070

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As a **Concept Team Lead / Outsourcing Manager** at Ubisoft Montreal, you will guide the visual development for Rainbow Six Siege and oversee both internal and external concept art production. You will combine hands-on illustration with leadership and pipeline management to ensure every concept aligns with the creative direction and supports the game's production needs.

What you'll do

- Create clear **concept art briefs** that include visual references, written guidelines, and technical requirements.
- Present briefs to external partners and align with internal teams at the start of each new season.
- Review **outsourced concept art** and share structured feedback through written notes, visual overpaints, and regular review calls.
- Collaborate with the **Customization Art Director** to evaluate and approve outsourced deliverables for production.
- Support the setup, testing, and ongoing management of the **outsourcing pipeline**, including onboarding new partners.
- Coordinate with other Concept Leads to maintain consistency across internal and external art outputs.
- Work with Monetization and Narrative teams to ensure visual alignment with brand and storytelling goals.
- Help integrate **ShotGrid** as an asset tracking solution within the concept art workflow.
- Work with the Customization Art Director on tasks that support visual direction needs.

What you bring to the team

- Skill in delivering high-quality **concept art** for characters, weapons, and visual explorations.
- Ability to create quick sketches and refined illustrations to communicate ideas.
- Experience presenting visual proposals and integrating feedback from art leadership.
- Understanding of **real-time engine constraints**, 3D workflows, and production realities.
- Strength in organizing, prioritizing, and following up on tasks within a hybrid team.
- Comfort guiding artists and giving constructive, actionable feedback.
- Knowledge of tools such as **ShotGrid**, Jira, or Perforce (asset).
- Capacity to collaborate with external partners and manage creative deliverables.

What to send our way

- Your CV highlighting relevant skills and experiences
- A portfolio showcasing your best concept art work

About us

Ubisoft is a global leader in gaming with teams across the world creating original and memorable gaming experiences, from Assassin's Creed, Rainbow Six to Just Dance and more. We believe diverse perspectives help both players and teams thrive. If you're passionate about innovation and pushing entertainment boundaries, join our journey and help create the unknown!

We embrace a hybrid work model helping you stay connected with your team and aligned with business priorities, while giving you the opportunity to maintain your work-life balance. Note that some roles are fully office-based and are not eligible for hybrid work.