



Concept Team Lead / Outsourcing Manager [Rainbow Six Siege]

Montreal - Full-time - 744000105676695

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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