



Senior Team Development Consultant

Montreal - Full-time - 744000028398652

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As Senior Team Development Consultant at Ubisoft, you'll help video game production leaders, managers, and their teams, work more effectively together.

Joining a team of experienced professionals, you'll leverage your skills to coach leaders and their teams during critical moments in the production process. Your contributions will span from improving team cohesion and performance to clarifying strategic direction and creative vision.

Through your coaching, facilitation, and guidance, you'll significantly enhance organizational health across our six Canadian studios.

What you'll do

With a consulting mindset focused on understanding client needs and delivering tailored solutions, you'll:

- Coach leaders and teams to navigate complex challenges, improve performance, and enhance team health, while experimenting with new methods and reflecting on learnings.
- Engage in participatory processes to foster innovative solutions and stronger connections within teams.
- Design and host interventions such as mediations, facilitation sessions, narrative inquiry, and coaching based on client needs.
- Collaborate closely with Talent colleagues, especially those working with senior leaders, to identify opportunities, exchange ideas, track progress, etc.
- Contribute to developing and leading internal practices that support team strategy, prioritization, learning, and dynamics.

What you'll bring to the team

- Extensive experience in a relevant field such as management consulting, organization development, learning and development, HR, or employee engagement
- Practical experience with at least two of following: strategic planning, team cohesion, team effectiveness, or innovation/ideation
- Exceptional interpersonal, listening, and communication skills
- The ability to take initiative and manage multiple mandates simultaneously
- Comfort navigating ambiguity and complexity
- Proficiency in French

Nice to have but not required

- Familiarity with dialogic organizational development or anthro-complexity
- Knowledge of the video game industry, production pipelines, and the game production professions

Additional details

- Position type: Permanent, with the flexibility to work 32-40 hours per week.
- Work style: Primarily independent, with occasional collaboration in pairs or committees
- Work arrangement: Hybrid model, with 3 days in person at the office (or 2 days if working 32 hours per week).
- Travel: Occasional travel required

- Location: Based in Montreal, with regular in-person presence at the studio and openness to travel to other studios as needed

What to send our way

- Your CV, highlighting your background and skills
- Your brief answers (2 sentences) to each of the following questions:

1. What interests you the most about this opportunity?

1. What do you find to be the biggest challenge in this kind of work?

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.