|  |  |
| --- | --- |
| **Personal Development and Project Planning – CPG 504** | |
| **Group Report, Assignment AE1** | |
| **Tutor:** Peter Jones | |
| **Student Name** | **Student Number** |
| Christopher Youd | Q12376396 |
| Finn Truman | Q12275417 |
| Christopher Pryor |  |

# Introduction

The aim of this report is to produce job advertisements for an Indie Game studio who are looking to recruit for 3 roles, these being an Artist, Programmer, Designer or Level Designer.

This project was group based, and upon meeting we decided that we would base our Indie Game Studio in Southampton and there was flexibility within the brief for us to decide what platform to develop for as well as the game engine to use and art style. We decided that we would use Unity as our Game Engine in a 2D capacity. As the game would be developed within Unity there are a number of platforms that it can be ported to.

For this project, we would need to research real life advertisements and base the adds the group creates upon these. As the brief given does not explicitly state the experience level required for the job adverts, a decision was made to aim for graduate positions.

In this report, there are the three job adverts we made as a team, the rationales for each as written by the team member that made the respective advert, a reflection on the project and the appendix containing the adverts we found.

# Job adverts

## Artist Job Profile

**Junior 2D Game Artist**

**Southampton**

**£20,000**

We are a small indie studio based in Southampton that are looking to take a new 2D artist under our wing! We have started a new project under the support of a publisher and are in need of a larger team. Could you be the one?

As a 2D artist you will work as part of our team creating 2D graphics and sprites based on the description and work done by the design team. You will maintain a high level of professional communication with designers in order to ensure proper implementation of ideas. All work must fit the artistic style of the design using specialist tools which you must be comfortable using.

Requirements:

* Experience using Photoshop, entire Adobe Creative Suite is a bonus
* Experience using Unity Engine, particularly for 2D game development
* BA degree in a relevant art/animation field
* Strong portfolio showcasing best samples of game art
* Good communication & team working skills
* Understanding of role within a game studio and the workload associated with the position

What we look for in a portfolio:

* Evidence of utilising a variety of tools to create industry standard graphics
* Evidence of contributions to team projects
* Evidence of original design work

## Programmer Job Profile

**Graduate Unity Gameplay Programmer**

**Southampton**

**£25,000/year**

We are a small indie studio based in Southampton that are looking to take a new programmer under our wing! We have started a new project under the support of a publisher and are in need of a larger team. Could you be the one?

As a graduate gameplay programmer in an indie studio, you will be working closely with the rest of the team to bring our designers’ game mechanics to life! You will also be responsible for debugging your own code.

Requirements:

* Bachelor’s degree in a relevant field, 2:1 or better.
* Must have developed one complete game, solo or as part of a team.
* Experience in Unity’s 2D engine, with a minimum one year’s worth of experience in C#.
* Team worker with good communication skills.
* Hardworking and punctual attitude.
* A portfolio of your work.

Bonus points for:

* Experience in other programming fields (AI, graphics, tools, etc.).
* Experience in object-oriented design (C++/C#).

What are we expecting in a programming portfolio? A portfolio is a showcase of what you have worked on to prove your skills. For programmers, websites are common, with links to their personal and educational projects, with a list of features for each project detailing what is special about that project that you worked on (such as physics, your own renderer, or a particularly complex and impressive game mechanic).

Art doesn’t matter in a programmer’s portfolio, so we don’t mind if it’s all programmer’s art, primitives or even a command prompt! We just want to see what amazing things YOU can do with code!

## Level Designer Job Profile

**Graduate Level Designer**

**Southampton**

**£18,000**

We are a small indie studio based in Southampton that are looking to recruit a Graduate Level Designer. As a Level Designer, you will be working within a small multi-disciplinary team overseeing both Artists and Programmers, enabling an efficient workflow, learning new skills in friendly and dynamic environment, helping you gain vital skills and experience to become a fully equipped Level Designer.

Everyone on the team is thrilled to be working on a new project with a local publisher. The project will be based on new IP and is due to be released across multiple next-gen platforms.

On top working on a new exciting IP, the company will offer a competitive salary, 22 days holiday per annum, increasing with length of service, flexible working hours and company pension scheme.

Requirements:

* Educated to Degree level
* Experience creating levels with Unity, predominantly for 2D game development
* An understanding of C# scripting & Game logic
* Able to accept criticism and find solutions
* Experience creating and updating relevant design documentation
* Able to prioritise workload

The Ideal Candidate

* Experience in multiplayer / co-op games, this can include personal, school and/or game jam prototypes
* Experienced using 3DS Max / Maya for Level Design
* Take existing content and use in new ways

If you think you have what it takes and want to be a part of a small friendly team, please email your CV to Chris at 2youdc96@solent.ac.uk and include a link to your portfolio.

# Cogent Rationale

## Rationale for Artist

This advert will be primarily hosted on online job sites, primarily job sites focussed on game industry roles such as *amiqus.com,* as this allows it to reach the widest potential number of applicants as these websites are very popular for both experienced games industry workers and new applicants.

Different elements of this advert were designed based on the research I conducted. The salary was based on a junior 3D artist position, and so I found it appropriate to use the same amount. As the advert was designed with junior graduates in mind, requirements such as having industry experience was not necessary, and so I focussed on ensuring applicants were experienced in using the software needed to complete work, as well as having general skills that will allow them to work in a team environment. Lastly I wanted to make sure applicants had a portfolio demonstrating their work, as this is an industry requirement to show proof that applicants can work to the industry standard.

## Rationale for Programmer

For the programming job advert, we decided to advertise it, along with the other job adverts, on the website Amiqus.com. This is a commonly used videogame agency, so it makes sense to use its services.

For the chosen salary, I conducted additional research to find out what average salary is for a graduate programmer, which I found out to be £24,371 (Payscale.com, 2017). I rounded it for simplicity.

As it is a graduate position, it makes sense to have a requirement for a degree. A 2:1 is respectable, and 2:1s are the minimum classification that employers expect these days (Sean Coughlan cited in AGR Graduate Recruitment Survey 2010).

Expecting a minimum’s year worth of experience in C# is fair, and the student should’ve earnt this during their time at university. It is also expected of a programmer to be able to debug their own code.

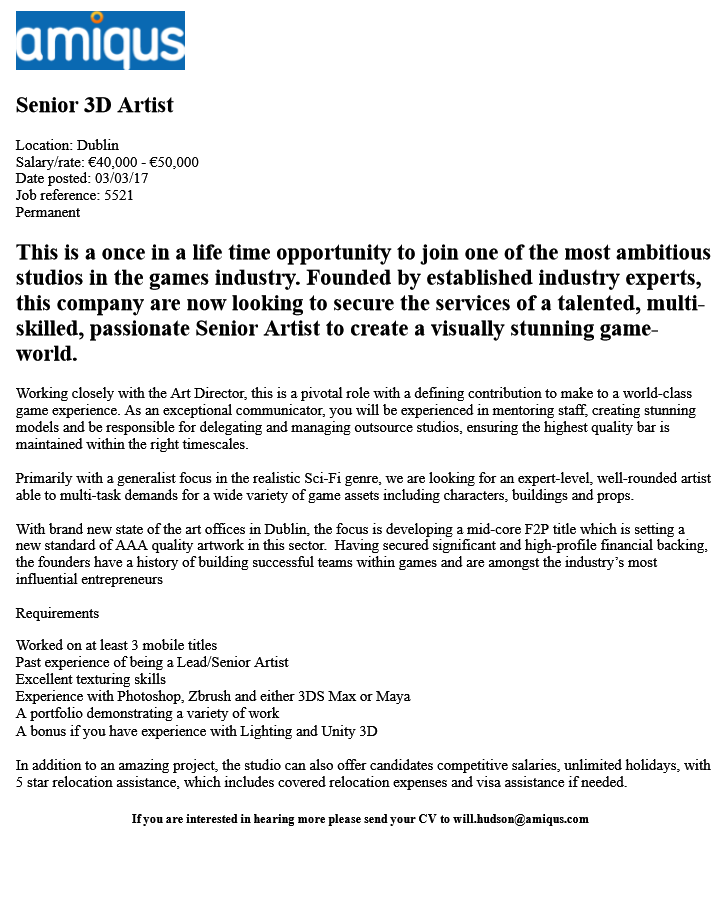
## Rationale for Level Designer

The research carried out for level designer were all sourced from online media, such as, amisqus.com and datascope.com, as this have the ability to reach a much larger audience than that for any other medium i.e. Journal & Magazine prints. As a team, it was discussed we would use amisqus.com to advertise as it is a trusted company for many large and small companies.

The job advert for graduate level designer was based on four positions currently be recruited for buy other companies, however what I did come across was that there no Level Designer jobs specifically advertised for Graduates, so from the researched positions, there were a number of requirements that were common, such as scripting and game flow, exposure to game engines so these were used within the advert created. To get a rough estimate for the salary, research was carried out and found that salaries for a level designer ranged from £18,000 to £26,000 so for a graduate post the minimum value was used, as the graduate may not have any experience should be awarded the minimum found (glassdoor.com, 2017).

# Summary

# Appendix



Figure

AMIQUS.COM, 2017. Senior 3D Artist [03/03/17]. Available from: [https://www.amiqus.com/job/senior-3d-artist-jobid-5521 accessed on 03/03/17](https://www.amiqus.com/job/senior-3d-artist-jobid-5521%20accessed%20on%2003/03/17).

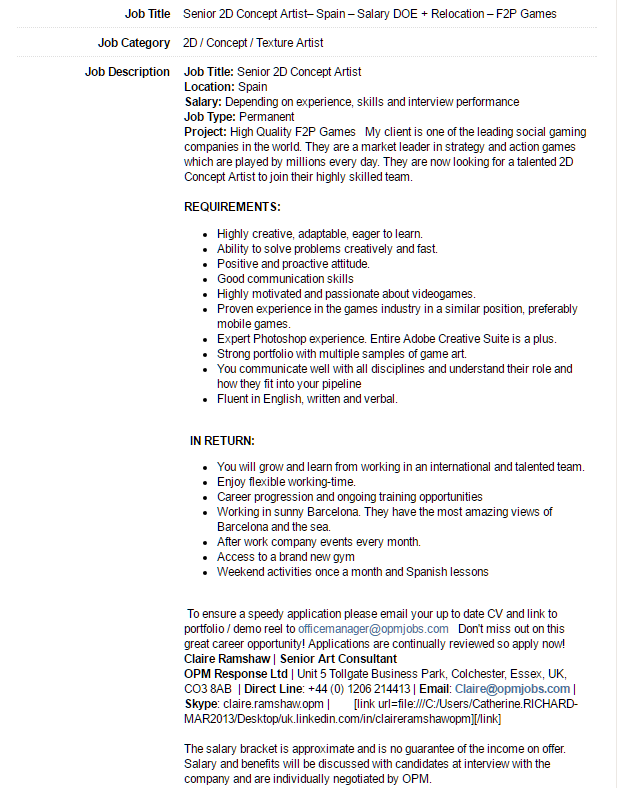


Figure B

OPM JOBS, 2017. Senior 2D Concept Artist [02/03/17]. Available from: <http://jobs.gamesindustry.biz/opm/uk-and-europe/senior-2d-concept-artist--spain---salary-doe---relocation---f2p-games-id90177>

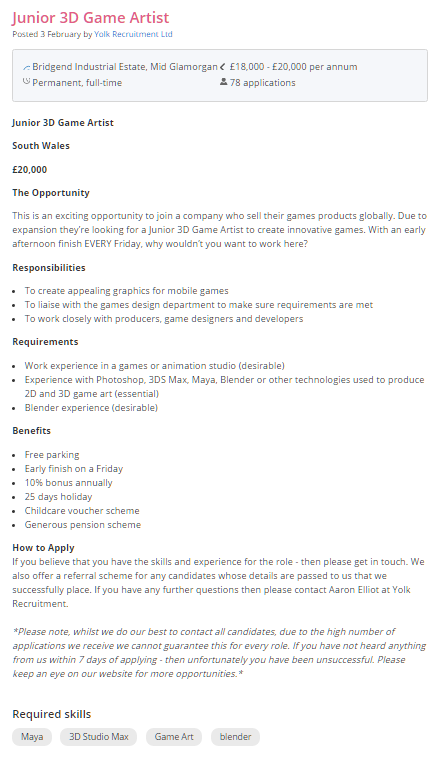


Figure C

REED.CO.UK, 2017. Junior 3D Game Artist. [04/03/17]. Available from: <https://www.reed.co.uk/jobs/junior-3d-game-artist/31576059?utm_medium=aggregator&utm_source=glassdoor&utm_term=REG&rx_campaign=glassdoor20&rx_group=101239&rx_job=31576059&rx_source=Glassdoor&rx_medium=cpc>

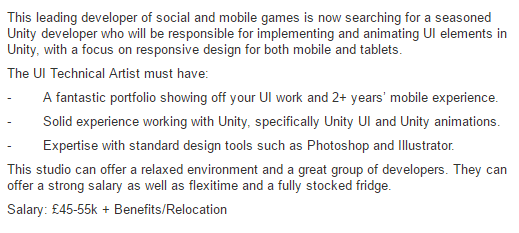


Figure D

DATASCOPE.COM, 2017. UI Technical Artist [04/03/17]. Available from: <http://www.datascope.co.uk/job-details/all-games-jobs/art-and-animation-jobs/ui-technical-artist-london-mobile-45-55k-benefits/13353.html>

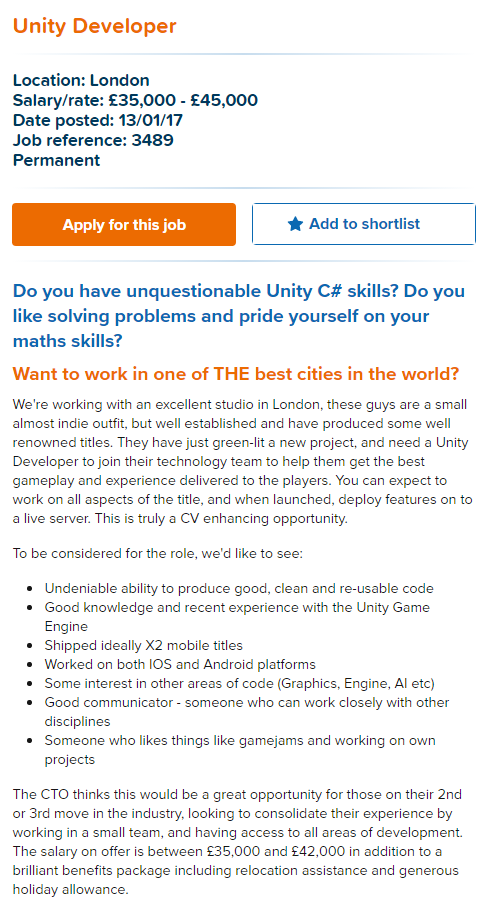


Figure E

Alan, 2017. Unity Developer[07/03/17]. Available from: <https://www.amiqus.com/job/unity-developer-jobid-3489>

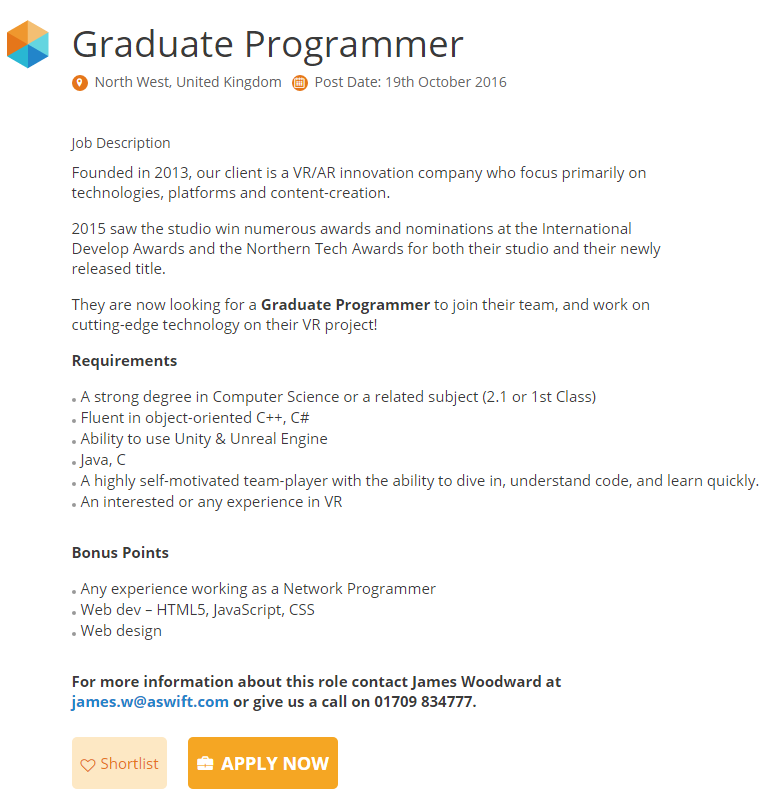


Figure F

Aardvark Swift, 2016. Graduate Programmer [07/03/17]. Available from: <http://aswift.com/jobs/graduate-programmer-2/>

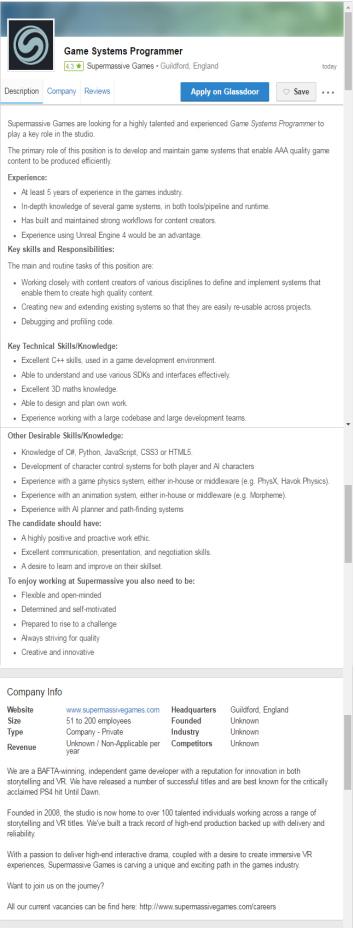


Figure G

Supermassive Games, 2017. Game Systems Programmer [07/03/17]. Available from: <https://www.glassdoor.co.uk/Job/southampton-game-programmer-jobs-SRCH_IL.0,11_IC3380757_KO12,27.htm?jl=2296783052>

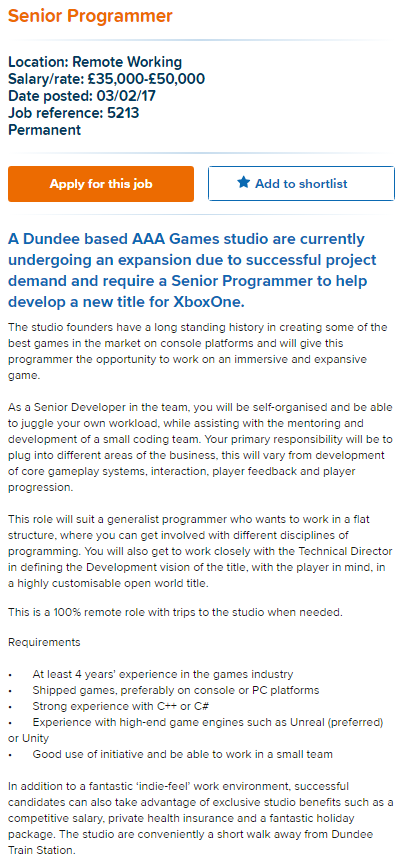


Figure H

Will, 2017. Senior Programmer [07/03/17]. Available from: <https://www.amiqus.com/job/senior-programmer-jobid-5213>

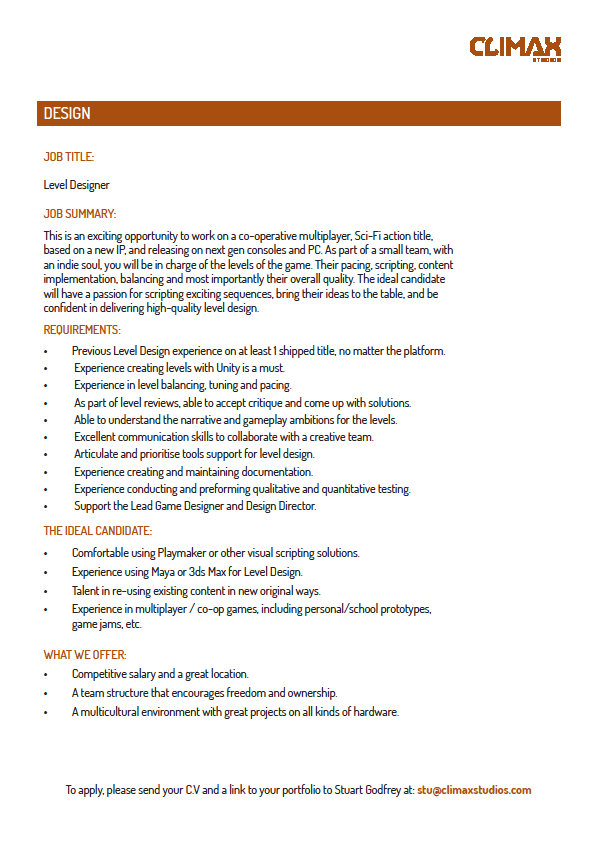


Figure I

CLIMAX STUDIOS, 2017. Level Designer [06/03/17]. Available from: <http://www.climaxstudios.com/job_specs/LevelDesigner.pdf>

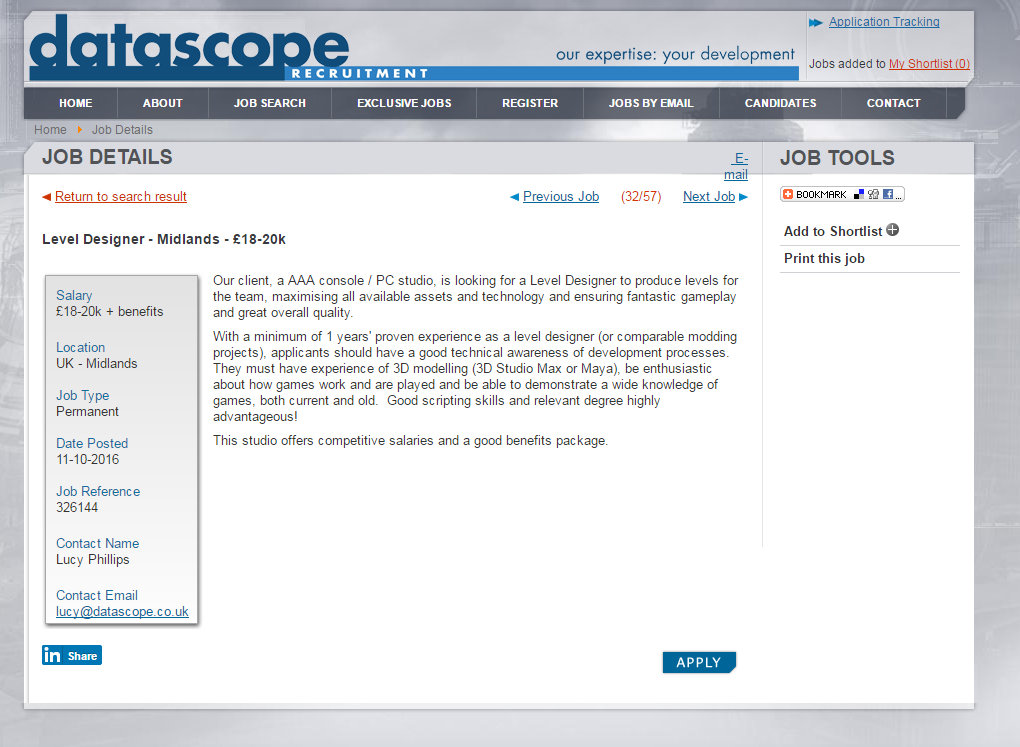


Figure J

DATASCOPE.CO.UK, 2017. Level Designer [07/03/17]. Available from: <http://www.datascope.co.uk/job-details/all-games-jobs/games-and-level-design/level-designer-midlands-18-20k/12737.html>



Figure K

AMIQUS, 2017. Level Design [07/03/17]. Available from: <https://www.amiqus.com/job/level-design-jobid-5574>

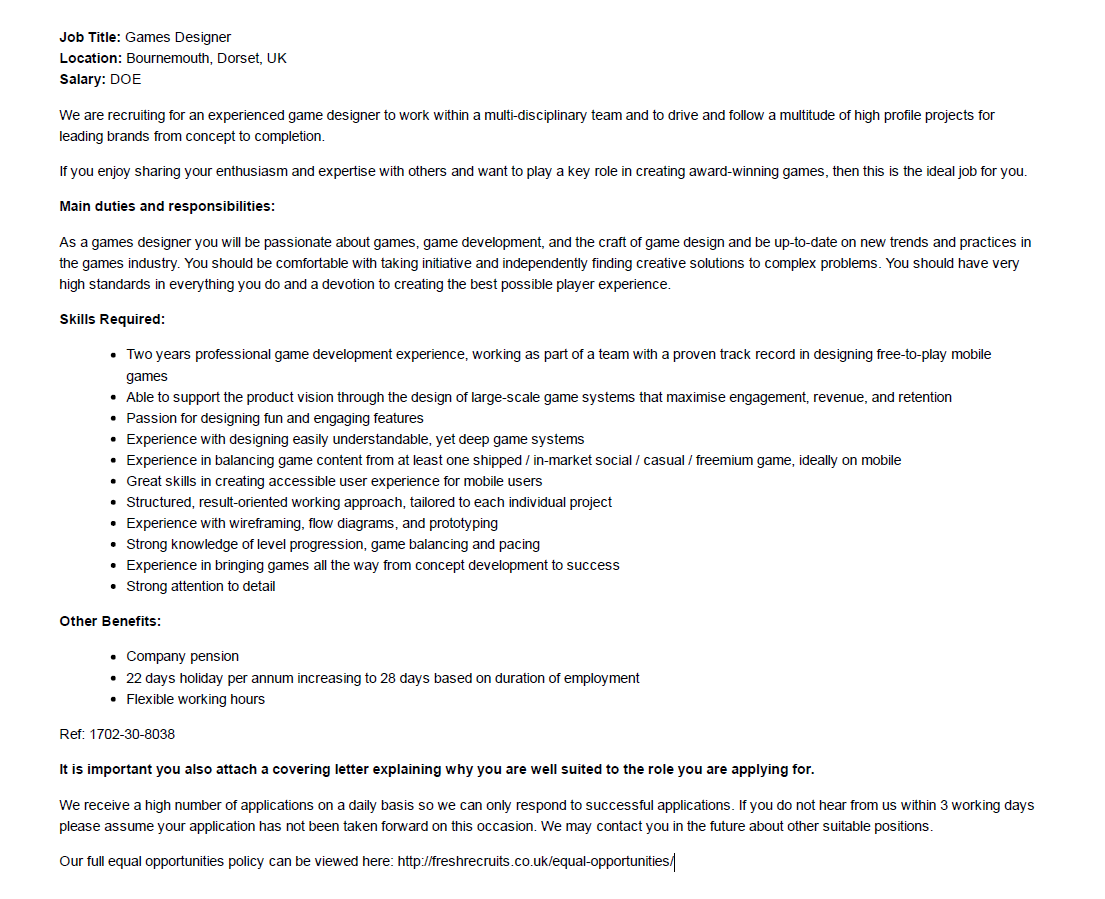


Figure L

TOTAL JOBS, 2017. Games Designer [07/03/17]. Available from: <https://www.totaljobs.com/job/games-designer-in/fresh-recruits-ltd-job67971812?WT.mc_id=A_RE_IDPPC_MP1_DSN_11>

## Additional references

GLASSDOOR.CO.UK, 2017. Level Designer Salaries [07/03/17]. Available from: https://www.glassdoor.co.uk/Salaries/level-designer-salary-SRCH\_KO0,14\_SDAS.htm

COUGHLAN, S, (Cited in AGR Graduate Recruitment Survey 2010) 2010. AGR Graduate Recruitment Survey 2010 [07/07/17]. Available from: http://agr.org.uk