



# Player Protection and Game Security Director

**Montreal - Full-time - 744000011554191**

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The Player Protection and Game Security Director drives the overall player safety strategy for a production. They define the vision to foster a safe and protective player experience. They are accountable for the evolution of the player' perception of their safety when they are in the game and of the tracking and communication on the player safety health status in the game.

## **Responsibilities**

The main and routines tasks of the Player Protection and Game Security Director are:

- **Define and communicate a vision**

- Define a vision & strategy for player safety for the production team based on the project past, present and future needs that will lead to creating ambitious objectives to better protect the game community;
- Work with the production cell owning player safety to plan and prioritize major milestones;
- Work with service partners and their leadership teams to define the what's next for player safety in terms of investments and development for the player safety services provided to the productions in the Ubisoft ecosystem;
- Manage the internal and public communication strategy around the production player safety topic.

- **Measure, observe, understand**

- Drive programs & initiatives to better measure, observe & understand threats on player safety, in collaboration with relevant partners;
- Participate to the definition of tracking standards & follow-up policies that enable comparisons among projects on the progress made in terms player safety (toxicity, security...);
- Building monitoring tools & dashboards with the relevant data teams;
- Research - including external partnership with academic or industry - to understand disruptive behaviors dynamics & impact;
- Reporting & communication about level of exposure & progress made.

- **Define & enforce player safety accountability**

- Ensure player safety is at the center of every design and that production processes and product/features definitions consider the player safety in their conception;
- Define standards and best practices to guide designers and cell owners in their conception;
- Establish the annual development plan with project security and safety teams;

- Participate to the directors reviews in order to identify possible gaps and flags in terms of player safety;
  - Work with the production leaders to identify necessary process upgrades to better incorporate player safety education and de-risk in the existing processes.
- **Support product strategy for the player safety services**
    - Work with the transversal teams to expose the production vision and needs in terms of product and services;
    - Work with the different stakeholders to shape the new services and ensure they fit the productions needs regarding player safety;
    - Define collaboration mandates with various service partners to bring onboard or create new transversal services;
    - Leverage best practices, benchmarks and competitive intel to fuel and guide new product and services development.
- **Educate**
    - Raise awareness among other services and partners about norms, best practices, references and new trends/threats observed in the player safety field.
- Senior management experience within the online gaming industry or another relevant digital industry;
  - First-hand experience of dealing with online communities of users and managing user safety stakes;
  - Deep understanding of technology, UX, software development and business stakes related to digital spaces and/or online video games industry;
  - Analytical mindset at ease with data-driven environments;
  - Strong understanding of online gaming culture;
  - Strategic achiever who will drive momentum while building alignment in a complex environment;
  - Passion for online video games is a plus.

### **What to send our way**

- Your CV highlighting your background, skills, and any games shipped

A real live person will review your application. In this case, it's our talent acquisition specialist Eric. As he learns more about you through your profile, get to know him through the video below.

### **About us**

Ubisoft's 19,000 team members, working across more than 30 countries around the world, are bound by a common mission: enrich players' lives with original and memorable gaming experiences. Their commitment and talent have brought to life many acclaimed franchises such as Assassin's Creed, Far Cry, Watch Dogs, Just Dance, Rainbow Six, and many more to come.

Ubisoft is an equal opportunity employer that believes diverse backgrounds and perspectives are key to creating worlds where both players and teams can thrive and express themselves.

When you join Ubi MTL, you discover a workplace that sparks inspiration and connection. We offer a collaborative space that provides career advancement, a host of learning opportunities, and meaningful benefits centred on well-being.

If you are excited about solving game-changing challenges, harnessing cutting-edge technologies, and pushing the boundaries of entertainment, we invite you to join us on our journey and help us create the unknown.

**At Ubisoft, 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.**