



AI Programmer

Montreal - Full-time - 744000120946067

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As an AI Programmer at Ubisoft Montreal, you will design and develop artificial intelligence systems that bring characters and gameplay interactions to life. In this AI Programmer role, you will collaborate closely with multidisciplinary teams to deliver believable, readable, and high-performing AI behaviors integrated directly into the game experience.

What you'll do

- Design, implement, and maintain real-time gameplay AI systems using Unreal Engine, including Gameplay Ability System, Behavior Trees, EQS, perception systems, state machines, and movement behaviors.
- Own AI behaviors end to end, from architecture and implementation to debugging, tuning, and optimization in-game.
- Collaborate with gameplay, animation, technical design, and programming teams to deliver readable, systemic, and reliable AI.
- Optimize AI systems with a strong focus on performance, CPU usage, behavior level of detail, and agent scalability.
- Prototype and iterate quickly on AI behaviors to validate design intentions.
- Identify and fix AI-related bugs while improving overall stability.
- Contribute to code quality through best practices and code reviews.
- Document AI systems and share best practices across the team.

What you bring to the team

- A degree in Computer Science or Software Engineering
- At least 5 years of experience in programming.
- Strong C++ programming skills applied to game AI.
- Hands-on experience with Unreal Engine AI systems.
- Solid understanding of gameplay design principles and their AI implementation.
- Multiplayer game development experience.
- Ability to debug, analyze, and optimize complex systems.
- Collaborative mindset within multidisciplinary teams.
- Commitment to clean, maintainable, high-quality code.
- Curiosity and a continuous improvement mindset.
- Clear and effective communication skills.