CAREERS
within
GAMES

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Topics

- A quick overview at my background.

- The Company Roles

- Jobs within the Developer

- Preparing yourself and The Interview

- Questions

My Experience in Games

For those who have never met me:

- A former student of UWS

- I freelance art and animation services (since 2003).

- Studio experience in TRC Media, BBC, Channel 4 (London).

- Game studio experience in EM Studios.

- Moving on from EM Studios my first major games role was working on EA Need for Speed as a "3D artist" (Mostly in vehicle creation and then as a Principle Vehicle Artist.)

- In 2014 Job change to "Artist and Sound Designer".

- In 2016 myself and two others started our own Indie-Dev company – (still a WIP)

- 2017 Lecturer in UWS on Animation, Art, etc.

My Experience in Games

- Every **Studio is Different**.

- Therefore, every developer's **experience** is different.

- If you decide to go into games, then your experience will be unique to you.

- Studio differences:

  - Studio size and team size.
  - Job role and requirements.
  - Pay and the Pay Climb.
  - The output *eg. Playstation, Xbox, PC, Switch, Wii, iPad, iPhone, Android, Cinematic, VR etc.*
  - History (does the Studio have prior games completed).
  - NDA.
  - Outsourcing and Publishing, etc.

Company Roles

Company Roles

- Some of you may already know this information…*but for those that don't…*

Knowing the company roles, will allow you to look for jobs in the *right* places and understand the job roles themselves.

- **The Publisher**

- **The Movie / Television Studio**

- **The Game Developer**

- **The Outsourcer**

- **The Manufacturer and Licensing**

Company Roles

The Publisher

- **Sometimes creates the Game – Internally or externally.**
(Internally eg. RockStar North, Externally Eg. EA Ghost Games)

- **Hires a Developer to produce the game ('External Production').**
(Eg. RockStar hired 'Team Bondi' to create L.A. Noire or EA Games hire Black Box for Need for speed.)

- **They are responsible for costs and distribution of the game.**

- **They will bug track development, especially at Alpha and definitely at Beta.**

- **They also buy complete or near complete games.**

- **Examples of other things they are *sometimes* responsible for:**
Localisation (Languages), **Sound Design (as smaller Devs don't have sound departments) ,
Branched Production** (eg. Warner Bros Interactive Entertainment owned Developer Rocksteady Studios Source for Arkham City in Unreal 3, they branched that and gave it to their external company WB Games Montreal to produce Arkham Origins.)

Company Roles

The Movie and / or TV Studio

- **However…*Enter the Movie Studio!***

- **When a studio requires a game to be made of a film or TV Programme the studio makes the jump to the top of the hierarchy and they <ins>employ the Publisher</ins>.**

- **They do not take on the same responsibilities as The Publisher.**
(The Publisher still distributes the content, bug tracks the game, hires the Developer, etc)

- **They will dictate the nature of the project and what is expected.**
(Eg. Tied into any movie projects for continuity, what they require in the game, etc.)

- **If there are cinematic cut scenes, this is a discussion between the Publisher and the Movie Studio to decide how this is produced. It *could* become a *Developer* task – this depends on the game.**
- Publisher may hire a cinematic animation company such as Axis Animation (Halo cut-scenes).
- If it's filmed footage the Movie Studio will probably deal with it, (Enter the Matrix)
- If the scenes are integrated into the game then the developer will deal with it (Uncharted 4)

Company Roles

The Developer

- **If you want to create games, then this is most likely where *you* want to work.**

- **The Developer is paid by the Publisher to create the game.**

- **Self-funded developers are known as Independent Developers or more commonly Indie-Developers.** (Sometimes people think Indie refers to the output (platform) or studio size)

- **Smaller Developers will produce games to sell to a publisher.**

- **The Developer is responsible for the game's production** (Creation, Bug Fixes, Developer Staff, etc)

- **Usually the Developer is paid in Milestones by the publisher,** (this can be where the pressure comes from).

- **The Developer will *sometimes* employ an outsourcing company to handle things they cannot,** (Eg. Art Assets such as Models, Rigs, Texturing, etc. Code, Plugins, Audio, etc).

Company Roles

The Outsourcer

- **An Outsourcer provides services that a developer cannot handle for different reasons,**
(Studio Space, Staff Costs, large quantity art asset demand, etc.)

- **If you are interested in being an Artist without the requirements to implement into the game and have those pressures, then this is also another viable job area in games.**

- **Outsourcing of plugins and programmers are also common. Even individuals are contracted to work from home.**

- **Audio outsourcing is also very common, where a Sound Designer and Music Composer is required.**

- **Outsourcers are paid by the Developer.**
(Per Asset, Per Month, Per Plugin, etc).

Warner Brothers Games >
        Rocksteady Studios >
                Liquid Development LLC

- Liquid Development LLC - Outsourcer for Rocksteady

Company Roles

The Outsourcer

- **Example:**
- https://jobs.gamesindustry.biz/build-a-rocket-boy-

- http://bravezebra.com/portfolio/
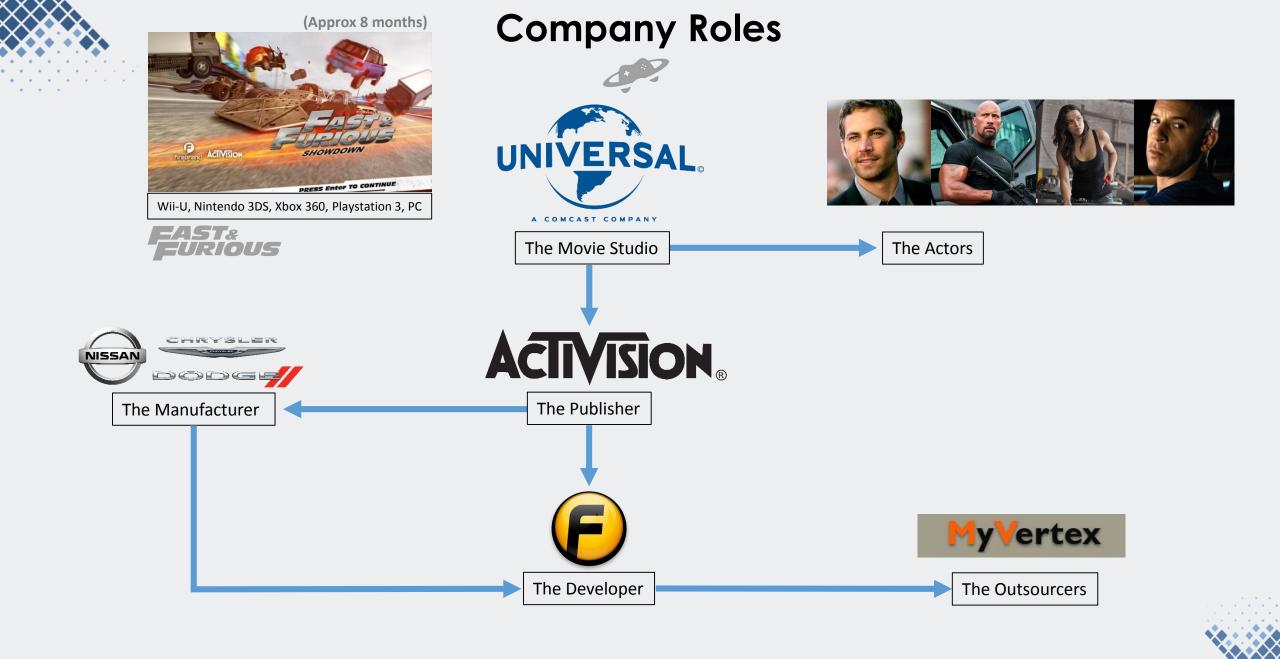
- http://www.liquiddevelopment.com/

Company Roles

The Manufacturer and licensing

• **Manufacturers allow the licensing of their creations.**
(eg., Environments, Locations, assets, cars, etc)

• **Licensing also has to be acquired for people.**
(eg. Actors, likeness – naughtydog and ellen page.)

• **These costs are usually covered by the Publisher or TV/Film Studio above the Publisher.**

• **Licenses tend not to be given until the asset/character is created, they usually incur in changes and alteration and in some cases the actor decides they do not want to be associated with the product.** (This can be costly for the developer, sometimes incurring additional costs as asset alterations have to be produced by an outsourcer).
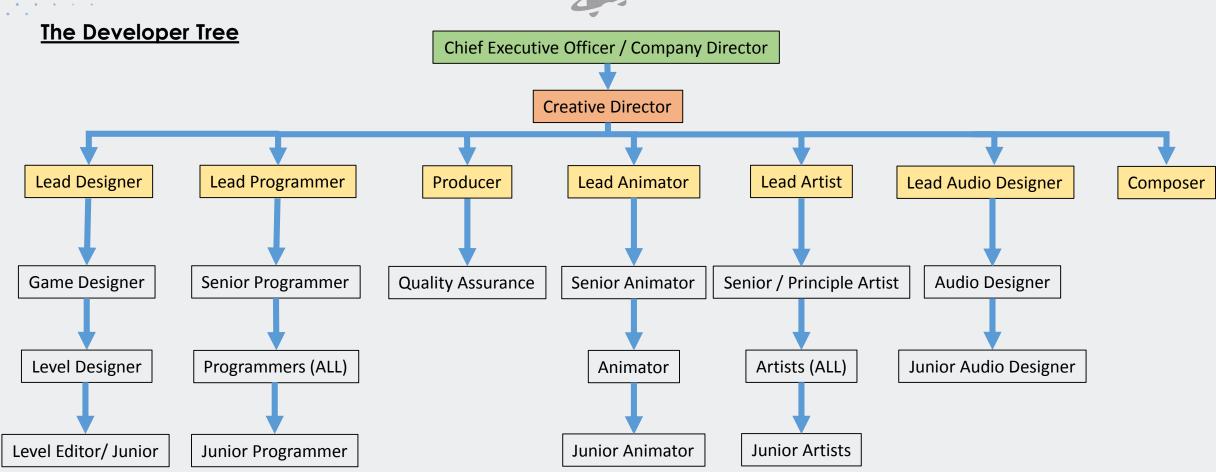
Company Roles

(Approx 8 months)

Wii-U, Nintendo 3DS, Xbox 360, Playstation 3, PC

The Movie Studio → The Actors

The Manufacturer ← The Publisher

The Developer → The Outsourcers

Jobs within the Developer

Jobs within the Developer

The Developer Tree

Chief Executive Officer / Company Director

Creative Director

Lead Designer	Lead Programmer	Producer	Lead Animator	Lead Artist	Lead Audio Designer	Composer
Game Designer	Senior Programmer	Quality Assurance	Senior Animator	Senior / Principle Artist	Audio Designer	
Level Designer	Programmers (ALL)		Animator	Artists (ALL)	Junior Audio Designer	
Level Editor/ Junior	Junior Programmer		Junior Animator	Junior Artists		

Artists All: 3D Modeller and Texture Artists. Technical Artist. Visual Effects Artist. Rigger. Concept Artist. GUI Artist. Texture Artist (Larger Studios)

Programmers All: Game Programmer, Special Effects Programmer, AI Programmer, Online Programmer, Engine Programmer, Audio Programmer, Tools Programmer

CEO / Company Director

Who are they:
- They are the company owner.
- If you begin an Indie-Studio, you will be a Director or Co-Director.

Responsibilities:
- Build Relationships with Publishers.
- They pitch ideas and prototypes to potential publishers.
- Maintain a stream of work for the Studio.
- They decide on wages and have the final say on employment.
- Studio Size decisions. (Sometimes the studio is dictated a staff budget from the CEO).
- They Travel, a lot.

What is required for the Role:
- Money. The company must start of strong financially.
- A strong ability to build a studio and understand the requirements for game production.
- The passion for business and a great entrepreneur perspective.

Creative Director

Who are they:
- Other than the CEO, they are in charge of the Game and *somewhat* studio.

Responsibilities
- Responsible for the Games quality.
- Beholds the vision for the project.
- Push the project forward to meet milestones agreed upon.
- Oversee the entire project from all aspects (Visuals, Gameplay, Story, Audio, Marketing Materials, etc)
- Meetings with the Publisher, Producer and Leads.
- A combination of Management and practical capabilities to contribute to the project.

What is required for the Role:
- Role is climbed from Lead Designer.
- A large accumulation of finished and successful titles.
- A large amount of experience.
- The ability to produce in multiple areas. Including testing, game design, level design, scripting, programming and some art ability.
- Inspirational, motivated and in-depth knowledge of game production from several aspects.

Lead Designer

Who are they:
- Leads the Design Team and answers to the Creative Director.

Responsibilities
- Responsible for the Gameplay of the final game.
- They will define what are the best gameplay ideas from the Design Team.
- Generate gameplay concepts within the limitations.
- Partially Management and partially Production.
- Communicate and work with other Leads from Art, Animation and Technical Leads.
- Be involved in Publisher, Creative Director and Lead Meetings.

What is required for the Role:
- Role is climbed from Game Designer.
- An accumulation of successful titles with a strong evidence of managerial team skills and Game Design skills.
- A strong understanding of the theory, science and art of gameplay.

Game Designer

Who are they:
- Part of the Design Team and answers to the Lead Designer.

Responsibilities
- Responsible for concept and creation of the game.
- Define the game through strong concepts which are demanded by current audience expectations.
- Idea generation for new games and encapsulating a relatable experience.
- Ability to balance a game through contradictions and restrictions within and outside the studio.
  (Eg. What they want, publisher requirements and audience requirements.)
- Work on development design such as every action, ability and mechanic of the game.
- Build and Design several levels and be able to hand that off to other designers for final production.
- Will be in meetings at times, (especially if Lead is unavailable).

What is required for the Role:
- Role is climbed from Level Designer, (depending on studio size, sometimes Level Editor or Junior Designer.)
- Previous title success.
- Good inspiring and positive attitude. Define work for Level Designer, Level Editor, Junior Designer).
- An understanding or programming, art and audio workflows.

Jobs within the Developer

Level Designer

Who are they:
-   Part of the Design Team and answers to the Lead Designer.

Responsibilities
-   Creates the level layout usually in basic 3D bluebox.
-   Defines the content requirements of the level.
-   At times appoints areas of action and puzzle, etc.
-   Streamlines the objectives of the player within the design for playability.
-   Designs and build multiple levels for play testing and prototyping.
-   Work with Level Editors passing off projects for them to complete.
-   Adheres to Lead Designer, Game Designer and publishers requirements.
-   Create consistent, progressive and original layouts.
-   Produce Scripts, level executables, etc.

What is required for the Role:
-   Can be a climb up from a level editor or a junior position.
-   Strong understanding of Game and Level Design process.
-   Some 3D Production skills and application within an engine.
-   Strong understanding and ability to predict a players response.

Level Editor / Junior Designer

Who are they:
- Part of the Design Team and answers to the Lead Designer.

Responsibilities
- Places the items, enemies and interactive mechanics within the game.
- Partly responsible for timing and choreography of the level itself.
- Tweaks and furthers a level created by the Level Designer.
- Careful and strategic planning of level components.
- Responsible for the script that runs the level, the triggers, rules, actions and responses of the AI.

What is required for the Role:
- Entry level role.
- Logical mindset
- Creative mindset
- A Strong understanding to balance fun, excitement and player challenges.
- A catalogue of evident of ability, (eg. Showreel)

Jobs within the Developer

Lead Programmer

Who are they:
- Leads Programming team, answers to Creative Director.

Responsibilities
- To makes sure the bugs are fixed.
- User Interface Skills.
- AI Programming.
- Online Game System Programming.
- Sound and Music Playback.
- Performance Profiling and Optimisation.
- 3D Maths, rendering and shader production.
- File and data format production.
- Task management and prioritisation.
- Team Management and distribution of tasks.

What is required for the Role:
- Highly Experienced with multiple titles under their belt.
- Skilled in multiple areas of programming.
- Managerial and communication skills.
- Climbs from other roles of Programming, (eg. Game Programmer).

Game Programmer

Who are they:
- Works under the Lead Programmer and covers an array of programming tasks.

Responsibilities
- Ability to take Game Design and make it playable.
- Technical skills, such as strong C++ and Data structures
- Communicate with Design, Art, etc.
- Responsible for multiple areas such as tools, code, AI, etc.

What is required for the Role:
- Strong C++ (etc) coding skills.
- Good Communication skills within a team.
- Proactive attitude toward production.
- 3D Maths and rendering skills.
- Optimisation strategies.
- File, production and manipulation skills.

Jobs within the Developer

AI Programmer

Who are they:
- Works under the Lead Programmer

Responsibilities
- Programme and apply psychology in natural AI.
- State machines and message passing.
- Physics and Optimisation.
- Routing and Navigating.

What is required for the Role:
- Ability to create state machines with hard coded knowledge.
- Graph and Network theory.
- Good understanding of psychology, applicable to AI.

Special Effects Programmer

Who are they:
- Works under the Lead Programmer

Responsibilities
- Enhance visuals through particle generation.
- Produce post production processing (DoF, Colour Correction).
- Vertex and Pixel Shader Production
- Optimising Production

What is required for the Role:
- 3D Maths
- Vertex and Pixel Shading Programming
- High Dynamic Range Rendering (HDR)
- Depth of Field, Fogging, Etc
- Floating Point shader production and render targets
- Physics for particle behaviours
- Colour production and blending theories.
- GPU Hardware Programming

Jobs within the Developer

Audio Programmer

Responsibilities
- Process, storage, playback of sound effects.
- Music Layering executions and tools.
- Works closely with audio production.
- Programme mixing routines within engine.
- Surround Sound programming and DSP (Digital Signal Processing) algorithms.

What is required for the Role:
- Music and Wave Theory
- Audio Packages and File Formats
- Frequency Analysis
- Channel Mixing
- UI Design for Audio Game Designers
- Physics for Audio Transmission and reflection
- Optimisation Strategies

Online Programmer

Responsibilities
- Create interfaces for Peer to Peer (UDP/TCP/IP socket layering)
- Lobby Organisation and matchmaking.
- Migration and client-side prediction.
- Lag compensation.

What is required for the Role:
- Strong C++
- Internet Communication Protocols
- Networking API
- Solutions for Issue with Bandwidth and latency
- Optimisation Strategies
- Efficient data structures

Jobs within the Developer

Engine Programmer

Responsibilities
- Core programming technology production
- Background file programming
- Debugging menus, viewers
- Profiling routines
- Reusability and cross platform support
- Hardware programming
- API Production (Application Programming Interface)

What is required for the Role:
- Exceptional Programming Skills, (C++, etc)
- Parallel software design and scheduling
- Optimisation strategies
- Efficient data Structures
- General Graphics and Shader tech
- General sound
- API Design
- Good Communication Skills, and hardware platform skills.

Toolchain Programmer

Responsibilities
- Create tools and utilities to make game development and tasks quick and easy.
- Bespoke tools and content creation for Artists and Designers.
- Communicate with teams to fulfil tool dependencies.

What is required for the Role:
- Strong C++, C# Skills
- Windows Application Development
- Knowledge of PHP, HTML, XML and SQL
- Networked systems
- Data Structures
- API Design
- UI Design
- Communication and presentational skills.

Lead Artist

Who are they:
- Leads Art team, answers to Creative Director. There could be Senior Artists below them.

Responsibilities
- Manages and distributes tasks to the team from a creative and technical perspective.
- Meetings with other Leads and Creative Director, etc.
- Produce Art assets in a variety of areas.
- Apply practical knowledge in 3D, 2D, GUI, Rigging, Conceptual Art, Texturing, etc.
- Sometimes Art Direction and style production.
- Produce documents for creation and outsourcing.

What is required for the Role:
- Traditional Art and Design Skills.
- Lead and manage the team with available time and resources.
- Excellent communication skills.
- Knowledge of extensive art pipelines.
- Knowledge of Cross Platform Hardware constraints and building for GPU.
- A passion for games and visual appeal.
- A strong backlog of games produced to move into the role, with a variety of role coverage. (eg, Characters, Cars, Environments, etc)

Art Director

Who are they:
- Specialises in style production works with the Creative Director to produce the vision. Answers to Lead Artist.

Responsibilities
- Style Art Generation and Production
- Creative Original perspective to produce style guides and vision.
- Meetings with Creative Director and Leads to adhere to their perception.
- Team supervision to adhere to the style.
- Inspire through production.
- Communicate effectively the anatomy of art and design rules.
- Art production within 3D and 2D.
- Some Marketing Production may be required.

What is required for the Role:
- Strong understanding of style guides and original art creation.
- Awareness of art styles and be able to breakdown and formulate art.
- Adaptable and Flexible to a variety of Genres, styles and vision.
- Ability to supervise and manage teams.
- Great communication skills to present ideas with clarity for other artists.
- Fantastic ability to research and build inspirational content and ideas.

Jobs within the Developer

Principle Artist (This could also be called Character/Vehicle/Environment Artist, etc)

Who are they:
- Specialises in an specific area of art. Answers to the lead artist, will at times work with Creative Director, Lead Game Designer and Lead Programmer. Higher than 3D Artist.

Responsibilities
- Concentrated area of Art Production.
- Management of 3D Artists, Junior artists and outsourcing company.
- Preparation and injection of Art into the game for playability.
- Preparation or initial stages of art to pass to lower tier Artists.
- Model, texture and rig and at times animate art assets.
- Some art programming.
- Cross platform solutions and LOD generation.
- Manufacturer, Outsourcing and Publishing meetings and documentation.

What is required for the Role:
- Strong ability within 3D and 2D art creation, most likely specialised.
- Art Pipeline and integration experience.
- Overall general ability of Art production, including GUI.
- Marketing, Compositing, Editing etc most beneficial for smaller companies.
- Risen from 3D Artist.

Jobs within the Developer

3D Artist

Who are they:
- Answers to the lead artist, will at times work with game design and game programmer.

Responsibilities
- Create assets, organic and hard surface.
- Texture and Rig art assets
- Game Shader usage and production
- Integration between applications to produce assets
- Heavy R&D (Research and Development) within downtime.
- Adhere to Manufacturing and Publisher stipulations.
- LOD production and Cross-Platform production.
- Sometimes responsible for Junior Artist.

What is required for the Role:
- Strong ability within 3D and 2D art creation.
- Art Pipeline and integration experience.
- Overall general ability of Art production, including GUI.
- Marketing, Compositing, Editing etc most beneficial for smaller companies.

Jobs within the Developer

GUI Artist (Graphical User Interface)

Responsibilities
- Concept and Produce graphics for interfaces
- Produce scalable art assets
- HUD (heads up display) and FE Visuals (Front end/ Menu)
- Strong responsibility to produce a flowing and understandable FE.

What is required for the Role:
- Strong ability within procedural and scalable art.
- Vector and Raster art production.
- Animation production and Motion Graphics skills.
- Understanding of psychology and visual flow.
- Theory of visual balance and focus.

Concept Artist

Responsibilities
- Create 2D and 3D concepts to formulate Creative Director's Vision.
- Work with Art Director, Script Writers and Lead Game Designer to define and produce visual representation of the art style.
- Produce characters, environments, assets, GUI concepts and model sheets to be passed onto other artists.
- Produce artistic marketing materials for pitching and prototyping.
- Create visual style guides.

What is required for the Role:
- Exceptional Artistic Ability.
- Fast Art and iterative production.
- Strong Colour, Anatomy and Perspective theory.
- Great ability to generate original visual ideas through research, guides and originality.
- Ability to produce inspirational art in both 2D and 3D (Some Concept Artists can use basic 3D and Zbrush).

Jobs within the Developer

Texture Artist

Responsibilities
- UV Map 3D Assets
- Baking Production
- Texture and produce shaders for 3D Assets.
- Texture pipeline integration as well as cross platform texture/shader usage and production (eg. MipMaps)
- Procedural Texture production.

What is required for the Role:
- Strong High Poly (Zbrush) Experience
- Understanding of Legacy and PBR workflows.
- Strong understanding of layered textuing and shader work, eg (Sub Surface Scattering with colour and tone (SSS), Subdermal, epidermal, back scatter, clear coats, pearlescent and fall off, etc.
- Procedural texturing theory and production.

VFX Artist (Visual Effects)

Responsibilities
- Produce particle generation and visual effects such as smoke, fire, water, explosions, etc.
- Produce light and physical simulations.
- Be able to produce under the technical restrictions per platform.
- Enhance the gameplay and reactive states of action and reaction.

What is required for the Role:
- Fantastic Technical understanding.
- Strong understanding of hardware and GPU agility.
- Ability to deconstruct visuals from other games and produce them.
- A theory of motion and animation.

Jobs within the Developer

Technical Artist

Responsibilities
- Bridges the gap between Technical and Art
- Programming for Shaders, lighting and reflection setups.
- Plugin Creation, Script Creation, Technical Documentation, Hardware Shader Creation, Visual Effects Implementation.
- Improve Production Pipeline and workflows of art.

What is required for the Role:
- Have the ability to write scripts, shaders, and plug-ins.
- Understanding of Target Hardware, general programming in C or C++.

(Technical Artists are a growing area due to new technology.)

Junior Artist

Who are they:
- Answers to the lead artist and will work with other artists in team.

Responsibilities
- Ability to take ideas into completion.
- Skills to continue work passed down from other artists.
- 3D Character, Environments and Assets production.
- Ability to implement Assets into game.
- Aid other Artists in production.
- Enhance skillset to produce to studio standard.

What is required for the Role:
- Proven Game Art design experience (Industry/Freelance/Work Placement/ etc)
- Up to date portfolio showcasing skillset and diversity.
- Knowledge of High end packages
- Ability to produce in both 3D and 2D (Game Sprites and some GUI)
- LOD generation
- Good Modelling, Texturing and Character Rigging workflows.
- Strong passion for game creation and willingness to innovate and learn.
- Flexibility within integration and skill-set.

Rigger

Who are they:
- Answers to the lead artist.

Responsibilities
- Ability to take models and produce rigs for the animators.
- Create complex rigging strategies for flexibility and speed.
- Maintain multiple rigs for the animators.
- Communicate with the Art to ensure all assets are delivered suitable for rigging.
- Support and alter existing Rigs and produce supplementary tools as needed.
- Work with animation to develop rigs for a broad range of characters and assets.
- Adhere to technical requirements.

What is required for the Role:
- Excellent communication, interpersonal and organisation skills
- In-depth knowledge of animation and animation tools
- Ability to iterate and implement animation tools without sacrificing quality.
- Experience with organic and mechanical rigging
- Script experience.

Animator

Who are they:
- Answers to the lead artist or if there is a lead animator. Sometimes specialised in Character/Asset. Sometimes there are 'technical animator' roles, which requires more rigging and less animation.

Responsibilities
- Bring life and motion to the game.
- Create a range of animations for Characters and Assets. Such as Run Cycles, Dialogue, etc.
- Generate motion under the vision of Lead Designer and Creative Director.
- Produce complex action – reaction physical movement.
- Convey emotion and motivation from all angles.
- Produce scenic animation, setting up dynamic simulations for animation baking, etc.
- At times require to Rig (If there is no rigger).
- Working with motion capture data, for clean up, alteration and addition.

What is required for the Role:
- Excellent communication skills.
- Great perception of movement and animation.
- Theory and application of the principles of animation.
- Great ability to animate emotion, deal with mo-cap data and rigging experience.

Junior Animator

Who are they:
- Answers to Lead Artist and Animator/Lead Animator.

Responsibilities
- Work as part of a team to create in-game content.
- Create secondary character animations, cut scenes or even background (scenery) animation.
- Manipulate and clean up animation from Mo-Cap.
- Solve any skinning issues if in a smaller studio.
- Learn further animation techniques within the studio.

What is required for the Role:
- Excellent communication skills.
- Have an aptitude for learning and furthering animation ability.
- Mo-Cap Experience is a plus.
- Rigging Experience is a plus.
- Great Principles of Animation theory.
- Ability to execute organic animation and asset animation.
- Layered animation experience and engine implementation.

Producer

Who are they:
- Answers to CEO and Creative Director (Sometimes Role is On-Par with Creative Director.)

Responsibilities
- Assemble and manage a team of engineers, designers and artists.
- Outline, schedule and track tasks.
- Produce milestones, assign and distribute duties.
- Meetings with CEO, Publisher, Leads and Creative Director.
- Bug organisation and track using studio systems.
- Game Build Management.
- Works with public relations and the media.
- Manages the QA (Quality Assurance) Teams.
- Produce documentation and chair studio meetings.

What is required for the Role:
- Superb communication skills.
- Excellent written, word experience.
- Team and Task Management. Including Team Speaking and Public Speaking.
- Organisation using software systems.
- Enthusiastic, well spoken, understandable and confident.
- Strong understanding of game development.

QA (Quality Assurance)

Who are they:
- Focused role on finding problems, testing and documenting game issues.

(This role is usually misunderstood as simply 'Playing the game'.

Responsibilities
- Find and Report Bugs
- Redistribute tasks and bug assigning from other staff and publisher.
- Produce schedules for bugs finding and focus testing.
- Regularly and aggressively test bug fixes through accurate reproduction.
- Record through video and image captures of bug occurrences.
- Document issues and track iteration through bug databases.
- Manage focus testing (when testing the game among several gamers of a designated demographic).
- Give feedback to Creative Director, Design, Art, Audio and Programming.

What is required for the Role:
- Methodical, organised and hard-working.
- Communication skills and professional work ethic.
- Good verbal and written skills.
- Strong focus on detailed and intricate evaluation within all aspects of game development.

Jobs within the Developer

Audio

We will bypass The audio, *(unless we have time later and you wish to discuss it.)*

Junior Audio Designer

Responsibilities
- Voice editing
- Sound editing
- Music editing
- Sound creation

Audio Designer

Responsibilities
- Sound creation
- Sound implementation
- Voice recording
- Voice editing
- Music composition
- Music editing

Senior Audio Designer

Responsibilities
- Recording, design and editing of sound effects.
- Sound effect file management/organisation and documentation.
- Managing the outsourcing, recording and editing of voice recordings.
- Composing interactive music scores.
- Music, sound and voice production for linear video sequences, such as cutscenes or promotional materials.
- Testing and identifying any problems with the implementation of the audio assets into the game.
- Improving the audio department's resources/documentation.
- Management of multiple audio projects including effective communication with all project managers and senior management and maintaining audio manpower schedules.
- Ensuring that all audio assets are delivered on schedule and to the highest possible quality.

Preparing Yourself
and
The Interview

Quick CV Tips

CV Tips

- When applying remember it's about **providing a trade** which is required for the role.
  "I want to learn from the company", "I want to be part of a team", "I want to work in games.", "Me", "Me", "Me".

- Learning from the company is *not* the priority. They are **not an educational outlet**.
  You want to give, you don't just want to take.

- Frame your CV with the **aim to contribute**. Be perceived as an company asset.

- Every Job should **reflect a skill** that the company can utilise.

Interview - Preparing Yourself

If you are thinking about joining the Games Industry then:

- **Isolate the Job Role through advertisements.**
  Where do you find jobs?

- **Enhance your skills in the specialisms the career choice.**
  How do you find out requirements for your career?

- **If you can, produce visual evidence of your skills (CV and bespoke Cover Letter will be expected, but give yourself the edge.)**

  How can you give yourself an edge as a game designer?

  What can you do to give yourself an edge as a 3D artist or animator?

Interview - Preparing Yourself

- **Learn about the companies you are applying to.**
  How?

- **Do not apply to companies with poor content, you do not want to be _remembered_ by that! But _don't_ hold off if you are good enough!**
  How can you find out if you ARE good enough?

- **Evaluate other reels and make judgements on where you need to be and what you need to showcase.**

- **Be ready to be tested.** (We used to send tests to our Programmers, Designers and Artists).
  What sort of tests should you expect?

Preparing Yourself

- **Learn the terminology. If you can understand the terminology, then it shows a strong understanding on the subject.**

- **It will also help you understand what's expected of you, and how to communicate with others in the studio. As we all know, communication is vital!**

- **Some Terms:** Draw Call, LODs, Clipping Planes, Milestone, PBR, Offline Rendering, Realtime Rendering. PreAlpha, Alpha, PreBeta, Beta, Prototype, Bug, Bug Tracking, Focus Testing, QA, AAA and Indie, Budget, NDA, I.P, Outsourcing. Overtime. Procedural, RnD, SDK (Software Dev Kit) GDD (Game Design Doc), UI. Back-End, Front-End, UX User Experience), SKU "*Skew*", Main SKU, Platform, GUI, etc.

- **If you learn them then it will not be overwhelming when you hear them in the studio in meetings, etc.**

- **Most importantly, Connections! Most jobs are gained from knowing people.** (Social media, Exhibits, Demonstrations, Linked in, Studio Recruitment etc)

- **However, do not be overbearing…Be Professional. We all have stories about those who were *too* eager to work in the company, it's not appealing.**

The Interview

- You will most likely be sat with some or all of the following: The Producer, The Creative Director, The department Lead, someone from HR/Admin.

- Be polite and confident. Put your hand out and shake theirs. They will not bite.

- They will have your CV in-front of them. So know your own CV/ Cover letter and the might offer you a water, tea or coffee.

- It is important that you are ready for the interview. Young skilled developers are vital for driving studio fuel, young developers are great for moulding.

  So be eager. Be passionate. Be knowledgeable. Show an active interest in their studio.

- Remember their perspective is not if they can help you, it's what you can bring to the studio.

- If you can, have something that gives you the edge. Eg. An artist can have a printed attractive physical portfolio. It's can open discussions or be a memory of you once you've left.

The Interview

- Have **knowledge** of great games in **progress**, **software** you can use and most importantly, **Games the Studio produced**. Play them, they may ask what you think.

- There might be **trick testing** questions…

- If you don't know something, you are open to **expanding** your **knowledge** and **workflows**.

- Have a **wage in mind**, they might ask you 'want **amount** you have in mind?'

- They will ask you if you have a question for them. Have a **few** at least, ask about their games, studio or the team you could be working with.
  Stay away from "Holiday" or "Overtime" questions. Anything which shows **eager** and **interest**.

- There's a lot of competition, so once your interview is complete. **Thank them** for the opportunity and/or time.

- You may not get the job you applied for, but they could **contact** you later.

- They may give you an **estimated time on their decision**. If two weeks pass you can give the studio a quick call. Studio pace is **intense** at times, they may be just behind.

Questions?