



Team Lead Textures

Montreal - Full-time - 744000014659325

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As a Team Lead Textures at Ubi MTL, you'll guide the creation of the textures that add depth and dimension to characters, objects, and environments. You'll oversee and support a talented team of texture artists in applying the details that make an immersive world come alive.

You'll act as a well-rounded team ambassador: an expert communicator, collaboration encourager, and not to mention a skilled artist. You'll understand the texturing process along with its (at times, many) technical and artistic constraints. You'll be able to step in to coach your team, find solutions to setbacks, and deliver feedback with confidence.

What you'll do

- Collaborate with other art leads, lighting artists & the art and technical directors to discuss and develop the game vision.
- Coordinate and motivate texture artists as they create textures from scratch, references, or scans.
- Organize and run regular team meetings to assign tasks, establish priorities, discuss progress, etc.
- Balance artistic aspects with technical constraints, maintaining quality and performance standards (poly count, memory, etc.).
- Review integrated work, ensuring it's aligned with the artistic direction and fits the feel of the game.
- Provide mentorship and constructive feedback to develop a consistent, quality visual style.
- Stay up to date on best practices to keep up with the industry.
- Participate in recruitment to build and grow your texture art team.

What you bring

- A degree in 3D Modeling or equivalent
- Around 5 years of experience in texturing, modeling, lighting, or other relevant experience (leadership, an asset)
- Knowledge of 2D art tools (e.g. Photoshop) and familiarity with 3D software (e.g. 3DS Max, ZBrush, or Maya) + game engines (e.g. Unity or Unreal)
- Solid understanding of art fundamentals (colour theory, lighting, composition, proportion, etc.), physically based rendering, and game constraints
- Excellent mentorship, communication, organization, time management, interpersonal, and presentation skills
- Flexibility and a whole lot of resourcefulness
- A highly collaborative, creative, and empathetic spirit

- A super sharp, trained eye for detail
- Knowledge of project management software (e.g. Jira) = very nice to have but don't let it stop you from applying if you don't have this

What to send our way

- Your CV highlighting your education, experience, skills, and any games shipped
- A portfolio of your best work (attach images or send us a link to your personal website or online portfolio)

About us

Ubisoft's 19,000 team members, working across more than 30 countries around the world, are bound by a common mission to 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'll 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, cutting edge technologies and pushing the boundaries of entertainment, we invite you to join 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.