



# **Associate Lead Programmer - VR [Unannounced Project] (f/m/d)**

**Düsseldorf - Full-time - 743999713059868**

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As Associate Lead Programmer, you will primarily perform the responsibilities of a Senior Programmer, designing and implementing gameplay and non-gameplay system for the project and performing code reviews. In addition, you will assist the Lead Programmer by managing a small number (typically 3-5) of Junior and/or Intermediate Programmers, fostering their growth and development and promoting a good climate within the team.

This is a permanent position based in Düsseldorf, Germany, and requires working onsite.

- Play a Senior role in the design and development of architecture and features.
- Design, implement and maintain game and engine systems.
- Implement and optimize code in the language of the project (typically C# or C++).
- Identify risks and opportunities presented during the development and provide solutions to resolve potentially complex problems.
- Gather feedback and evaluate the work performed by team, analyze their impact on the project, and help them use this information to improve and grow.
- Mentor, manage and regularly review team members to establish a cohesive and effective team.
- Guide and empower team members to achieve objectives set by producers in good time and to high quality.
- Mentor team members and guide them in pursuing learning objectives which strengthen their skills and increase their future contributions to the team and studio.

Internal Relationships:

- Reports to the Lead Programmer and provides an extension to that role for larger teams, while receiving mentorship from the Lead Programmer to grow management and leadership skills

- Experience as a Senior Programmer and a strong desire to help mentor/grow others.
- Experience leading a team or mentoring junior team members preferred.
- 5+ years of development experience and shipped at least 1 title.
- Master, Bachelor or equivalent in computer science or engineering.
- Experience in development for PC VR (preferred), console and mobile (desirable).
- Strong programming skills in Unity/C# (required) and C++ (preferred).
- Proficient in refactoring and optimizing existing systems.
- Excellent debugging and problem solving skills.
- Understanding of multi-threaded principles (preferred).
- Ability to work efficiently with a large, existing code base.
- Excellent communication skills and ability to work in a team.
- Comfortable planning tasks and dependencies for yourself and team members.

#### We offer:

- 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.
- Monthly Mobility Budget. 80€ per month that can be used on bicycle lease, parking spot rental or public transportation ticket.

If you want to grow with us and enjoy the game industry, we look forward to receiving your application including your availability, motivation and salary expectations.

For further information please check [www.bluebyte.de](http://www.bluebyte.de) and [www.ubisoft.com](http://www.ubisoft.com).

**Ubisoft Blue Byte GmbH**  
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