

Joboffer dated from 08/21/2020

Lead Unity Developer

Field:	Programmer: Game Developer
Type of employment:	Full-time
Entry date:	10/01/2020
Salary:	Negotiable
Zip Code / Place:	The Hague, NL
Country:	Netherlands

Company data

Company:	Paladin Studios
Street adress:	Saturnusstraat 60, Unit 76
Zip Code / Place:	2516 XZ Den Haag



Contact Person

Name:	Sacha Blom
Position:	Marketing & Recruitment Coordinator
Street adress:	Saturnusstraat 60, Unit 76
Zip Code / Place:	2516 XZ Den Haag

Job description

For our growing Studio we are looking for a strong Lead Developer who can lead a project and coach the Tech Team. This Lead has excellent people skills, is an active evangelist of internal libraries and helps shape multiple large games.



AREA OF RESPONSIBILITIES

- Oversee the project's code architecture and technical vision
- Being ultimately responsible for overcoming technical obstacles in the development process
- Work closely with art, design and production leads and developers
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Quinke Networks GmbH
Bei den Mühlen 70
20457 Hamburg / Germany

Champion quality and modern development best practises

- Support the technical development of the project's engineering team through mentoring team members, giving feedback, setting expectations and delegating
- Play an active role in recruitment to build a world class engineering team
- Collaborate with other senior engineers across the company to promote cross-project knowledge and code sharing
- Coordinate planning to ensure technology plans are robust and communicated to stakeholders, reporting progress both internally and externally
- Implement new features or tools on green-field projects and legacy alike

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ROLE BASED SKILLS

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Required

- Experience leading a project or mentoring a team
- Excellent programming skills with an understanding and passion for readable, robust code and best practices, particularly in C#
- Strong understanding of game development tooling and processes, art workflow, performance optimisation and memory management
- Effectively lead fellow programmers to design, write and review code together, and leading by driving team alignment and buy-in
- Strong understanding of areas such as physics, AI, networking, gameplay and rendering
- Experience with writing clear, concise and accurate technical documentation, with the ability to summarise complex topics both verbally and in writing
- Familiarity with recent versions of Unity and up to date knowledge of industry trends

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Desired

- Experience with Agile development
- Experience with mobile development (Android/iOS) and console development and experience with platform certification processes
- Understanding of client / server communication and data serialisation
- Experience with build automation and build scripts i.e. Jenkins, Ant, Make etc.
- Knowledge of debugging and performance monitoring and optimisation
- Being able to improve upon development coding processes and practices
- Experience interacting with and improving legacy codebases

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SOFT SKILLS

- Developing Employees: ☐ *You are able to review and analyse employees' strengths and weaknesses, distinguish their talents and development needs and to make sure they are*

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enhanced appropriately.

- Accountability: ☐ You take responsibility for your own actions, those of colleagues and the organisation ☐ and stimulate others to do the same
- Flexibility: ☐ You have the ability to change your behavioural ☐ style and/or views in order to reach a certain goal.
- Initiative: ☐ You have the ability to recognise ☐ and create opportunities and to act accordingly. Rather starting something than waiting passively for it to happen.

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QUALIFICATIONS

- You have ☐ a strong passion for making games
- You have 5+ years experience with game development in Unity C# (Gameplay, GUI, Tools programming)
- You have previous commercial experience in a game studio and / or commercial experience working in a development team about the size of 2-3 scrum teams
- You read, write and speak excellent English
- You are able to work 32-40 hours per week
- You are willing & able to work at our basecamp in The Hague when required

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CULTURAL COMPETENCIES

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Paladin has five core values that we're looking for in team members:

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- Kaizen: We make positive changes on a regular basis
- Spark: We leave a mark, providing a positive experience for everyone involved
- Wholehearted: We love the work we do, and we commit to our work
- Adventure: We go off the beaten track
- Autonomy: We make decisions and take responsibility for our actions

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WE OFFER

- Diverse and challenging projects
- A place in a highly motivated and skilled team and an ambitious company
- Positive, healthy work environment
- Coaching and plenty of opportunities for personal development
- A high degree of freedom and responsibility
- Competitive salary and benefits

We work in autonomous development teams. This ensures tight communications, a real sense

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of ownership and truly agile development.

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In our weekly show & tell meetings, every team shares their progress and all aspects of the company can be discussed. We believe in transparency and autonomy, and this creates a high degree of freedom and responsibility. (Note that this is not for everyone, so please only apply if this concept appeals to your inner pirate!).

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ABOUT PALADIN STUDIOS

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We create games that make people smile – be it a sweet twinkle, loud laugh, or evil grin.

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Paladin is a game developer. Our basecamp is in The Hague but we are currently working remote due to COVID-19. We are a team of 35 knights and growing. Our mission is to create games with a spark, for players all over the world. We achieve this goal by being a world-class game studio with soul, that brings out the best in people. That means a studio filled to the brim with creativity, professionalism, and good vibes.

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Some of our recent games include:

- [Good Job!](#) ☐ Climb the corporate ladder one office-themed puzzle at a time
- [Stormbound](#) ☐ Tactical CCG combat with beautiful visuals
- [My Tamagotchi Forever](#) ☐ The 90s reborn on your smartphone!

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HOW TO APPLY

Does this sound good? Awesome! To apply, please fill in the [application form](#). First come, first serve. Please link to your portfolio and CV or add them as attachments.

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