

Junior Game Developer Position

Job Description: ABC Inc. we're crafting a vibrant 2D UGC platform that's all about fun, creativity, and community. Our platform is a playground for players to enjoy games, chat with friends, express themselves through customizable avatars and build their own unique games. We are leveraging our experience creating viral content on YouTube to foster the development of watchable games. We are doing this by building a 2D gaming platform from the ground up for an amazing experience across all platforms. Our platform has powerful creator tools that empower users to build their own games faster than ever before.

Responsibilities:

- Build fun games with a custom engine in C#
- Use source control tools such as Git
- Collaborate with designers and artists
- Craft high-quality features and technologies that enhance player enjoyment.
- Engage passionately with your team to brainstorm new ideas, continually iterating to improve the user experience.
- Lead the development of large, complex new features.
- Maintain and optimize both new and existing game features.
- Develop technical solutions tailored to the game's needs.

Final Rankings:

1. *Oliver Fang*
2. *Emma Liu*
3. *John Jowsey*
4. *Noah Gilson*
5. *Lucas Beaman*
6. *Liam Macuisdin*
7. *Samuel Ward*
8. *Alexander Gawley*
9. *Christopher McDonald*
10. *Lily Berktin*
11. *Charlotte Kamel*
12. *Iman Singh*
13. *Max Pannell*

14. *Bobby Graff*
15. *Amir Negahdarsaber*
16. *Bobby Moore*
17. *Ben Petten*
18. *Ethan Alvarez*
19. *Yasmin Alcaraz*
20. *Matteo Rose*

1. Oliver (Shin) Fang

Qualifications Match: Very High

Hard Skills Analysis:

- C# Proficiency: 90% (Extensive C# game development experience)
- Custom Engine Experience: 90% (Worked extensively with proprietary game engines)
- Source Control: 80% (Leveraged version control in projects)
- Mobile Development: 80% (Built games for Android and iOS)

Soft Skills Analysis:

- Collaboration: 90% (Worked closely with designers and artists on teams)
- Feature Development: 90% (Implemented high quality graphics rendering features)
- Leadership: 80% (Led projects customizing proprietary engines)
- Optimization: 80% (Fixed performance issues and improved rendering)
- Adaptability: 90% (Contributed innovative features rapidly)
- Creativity: 90% (Developed clever solutions to fill rendering gaps)
- Passion: 90% (Highly motivated for innovative gaming experiences)
- Relevant Degree: 80% (Computer Science BSc and MSc)

Summary: Oliver has outstanding qualifications with years of C# game development and graphics programming experience. He has collaborated with cross-disciplinary teams, optimized performance, and quickly delivered high quality features. His expertise working on custom game engines and passion for innovation is perfectly suited to tackle complex graphics and gameplay challenges. With both a BSc and MSc in Computer Science, Oliver has the ideal foundation to architect and implement complex systems.

2. Emma Liu

Qualifications Match: Very High

Hard Skills Analysis:

- C# Proficiency: 90% (Extensive experience developing games in C# and Unity)
- Custom Engine Experience: 90% (Worked on proprietary game engines at NetEase)
- Source Control: 90% (Leveraged Git, Subversion, Bitbucket for version control)
- Mobile Development: 80% (Built games for iOS and Android platforms)

Soft Skills Analysis:

- Collaboration: 80% (Worked with designers and artists on game teams)
- Feature Development: 80% (Implemented high quality graphics and gameplay features)
- Leadership: 70% (Some evidence leading projects and customizing engines)
- Optimization: 60% (Fixed performance issues but less examples optimizing features)
- Adaptability: 80% (Quick learner who contributed meaningful features rapidly)
- Creativity: 80% (Patented innovative location-based game system)
- Passion: 90% (Highly motivated for innovative gaming experiences)
- Relevant Degree: 100% (Computer Science BSc and MSc)
- Certifications: 100% (Unity certified developer)

Summary: Emma is a highly qualified candidate with extensive C# and Unity game development experience. He has collaborated with designers, led projects, optimized performance, and rapidly developed innovative features like procedural world generation. His graphics programming background also enables implementing high quality visuals. Being both Unity certified and having worked on proprietary mobile game engines, he can adapt quickly. His patents and publications demonstrate creativity and passion as well. With both a BSc and MSc in computer science, Emma has the necessary technical foundation to succeed in this role.

3. John Jowsey

Qualifications Match: High

Hard Skills Analysis:

- C# Proficiency: 70% (Unity and C# coursework and projects)
- Custom Engine Experience: 30% (No professional engine experience)
- Source Control: 70% (Uses Git version control)
- Mobile Development: 20% (No mobile development shown)

Soft Skills Analysis:

- Collaboration: 20% (No collaboration with designers/artists evidenced)
- Feature Development: 40% (Built gameplay features independently)
- Leadership: 20% (Some group project management)
- Optimization: 30% (Basic performance testing and improvement)
- Adaptability: 50% (Used multiple engines like Unity and Godot)
- Creativity: 40% (Created own game concept designs)
- Passion: 50% (Enthusiasm for game development)
- Relevant Degree: 60% (3rd year Computer Science BSc)

Summary: Dustin shows good potential through his computer science foundation and passion for building games independently. He demonstrates ability to deliver playable game demo projects. However, he lacks the professional software development and team collaboration experience that more senior roles would require. With training on the proprietary engine and developing larger scale features collaboratively, he can gain necessary experience. His interest and ability to learn different tools is a promising indicator of adaptability as well.

4. Noah Gilson

Qualifications Match: Medium

Hard Skills Analysis:

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- C# Proficiency: 60% (Some C# coursework and Unity projects)
- Custom Engine Experience: 20% (No professional engines listed)
- Source Control: 60% (Basic Git and GitHub understanding)
- Mobile Development: 10% (No mobile gaming background)

Soft Skills Analysis:

- Collaboration: 10% (No collaboration with game designers/artists shown)
- Feature Development: 30% (Created gameplay features independently)
- Leadership: 10% (No team leadership demonstrated)
- Optimization: 10% (No optimization highlighted)
- Adaptability: 40% (Worked with multiple game engines)
- Creativity: 40% (Developed own game ideas)

5. Lucas Beaman

Qualifications Match: Medium

Hard Skills Analysis:

- C# Proficiency: 70% (Some coursework but more Java and Python projects)
- Custom Engine Experience: 30% (No engine development cited)
- Source Control: 70% (Uses Git version control for coding projects)
- Mobile Development: 0% (No mobile experience listed)

Soft Skills Analysis:

- Collaboration: 30% (No collaboration with designers/artists shown)
- Feature Development: 50% (Implemented gameplay features in solo projects)
- Leadership: 10% (No evidence leading development teams)
- Optimization: 0% (No optimization work cited)
- Adaptability: 50% (Some evidence learning new languages and tools quickly)
- Creativity: 50% (Built games using APIs and graphics)
- Passion: 50% (Enjoys RPG and puzzle games in spare time)
- Relevant Degree: 80% (3rd year BSc Computer Science)

Summary: Lucas shows a moderate level of qualification based on his computer science background and some solo game projects worked on. However, he lacks professional team collaboration experience and work in a professional game engine. Given his use of Java and Python more than C#, he would have a learning curve to gain intermediate C# proficiency. His interests and adaptability may translate well to learning the engine and tools. But some fundamental collaboration and leadership experience is lacking currently.

6. Liam Macuisdin

Qualifications Match: Medium

Hard Skills Analysis:

- C# Proficiency: 80% (Unity and GameMaker development experience)
- Custom Engine Experience: 50% (No proprietary engine work cited)
- Source Control: 70% (Some version control familiarity)
- Mobile Development: 0% (No mobile experience shown)

Soft Skills Analysis:

- Collaboration: 10% (Virtually no collaboration evidenced)
- Feature Development: 60% (Implemented features in solo projects)
- Leadership: 10% (No team leadership)
- Optimization: 30% (Some evidence optimizing game performance)

- Adaptability: 60% (Quickly learns new game engines)
- Creativity: 60% (Designs innovative game concepts)
- Passion: 70% (Enthusiasm for game design and development)
- Relevant Degree: 60% (3rd year Computer Science degree)

Summary: Liam demonstrates a moderate level of qualification based on his programming skills and ability to rapidly build playable game projects independently. He shows creativity in designing original game concepts and optimizing performance. However, he lacks professional software development and collaboration experience. Developing more complex features in a team environment using mature processes would be a learning curve. But his drive and ability to self-teach game engines is promising for adapting to new challenges.

7. Samuel Ward

Qualifications Match: Medium

Hard Skills Analysis:

- C# Proficiency: 30% (Most experience with C++, Python, Lua)
- Custom Engine Experience: 20% (No professional engine expertise)
- Source Control: 80% (Significant version control abilities)
- Mobile Development: 10% (No mobile gaming background)

Soft Skills Analysis:

- Collaboration: 20% (No collaboration with game designers/artists)
- Feature Development: 40% (Built gameplay features independently)
- Leadership: 10% (No evidence leading teams)
- Optimization: 20% (Some graphics optimization)
- Adaptability: 60% (Contributed to game jams with new requirements)
- Creativity: 60% (Developed interesting solo game projects)
- Passion: 50% (Enjoys games and puzzles in spare time)
- Relevant Degree: 60% (4th year Computer Science BSc)

Summary: Samuel demonstrates good software engineering foundations through his variety of solo projects and computer science education. He exhibits capability to build applications with C++, Python, and Lua. His version control skills are also strong. However, he lacks professional C# and game engine experience. And he does not have samples of collaborating on a development team. But his passion for games and participation in game jams suggests he can adapt to new challenges. With training, he can potentially get up to speed on C# and the proprietary engine.

8. Alexander Gawley

Qualifications Match: Medium

Hard Skills Analysis:

- C# Proficiency: 80% (Unity projects and some C#)
- Custom Engine Experience: 20% (No proprietary engine expertise listed)
- Source Control: 70% (Uses Git version control tools)
- Mobile Development: 20% (Made simple iOS game demo)

Soft Skills Analysis:

- Collaboration: 20% (No formal collaboration shown)
- Feature Development: 40% (Implemented gameplay features independently)
- Leadership: 20% (No clear examples leading teams)
- Optimization: 20% (Basic performance improvement)
- Adaptability: 50% (Worked in multiple engines and frameworks)
- Creativity: 50% (Designed creative game ideas and puzzles)
- Passion: 50% (Enthusiasm for game development evident)
- Relevant Degree: 20% (2nd year Computer Science student)

Summary: Alexander demonstrates good potential through his ability to deliver functional game demos across different tools like Unity, JavaScript, and Java. He communicates passion for designing creative experiences as well. His software exposure suggests he can pick up new technologies reasonably quickly. The gaps appear to be professional software development process experience and collaborating with cross-disciplinary teams. But in a junior role, he shows capability to keep acquiring best practices.

9. Christopher McDonald

Qualifications Match: Low

Hard Skills Analysis:

- C# Proficiency: 60% (Intro C# coursework)
- Custom Engine Experience: 10% (No engine familiarity)
- Source Control: 50% (Basic Git and GitHub knowledge)
- Mobile Development: 10% (No mobile gaming background)

Soft Skills Analysis:

- Collaboration: 10% (No examples working with designers/artists)
- Feature Development: 20% (Simple hobby game demos)
- Leadership: 10% (No leadership experience evidenced)
- Optimization: 10% (No optimization examples)
- Adaptability: 30% (Tries different engines and languages)
- Creativity: 30% (Pursues game development passion projects)
- Passion: 50% (Enthusiasm for games, puzzles, computer hardware)
- Relevant Degree: 50% (2nd year Software Engineering student)

Summary: While Christopher communicates passion for gaming and development through his hobby projects, he currently lacks the professional software engineering practices expected from applicants with more experience. He is still early in his program and acquiring foundational coding skills. Without collaborating on production code or shipping features with cross-disciplinary teams, Christopher would have a notable learning curve adapting to the environment. But in an entry-level capacity, he can start accumulating the necessary experience.

10. Lily Berktin

Hard Skills Analysis:

- C# Proficiency: 30% (No C# or Unity listed, mostly Java and Swift projects)
- Custom Engine Experience: 10% (No game engine experience)
- Source Control: 50% (Some version control familiarity)
- Mobile Development: 50% (Several iOS demos)

Soft Skills Analysis:

- Collaboration: 10% (No team collaboration shown)
- Feature Development: 20% (Made simple game demo)
- Leadership: 10% (No examples leading development)
- Optimization: 10% (No optimization tasks cited)
- Adaptability: 40% (Works across different mobile platforms)
- Creativity: 30% (Some basic game ideas)
- Passion: 50% (Enthusiasm for games)
- Relevant Degree: 50% (Second year SE student)

Summary: Lily shows good mobile development experience through projects on iOS and Android platforms. He also exhibits some fundamental version control abilities. However, he has very limited application or game development background at this point. And no professional

software engineering practices are evidenced. The potential is there to gain more relevant skills in an entry-level capacity that provides on the job training. But currently, the learning curve adapting to the environment would be quite steep.

11. Charlotte Kamel

Hard Skills Analysis:

- C# Proficiency: 10% (No C# listed - mostly Python, C and Java)
- Custom Engine Experience: 10% (No game engine experience)
- Source Control: 30% (Basic Git knowledge)
- Mobile Development: 10% (No mobile development shown)

Soft Skills Analysis:

- Collaboration: 10% (No collaboration with designers/artists)
- Feature Development: 20% (Simple game demo)
- Leadership: 10% (No team leadership examples)
- Optimization: 10% (No optimization tasks cited)
- Adaptability: 30% (Has worked across a few languages and tools)
- Creativity: 20% (Made a basic game concept)
- Passion: 50% (Enjoys gaming)
- Relevant Degree: 30% (BSc student with some relevant CS coursework done)

Summary: Charlotte has some preliminary software development foundations through his computer science degree program. He has worked with Python, Java, and C along with having basic version control familiarity. However, he lacks gaming specific experience and professional software engineering practice. Without examples of collaborating on production code or shipping features cross-functionally, the learning curve here would be quite high currently. But he shows potential to learn these skills in an entry-level role.

12. Iman Singh

Qualifications Match: Low

Hard Skills Analysis:

- C# Proficiency: 20% (Java and Python coursework so far, no C# projects)
- Custom Engine Experience: 10% (No game engine knowledge)
- Source Control: 50% (Uses Git version control)
- Mobile Development: 10% (No mobile development background)

Soft Skills Analysis:

- Collaboration: 10% (No designer/artist collaboration shown)
- Feature Development: 30% (Built gameplay for simple card game)
- Leadership: 10% (No team leadership experience)
- Optimization: 10% (No optimization tasks demonstrated)
- Adaptability: 30% (Has worked across a couple languages and tools)
- Creativity: 30% (Designed a text-based game)
- Passion: 50% (Enthusiasm for coding games)
- Relevant Degree: 10% (First year computer science student)

Summary: As a first year student, Iman is still gaining software engineering foundations through coursework and simple coding projects. He demonstrates capability building a text-based game using basic Java. His learning orientation and problem-solving potential is promising for professional growth in the future. Currently though, production level software practices and collaboration ability are understandably underdeveloped. But in an entry-level capacity, Iman can start accumulating more relevant knowledge and skills.

13. Max Pannell

Qualifications Match: Low

Hard Skills Analysis:

- C# Proficiency: 10% (Python, JavaScript, and Java coursework so far)
- Custom Engine Experience: 10% (No game engine experience)
- Source Control: 50% (Uses Git and GitHub)
- Mobile Development: 10% (No mobile background shown)

Soft Skills Analysis:

- Collaboration: 10% (No team collaboration evidenced)
- Feature Development: 20% (Created very simple game demo)
- Leadership: 10% (No examples leading teams or features)
- Optimization: 10% (No optimization tasks cited)
- Adaptability: 20% (Has worked across a couple languages)
- Creativity: 30% (Pursues innovative user experiences)
- Passion: 50% (Enthusiasm for unique experiences)
- Relevant Degree: 20% (Second year computer science student)

Summary: Max demonstrates problem-solving orientation and passion for delivering innovative products through his early coursework and activities. However, he lacks professional software development experiences at this point. Without examples of collaborating on production code or shipping complex features, he would currently have a considerable learning curve. But like others in early programs, Max shows potential to progressively gain vital real-world skills in a junior role.

14. Bobby Graff

Hard Skills Analysis:

- C# Proficiency: 10% (Python, JavaScript, C, and Java coursework)
- Custom Engine Experience: 5% (No game engine knowledge)
- Source Control: 50% (Uses Git version control)
- Mobile Development: 5% (No mobile gaming shown)

Soft Skills Analysis:

- Collaboration: 10% (No collaboration with game teams)
- Feature Development: 10% (Simple mapping demo)
- Leadership: 0% (No team leadership)
- Optimization: 5% (No optimization shown)
- Adaptability: 30% (Worked with a few languages and engines)
- Creativity: 20% (Built an interactive map)
- Passion: 10% (No gaming interest expressed)
- Relevant Degree: 20% (Combining geography and computer science)

Summary: Bobby demonstrates fundamentals through coursework spanning GIS applications, databases, and some coding. He has good technical promise between his analytical geography background and early programming exposure. However, gaming expertise and professional software engineering ability are still largely nascent. Hands-on collaboration and shipping maintenance of complex systems would be key skills gained in an entry-level role under guidance. But current game-specific abilities are limited.

15. Amir Negahdarsaber

Qualifications Match: Low

Hard Skills Analysis:

- C# Proficiency: 20% (Some Java and Python coursework)

- Custom Engine Experience: 10% (No game engine experience)
- Source Control: 30% (Basic Git familiarity)
- Mobile Development: 10% (No mobile background)

Soft Skills Analysis:

- Collaboration: 10% (No examples working with designers/artists)
- Feature Development: 10% (No game features created)
- Leadership: 10% (No team leadership shown)
- Optimization: 10% (No optimization tasks)
- Adaptability: 20% (Has used a couple languages)
- Creativity: 20% (No creative solutions demonstrated)
- Passion: 30% (Potential interest in gaming)
- Relevant Degree: 30% (Some computer science coursework done)

Summary: Amir has basic software foundations through early coursework. But game-specific skills and professional engineering collaboration ability are still largely underdeveloped. Without examples of shipping production code or features, the learning curve would currently be quite high. However, Amir has room to progressively gain technology and collaboration experience in an entry-level role.

16. Bobby Moore

Hard Skills Analysis:

- C# Proficiency: 5% (Intro C and MATLAB coursework)
- Custom Engine Experience: 5% (No game engine familiarity)
- Source Control: 20% (Basic Git knowledge)
- Mobile Development: 0% (No mobile experience)

Soft Skills Analysis:

- Collaboration: 5% (No designer/artist teamwork shown)
- Feature Development: 5% (No game features created)
- Leadership: 5% (No team leadership)
- Optimization: 5% (No optimization shown)
- Adaptability: 30% (Some variety in engineering coursework)
- Creativity: 20% (No creative solutions demonstrated)
- Passion: 20% (Potential interest in gaming technology)
- Relevant Degree: 50% (Second year engineering student)

Summary: Bobby demonstrates early engineering foundations, but lacks gaming-specific and professional software engineering practices. Without collaboration, shipping, or maintenance experience, his learning curve would be high currently. However, he can progressively work towards gaining vital ability in an entry-level capacity with thorough guidance and development.

17. Ben Petten

Hard Skills Analysis:

- C# Proficiency: 5% (Intro Java and Python courses)
- Custom Engine Experience: 5% (No game engine familiarity)
- Source Control: 30% (Some version control basics)
- Mobile Development: 0% (No mobile experience)

Soft Skills Analysis:

- Collaboration: 5% (No designer/artist teamwork shown)
- Feature Development: 5% (No game features created)
- Leadership: 5% (No examples leading teams or projects)
- Optimization: 5% (No optimization tasks cited)
- Adaptability: 20% (Some variety in early coursework)
- Creativity: 10% (No creative solutions demonstrated)
- Passion: 10% (No clear gaming interests expressed)
- Relevant Degree: 30% (Second year software engineering student)

Summary: Ben shows foundational engineering ability, but lacks game development skills and professional software practices critical for the role currently. However, he can progressively work towards accumulating more relevant expertise in a junior position with hands-on collaboration and thorough guidance.

18. Ethan Alvarez

Hard Skills Analysis:

- C# Proficiency: 5% (Intro Java and C coursework)
- Custom Engine Experience: 0% (No engine familiarity)
- Source Control: 10% (Minimal version control basics)
- Mobile Development: 0% (No mobile experience)

Soft Skills Analysis:

- Collaboration: 0% (No collaboration evidenced)
- Feature Development: 0% (No game features created)
- Leadership: 0% (No leadership examples)
- Optimization: 0% (No optimization shown)
- Adaptability: 10% (Some variety in early courses)
- Creativity: 10% (Developed simple hobby project idea)
- Passion: 20% (Potential interest in gaming)
- Relevant Degree: 10% (First year engineering student)

Summary: Ethan demonstrates elementary software foundations as a first year student. But he notably lacks game development or professional engineering ability at this stage. The learning curve adapting would currently be quite steep. However, he shows potential to incrementally gain vital skills in an entry-level capacity.

19. Yasmin Alcaraz

Hard Skills Analysis:

- C# Proficiency: 10% (Java and C coursework so far)
- Custom Engine Experience: 0% (No game engine familiarity)
- Source Control: 30% (Some Git and GitHub basics)
- Mobile Development: 0% (No mobile experience)

Soft Skills Analysis:

- Collaboration: 0% (No examples working with designers/artists)
- Feature Development: 0% (No game features created)
- Leadership: 0% (No leadership ability demonstrated)
- Optimization: 0% (No optimization tasks shown)
- Adaptability: 10% (Some variety in early courses)
- Creativity: 0% (No creative solutions exhibited)
- Passion: 0% (No gaming interests highlighted)
- Relevant Degree: 20% (Third year computer science student)

Summary: Yasmin shows foundational software development and computer science understanding. But she notably lacks professional engineering practices and any game-specific abilities. Without examples of shipping production code or features, her learning curve would currently be quite high. However, she demonstrates potential to incrementally gain vital experience in an entry-level role.

20. Matteo Rose

Hard Skills Analysis:

- C# Proficiency: 0% (No programming or technology skills listed)
- Custom Engine Experience: 0%
- Source Control: 0%
- Mobile Development: 0%

Soft Skills Analysis:

- Collaboration: 0% (No collaboration suggested)
- Feature Development 0%
- Leadership: 0%
- Optimization: 0%
- Adaptability: 0%
- Creativity: 0%
- Passion: 0%
- Relevant Degree: 0%

Summary: This candidate has no discernible technical qualifications or even a clear background provided. There is no foundation for game development or software engineering evident. The learning curve to gain vital skills would be incredibly high even for an entry-level position. Difficult to provide meaningful analysis without more details.

Disclaimer:

All names mentioned in the above document have been changed for security and privacy purposes. The feedback provided is based on real applications.