

Developer



So why have I heard of Gamevy again?

As well as its great games and beautiful products, Gamevy is famous for its unusual culture.

- We have a flat no bosses structure where we value freedom and dissent
- We work where and when we want. We're primarily remote. Some people do go to offices local to their own homes, but these are usually shared spaces. We don't believe in core hours - fit work to your schedule.
- We practise radical transparency in how we work – especially in decision-making

So who's this G Games?

Once, when we first began, we were called Gamevy. And then we merged with a Berlin based company called Glück Games. We've always liked the name Gamevy but we found the Glück name and brand irresistible, and so we chose to adopt it. Then we realised that this led to confusion among our customers, and so we dropped both those old names, and chose to just be G.

Unusual culture? What's that mean?

Ideals are cheap to talk about! We try to turn what we believe into practical actions we can all follow and see happening around us.

- Fully supported remote working
- All information including financial and decision-making is shared with all employees
- We use shared messaging tools, not email
- We don't track holiday or working hours
- We value dissent – people choose what to work on and how to accomplish a task
- We rely on peer pressure and persuasion, not authority

Who are we looking for?

You need to be the kind of person who finds the idea of responsibility and radical means of working exciting rather than terrifying. You are interested in picking up and mastering new technologies and are keen to learn as much as possible. You need to be prepared to ask challenging questions of yourself and others (why are we doing it this way? Why are we doing it at all? If I can prove this is easier, will you folks try it this way?).

You should have a highly developed sense of collaboration – doesn't mean you need to be a touchy-feely extrovert, but that you know sharing information, ideas and support is essential to commercial success.

You care about software, you have a passion for what you do which you can clearly convey by your actions rather than just waffly personal statements on your CV. For you, it's more than a job. Experience otherwise is relative – 2 years working in an agile/XP manner is worth much more to us than 5 in a traditional environment. If you've not got working experience with things like TDD and refactoring (maybe you've always wanted to but your current job doesn't allow for it) show us you're at least familiar with the concepts and that you really want to work in this kind of environment.

What's the role?

You'll be joining an extremely enthusiastic team who enjoy what they do. Things like Pair Programming, TDD/BDD, Refactoring, and Continuous Delivery are deeply embedded and we're constantly striving to improve the way we work.

However, we're not perfect and not afraid to say so. We recognise we have many problems which need solving and a long way to go on our journey of continuous improvement.

Required technical skills:

Our backend stack is based on Node.js for the most part, with some bits and pieces in different languages (Ruby, Go). The frontend stack is currently based on Pixi.js for Canvas and WebGL rendering. All our projects have a healthy automated test coverage and go through our CI servers. The provisioning/deployment process is fully automated with Ansible.

We'd be interested in candidates from any background as long as you care about how software is written.

What's great about it?

- Exceptional freedom
- Work on the things you care about
- Have incredibly hard-working and committed colleagues
- When something doesn't happen then you have the right and the responsibility to change that – which is exciting.

What's bad about it?

- You can't blame stuff on managers or budgets or the company.
- Freedom isn't always fun – sometimes it's scary.
- Having hard-working, committed colleagues means you feel the need to live up to them.