



# Art Outsourcing Supervisor [Avatar] (f/m/d)

**Düsseldorf - Full-time - 743999701759283**

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The Outsourcing Supervisor (f/m/d) will be responsible for managing the communication with our external outsourcing partners by creating detailed briefs and feedback documents and providing guidelines as well as creating additional AAA quality environment props and textures for our games.

## Role

- Manage communication and provide feedback to an external team of artists
- Close collaboration with the Art Director, Lead Artist and the production team to give precise and structured feedback to the outsourcing teams
- Create detailed documentation, asset briefs, provide references, technical requirements and explanations of workflows to a team of external artists
- Integrate delivered 3D assets into the game engine and ensure the technical and artistic quality of all delivered assets.
- Coordinate scheduling and tracking of assets together with the production team.
- Create detailed outsourcing briefs and feedback documents
- Daily communication with other Ubisoft teams all around the world
- Create additional AAA quality models and textures
- Collaborates with Art Department, Designers, Programmers, Producers

## You

### EXPERIENCE

- A minimum of 3 years' experience as an Outsourcing Supervisor, Environment or Prop artist in game development
- At least one shipped commercial AAA title

### ESSENTIAL SKILLS

- Excellent Knowledge of outsourcing production pipelines
- Exceptional understanding of next-gen asset creation workflows with the ability to modify and

improve them

- Being able to understand and execute a specific art style as well as the ability to communicate it to a team of artists
- Being able to evaluate the artistic and technical quality of 3D assets as well as the ability to improve the assets if needed

## OTHER SKILLS

- Very good skills in Maya, 3DS Max, Zbrush, and Photoshop
- Working knowledge of Substance Designer / Painter
- A keen eye for composition, shape, color, and detail
- Fluent in English, both verbally and written

## BONUS

- Good Animation and/or rigging skills are a plus (Maya, 3DS Max, MotionBuilder)
- Extensive experience with outsourcing for AAA productions and leading a team of artists

## PORTFOLIO

It is required that you submit a portfolio of your work with your application. You may do so by providing a link to an online portfolio (preferred) or attaching documents to your resume.

All portfolios must contain a detailed shot breakdown of the work. It must be very clear what you, the applicant, are responsible for in your reel, portfolio, screenshots etc.

The portfolio should contain the following:

- Examples of natural and realistic environments and props
- Examples of materials and high-quality textures
- Show both organic and hard surface works
- Examples of style variety

## Your Benefits

- Relocation Support: We offer financial support in form of a cash allowance and assistance with accommodation search and settle-in support via our relocation partner, for international candidates we offer visa assistance.
- 26 days paid vacation per year. Additionally, you will get half a day off on Christmas Eve and New Year's Eve and approximately 11 bank holidays in the NRW region.
- Flexible Working Hours: We have core working times between 10:00 AM – 04:00 PM and the distribution of the other hours is up to you.
- Company Pension Scheme. We offer an attractive scheme through salary sacrificing in which the employer also matches contributions
- Up to 350€ childcare support per child per month. In addition, we also offer 5 'care for ill children days' per child per year.
- Discounted Games. We regularly order Ubisoft Games for super cheap prices for our employees.

- Gym Subsidy. We contribute 50% (up to a maximum amount of 25€) towards the monthly cost of a gym membership of your choice.
- Lunch & Breakfast Service. Enjoy fresh discounted meals each day.
- Monthly Mobility Budget. 80€ per month that can be used on bicycle lease, parking spot rental or public transportation ticket.
- Our Ubisoft Blue Byte Academy offers multiple opportunities for you to discover your full potential and develop yourself in various areas.
- English and German classes for free. Main language in the studio is English.
- Free fresh Fruit, Coffee, Tea and Water. Enjoy fresh fruit and beverages in our office.