



Senior 3D Programmer

Montreal - Full-time - 744000138127992

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We're a small, empowered team building an ambitious multiplayer experience, developed in Unreal Engine. We're looking for hands-on developers with a strong execution mindset, ownership, and pride in building something real—together.

What you'll do

- Design, implement, and maintain core engine foundations in Unreal Engine, with a strong focus on stability, performance, and scalability, supporting an always-playable, delivery-driven production environment.
- Lead rendering and frame performance initiatives, including GPU/CPU diagnostics and optimization, budget definition, pipeline improvements, and the implementation of safeguards (profiling, regression detection, benchmarking) to ensure continuous quality.
- Own technical solutions end-to-end: design, implementation, integration, review, and hardening, with a production and live-operations mindset focused on stability, performance, security, and maintainability.
- Collaborate daily with Gameplay, Tech Art, VFX, Level Art, Tools, and Build teams to ensure engine-level decisions (rendering, streaming, LODs) enable rapid delivery without compromising performance, while keeping Unreal Engine workflows efficient for a small, autonomous team.
- Embody a hands-on senior engineering role by writing code daily, debugging deep within the engine, challenging technical approaches, documenting the rationale behind decisions, and continuously raising the team's quality standards through best practices, design patterns, and effective technical debt management.

What You Bring

- An undergraduate degree in Computer Science, Computer Engineering or equivalent
- A minimum of 7 years' experience in general programming, ideally in the video-game industry
- A proficiency to communicate with all disciplines and to support and elevate the team in terms of visuals and performance
- Experience with HLSL, DirectX
- Proficiency in C++
- Experience developing on video-game consoles and in performance optimization for consoles

- You are a Philomath (a.k.a. a lover of maths - algebra, geometry, calculus, the whole set)
- You are creative and thirsty for innovation

Nice to Have

- Experience as part of a team that has shipped a video game