

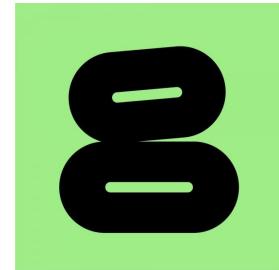
Joboffer dated from 01/28/2026

Technical Team Lead

Field:	Programmer: Game
Type of employment:	Developer
Entry date:	Part-time
Zip Code / Place:	immediately
Country:	Germany

Company data

Company:	8Bit- Games Industry Recruitment
Street adress:	Lelewela 6F
Zip Code / Place:	80-442 Gdansk



Contact Person

Name:	Monika Michalak
Position:	CEO
Street adress:	Lelewela 6F
Zip Code / Place:	80-442 Gdansk
E-mail:	contact@8bitplay.com

Job description

ABOUT THE COMPANY

A small indie studio focused on creating thoughtful, deeply satisfying factory and automation games that players truly love. The team started with web games, found success on PC, and has since grown into a distributed team delivering highly rated simulation experiences.



The studio values:

- Direct communication and ownership over unnecessary bureaucracy
- Player-first design shaped by close collaboration with the community
- Long-term partnerships with people who want to grow alongside their projects

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20457 Hamburg / Germany

Team size: ~12 people, slowly growing
Work mode: Fully remote
Engine: Unity
Platform: PC

Description

We're looking for a **FULLY REMOTE** Technical Team Lead to support and grow our development team (currently 3 developers). This role blends people leadership (coaching, feedback, growth support) with hands-on contribution to current and future projects, depending on your strengths. You'll work closely with the CEO and other leads, and represent the dev team in leadership discussions.

Responsibilities

- Lead the development team as their people manager, providing regular feedback, support, and performance reviews
- Coach and mentor developers, helping them progress with clear growth plans
- Own and continuously improve onboarding, ensuring new hires ramp up smoothly
- Improve day-to-day ways of working: routines, processes, and sustainable team practices
- Contribute hands-on (e.g., coding, tooling, automation) as needed
- Partner with the CEO and other leads on cross-team decisions
- Keep the dev team's needs and context visible in leadership discussions

Requirements

- 2+ years leading developers in a people management role
- 3+ years of professional software development experience in game development
- Clear, reliable communication and strong stakeholder alignment
- Proven experience supporting long-term developer growth
- Availability to collaborate during CET working hours

Nice to have

- Unity and C# experience
- Experience improving team productivity (CI/CD, automation, testing, tooling)
- Experience working in small teams and/or fully remote environments

WHAT THEY OFFER

- Fully remote, full-time position with flexible scheduling
- Healthy work-life balance culture and paid overtime when it happens
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Monthly personal growth allowance for courses, books, or other learning materials

- Focus days dedicated to researching or learning new skills
- Team gatherings are organised once a year to meet and collaborate in person
- Budget to set up or upgrade your home workspace, including hardware of your choice
- Yearly salary review to ensure your pay keeps pace with market standards, and an automatic increase of 2% per year.□

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