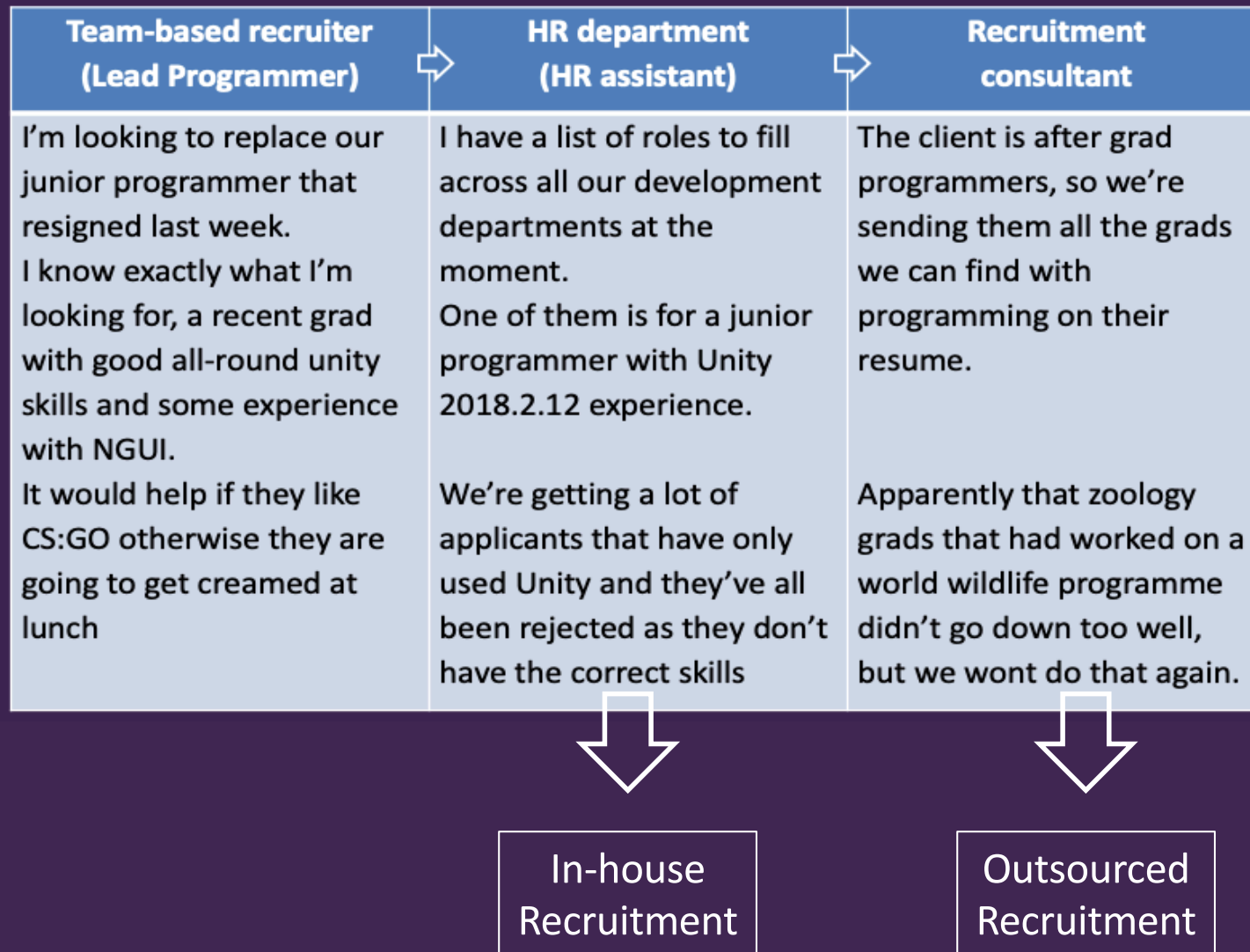FALMOUTH
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Lecture 8: The Recruitment Process

GAM340: Professional Practice
BA(Hons) Game Development

- Learning Outcomes
  - **Discover** how different companies will advertise jobs
  - **Use** appropriate approaches for replying to job adverts
  - **Understand** how the selection and interviewing process works
  - **Develop** appropriate strategies for dealing with success and rejection

- How do companies 'do' recruiting

- # How do companies 'do' recruiting

Team-based recruiter (Lead Programmer)	HR department (HR assistant)	Recruitment consultant
I'm looking to replace our junior programmer that resigned last week. I know exactly what I'm looking for, a recent grad with good all-round unity skills and some experience with NGUI. It would help if they like CS:GO otherwise they are going to get creamed at lunch	I have a list of roles to fill across all our development departments at the moment. One of them is for a junior programmer with Unity 2018.2.12 experience.

We're getting a lot of applicants that have only used Unity and they've all been rejected as they don't have the correct skills | The client is after grad programmers, so we're sending them all the grads we can find with programming on their resume.

Apparently that zoology grads that had worked on a world wildlife programme didn't go down too well, but we wont do that again. |

In-house Recruitment

Outsourced Recruitment

- # How do companies 'do' recruiting

Company	In-house recruitment	Recruitment consultancy
Indie game Co. (sparse recruitment)	Use social networks May use placement ads (Edge, LinkedIn, Gamastura)	Probably unlikely to want to pay fees
Game Co. (recruiting < 20 people)	As above May avoid, due to time spent doing recruitment	Likely to outsource non-game dev activities
Large Co. (recruiting lots of people)	Bring recruitment inhouse to HR/Talent dept.	Will probably use recruiters to augment selection process

- ## How do companies 'do' recruiting

Rich Barham 15:37
JOBS!
VFX/ Technical, Weapons, Character, level and environmental Artists, Technical Animators, Producer/Senior Producer, C++ coders of all levels, Level designers of all levels and maybe even something not mentioned here?
We're growing our team to work with us in beautiful Cornwall on our games in development.
https://www.antimattergames.com/jobs

antimattergames.com
Game Developer | Antimatter Games | Falmouth
Antimatter Games are an award-winning studio focussed on creating critically acclaimed, first-person shooters, such as our flagship Rising Storm franchise.
(824 kB)

This independent developer and publisher of F2P mobile titles seeks a Junior Game Designer to join their team in Malta.

This role will suit a junior designer, with some mobile experience, who is open to relocation.

Salary for this role is approx. 20-32k EUR + benefits.

- How do companies 'do' recruiting

When something online is free, you're not the customer, you're the product.

— Jonathan Zittrain —

AZ QUOTES

- Applying for Jobs

- Applying for Jobs
  - Through recruitment agencies
    - Find jobs of interest on websites (LinkedIn, recruiter websites)
    - Email / phone recruiters to discuss opportunities
    - Place resumé with agency
    - Rinse and repeat

    - Recruiters will manage the process and get back to you with feedback / interviews

- Applying for Jobs
  - Direct applications
    - Write a nice cover letter / email
      - Don't make it too short / long
      - Don't sound like a complete fanboi / fangirl

    - Cover the points raised in the job ad
      - Typically
        » Genre
        » Technical skills
        » Role fit

- # Applying for Jobs
  - ## Direct applications

REF: PROG1910001

With a passion to deliver high-end cinematic games, Supermassive Games is carving a unique and exciting path in the games industry. Want to join us on the journey?

THE STORY

We've harnessed Unreal Engine 4 and built a suite of powerful, world-class systems on top of it. Now we need you to help us take this further.

You'll be part of a team engineering brand new features and extending our existing systems, from basic prototypes through to robust, reusable systems that underpin all of our upcoming games. You could also be working with experienced senior programmers crafting realistic and expressive characters, innovative game mechanics and smooth, responsive control systems for our stable of AAA projects.

In other words, we can provide a great environment for you to take your next steps in game development and you'll be playing a key role in developing our future games.

WHAT WE'RE LOOKING FOR:

- Experience in C++

- Great Communicator - you can talk about your work. You'll be as comfortable specifying a task with designers and collaborating on a shared codebase with engineers as you are taking feedback from directors and producers

- Passion for Games - you've probably been playing games forever. You understand an engaging player experience and are confident reproducing it in code.

- Personal Projects – you've worked on personal projects that you can demonstrate and talk about. Ideally you'll have a portfolio and source code we can look at (e.g. on GitHub).

WE'D BE ESPECIALLY IMPRESSED BY:

- Knowledge of various game systems. Experience working in-depth with one or more game systems such as player control, animation, audio, networking or AI.

- Knowledge of different game engines or SDKs. Experience working with different game engines such as Unity or Unreal Engine, and middleware SDKs.

- Strong Maths Skills. Good understanding of 3D maths and its practical applications.

- Unreal Engine 4. Experience with Unreal Engine 4 source code and blueprint is a plus.

- # Key deliverables
  - High-end cinematic games
  - Experience in C++
  - Communication with other disciplines
  - Passion for Games (sic)
  - Personal projects
  - Programming smarts (AI, control, anim)
  - SDK experience
  - Maths
  - UE4

Applying for Jobs
## – Direct applications

Dear Sir or Madam,
RE: PROG1910001

I am writing to apply for the above junior game programmer role. I am a recent graduate in BA Game Development (Programming), 2:1, from Falmouth University. I am a keen C++ programmer and have a website (www.myacegames.com) of small games and technical demos that I have developed using UE4, SDL and OpenGL.

The course at Falmouth is based around 3 large group projects (typically 12 team members working for 30 weeks) where I worked with students from different disciplines developing games in UE4. My role was typically as gameplay programmer, working very closely with designers to create and refine gameplay features for the game within an agile framework. My UE4 programming has been a mixture of low-level C++ programming exposed into Blueprints so that designers could leverage features easily. My final year group project is here: www.finalyearproject.com, it is a 3rd person narrative-driven adventure game.

I have some experience with animation having worked with a group of animators to develop a technical demo in Unity using Animator to drive a complex character. Animation was sourced from in-studio mocap and I worked with a designer to create suitable character control and gameplay. There is a demo here: www.myanimationproject.com

I look forward to hearing from you.
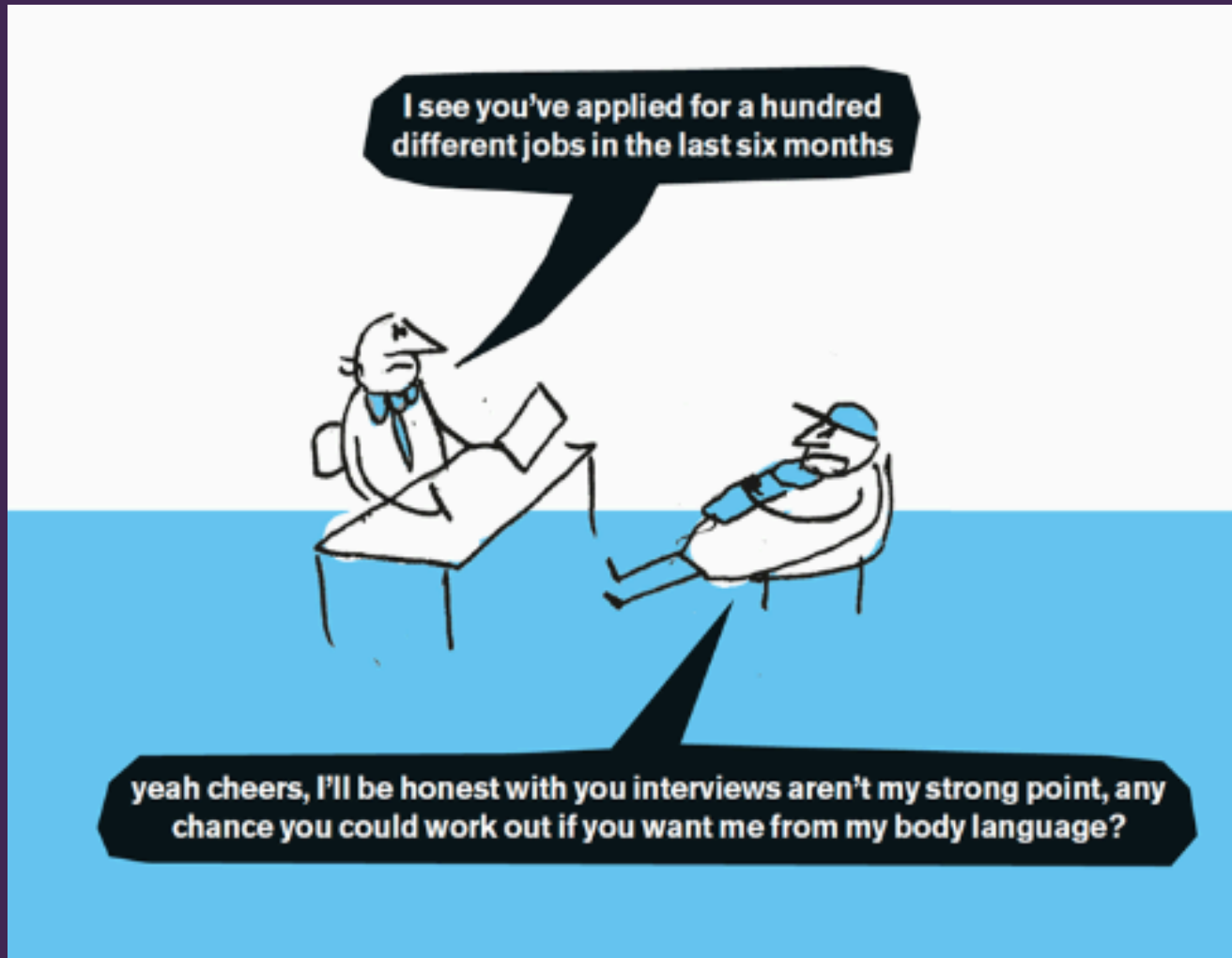
- The selection process

- The selection process
  - All companies tend to do the same thing with interviews
  - But not necessarily in the same order

  - Goal of recruitment:
    - Find an employee
    - Smart & gets things done
    - Can fit into company / team culture

- The selection process
  - Typical activities
    - Technical Screening
    - Phone / Skype Interviews
    - Take-away tasks
    - HR Interview
    - Initial interview
    - Follow-on interview(s)
    - On-site test
    - Final Interview

    - For all face-to-face interviews, don't dress up or down too much

- The selection process
  - Typical activities
    - Technical Screening
      - Used a lot in programming
      - Candidate performs programming test online through test provider
      - www.codewars.com is good preparation for this
    - Phone / Skype Interviews
    - Take-away tasks
    - HR Interview
    - Initial interview
    - Follow-on interview(s)
    - On-site test
    - Final Interview

- The selection process
  - Typical activities
    - Technical Screening
    - Phone / Skype Interviews
      - Initial interview to reduce cost of interviewing
      - Typically fairly soft and easy going, more to see about fit than anything else
    - Take-away tasks
    - HR Interview
    - Initial interview
    - Follow-on interview(s)
    - On-site test
    - Final Interview

- The selection process
  - Typical activities
    - Technical Screening
    - Phone / Skype Interviews
    - Take-away tasks
      - Candidate is given a 'task' to do.
        - Create a concept from a brief
        - Create a model from a concept
        - Skin and animate a model
        - Blockout a level based on a sketch / theme
        - Add gameplay to a blockout
        - Add code to something
        - Create audio for a scene / asset etc
      - Like a technical screen but more so
      - Watch out this isn't some kind of free work scam

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- The selection process
  - Typical activities
    - Technical Screening
    - Phone / Skype Interviews
    - Take-away tasks
    - HR Interview
      - Interview with HR dept.
      - Often first part of day session at company
      - Generally, just orientation and check work status
    - Initial interview
    - Follow-on interview(s)
    - On-site test
    - Final Interview

- The selection process
  - Typical activities
    - Initial interview
      - A proper interview, with people you are likely to be working with
      - Stages:
        » Ice-breaker
        » What have you done? (fit for role)
        » Team fit
        » Open-ended questions
        » Future plans
        » QA
    - Follow-on interview(s)
    - On-site test
    - Final Interview

- The selection process
  - Typical activities
    - Initial interview
      - » QA
        - [show you are enthusiastic and interested in the role, give some impression of long-term-ness (at least to the end of the project)]
        - How does the interview process work / what happens next?
        - Can you tell me about your pipelines / processes?
        - What would a typical day here look like for me?
        - What do you want me to do on the project?
        - etc
        - Don't say:
          - When will I get promoted?
          - What are the clubs like round here?
          - How long will it take to work on a better project?

- The selection process
  - Typical activities
    - Initial interview
    - Follow-on interview(s)
      - Often, more of the same
      - Perhaps digging into different aspects of your resumé / experience
      - Typically, a large studio may be hiring for lots of XX roles and you will go from team to team to do interviews
        » This will be N x initial interview
    - On-site test
    - Final Interview

- # The selection process
  - ## Typical activities
    - ### Initial interview
    - ### Follow-on interview(s)
    - ### On-site test
      - Some companies will bring a candidate in for 1-2 days onsite 'working with the team'
      - See how you fit
      - Make sure you are fairly gung-ho and hands-on for this
      - Will often involve a lot of getting pissed: don't throw up and don't bad mouth people
      - Think about taking up smoking to get more involved with the team (if a lot of them smoke / vape)
    - ### Final Interview

- The selection process
  - Typical activities
    - Initial interview
    - Follow-on interview(s)
    - On-site test
    - Final Interview
      - Interview with super-boss
      - Normally a check for fit
      - And a chance to sell the company to you
      - May involve compensation discussion
        » Don't price yourself stupid

- Dealing with the outcomes

- Dealing with the outcomes
  - Two outcomes
    - Success
    - Failure

  - Failure is the most common outcome
    - Don't be surprised to get rejected
    - It is a numbers game
    - Don't get too hung up on dream jobs
    - Stay in the saddle

- Dealing with the outcomes

  - Failure is the most common outcome
    - Don't ask for feedback
      - Companies are reluctant to give any, given potential for liabilities
      - *'We thought you were a very strong candidate, but we offered it to a candidate that better fitted the role'*

    - Don't go postal
      - The industry is small and burning bridges before you've stepped on them wont help you
      - The industry is very connected
    - Don't over-analyse your failures
      - But do look at any obvious issues that may have occurred.

- Dealing with the outcomes
  - Success
    - If you have an acceptable offer on the table, my advice is to take it
      - The experience you'll get with the firm (even if it's a crappy job) will be better than most things you can do at home

    - Don't worry about more job hunting until:
      a) a reasonable amount of time has elapsed and you feel like working somewhere else
      b) the firm has collapsed,
      c) you've been laid off.
    - It's not unusual for grads to switch jobs fairly frequently (say 18-36months) in the first few years of employment, given that a lot of the work you will be doing is project-based

- Dealing with the outcomes
  - Success : one in the hand
    - What if I have a job offer but I like another company I've applied for more
      - This is hard, you can take the offer and wonder what would happen with the other role
      - Or, reject the offer and hope the other role is better (and that you get it)
      - You need to make your own decision, but remember not to mess companies around
        » The industry is small, and people don't like rejection
        » At the start of your career, you want to try and avoid burning bridges

- Wrap-up
  - Good recruitment is all about planning
    - Work out what you want to do and practice your skills to demonstrate that you can do it
    - Don't be too intimidated by interviews
    - Deal with the outcomes in a professional way

  - All experience is good experience
    - Crappy game jobs are well worth taking as they will lead on to bigger and better things

- Questions