TEXTURE & LOOKDEV SUPERVISOR - Hybride VFX

Montreal - Full-time - 744000160696549

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Department & Team Leadership

- Assign tasks, mentor artists, and ensure the department delivers top-tier organic and hard-surface assets for high-end VFX.
- Assist with hiring, crewing decisions, talent reviews, and ongoing performance management.
- Enforce strict department Quality Control (QC) standards across all published assets before downstream delivery.

Creative Execution & Look Development

- Build high-detail textures from internal art or client-supplied references.
- Lead look development and shading in Arnold for Houdini, delivering physically accurate materials for creatures, characters, and hard-surface assets that hold up in shot context.
- Partner closely with the Lighting team to verify that assets lookdev behaves consistently photoreal
- Build optimized procedural shading networks and custom material setups when production requires it.

Pipeline, Technical & Production

- Collaborate with the Head of CG and Technical Directors (TDs) to establish department best practices within the studio's existing pipeline.

- Work directly with Production, Modeling, FX, CFX and Lighting teams to design sequence-specific workflows for maximum efficiency.

- Assist Production with project bidding, asset scope estimates, and schedule management to hit key delivery milestones.

- Explore new tools and methodologies to drive department efficiency and elevate visual quality.

- Standardize, ingest, and integrate texture and lookdev packages delivered by external vendors.

- Write and maintain comprehensive technical documentation and pipeline guides.

- 5+ years proven track record leading or supervising artists within a film/high-end VFX production studio environment.

- Demonstrated experience texturing and shading complex organic CG creatures and digital humans.

- Advanced knowledge of Mari/Substance Painter, and Photoshop.

- Deep expertise in shader creation, materials accuracy and AOVs.

Strong Assets

- Knowledge of Arnold and Houdini

- Knowledge of Nuke
- Has experience with Copernicus, Machine Learning and AI tools
- Deep knowledge of characters/creatures build workflows

Our passion for innovation and our team’s creativity are recognized throughout the industry and remain the cornerstone of our work philosophy. Our team is comprised of over 200 highly qualified creators working in two creative spaces located in Piedmont, in the Laurentians, and in the Mile-End district of Montreal.

Our repertoire holds prestigious titles such as 300, Avatar, Hunger Games and Jurassic World, as well as in the last 6 instalments of the Star Wars franchise and the new Disney+ high-end TV series, The Mandalorian, The Book of Boba Fett, Obi Wan Kenobi and Andor.

At Hybride, first and foremost, we are good human beings, who value well-being and solidarity. We’re committed to fostering a work environment that is inclusive and respectful of all differences.

At Hybride, 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.