Joboffer dated from 11/18/2026

3D Environment Artist (m/f/d)

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

Company data

Company:	**Thera Bytes**
Street adress:	Kapuzinerweg 5
Zip Code / Place:	82069 Schäftlarn

Contact Person



Name:	Tabitha Goricki
Position:	Team Assistent
Street adress:	Kapuzinerweg 5
Zip Code / Place:	82069 Schäftlarn
E-mail:	hiring@therabytes.de

Job description

With a small and dedicated team, we are currently working on a first-person tactical co-op game using Unreal Engine 5. The game features a realistic, military-focused setting with a strong emphasis on simulation and tactical gameplay.

We are searching for a 3D Environment Artist who brings believable locations to life and combines a strong artistic eye with a practical understanding of real-time game production.

In this role, you will have a mid-term option to acquire equity in the company.

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Join the Core Squad

- In our small team, you aren't just an employee, you are a foundational part of this project.
- Take full ownership within your working domain and drive top-level decision making.
- Work on a tactical FPS using Unreal 5 accompanied by dedicated teammates embracing the genre.☐
- Enjoy flexible remote work options and having the chance to meet in person around Munich.

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Shape the Battlefield

- Take ownership of environment art and help define the visual quality of our game.
- Build believable locations in Unreal Engine 5, from blockout to final art.
- Create modular buildings, interiors and reusable environment kits.
- Model and texture game-ready props, terrain elements and natural assets.
- Create clean topology, UV layouts and baked maps for efficient real-time assets.
- Develop PBR materials, tileable textures, trim sheets and decals.
- Integrate assets with consistent scale, materials and collision setup.
- Shape atmosphere through set dressing, lighting, fog and environmental storytelling.
- Optimize geometry, textures and material complexity within performance budgets.
- Work with game design to support navigation, sightlines, cover and visual readability.
- Collaborate with technical art and programming to improve environment workflows.

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Are you Combat Ready

- You enjoy tactical FPS games and want to help build exciting worlds.
- Professional experience creating game-ready 3D environments for real-time engines.
- A portfolio showing environment work, in-engine scenes and your individual contribution.
- Confident with Blender, Maya or 3ds Max, plus Substance Painter or equivalent tools.
- A strong eye for composition, proportion, materials, lighting and believable detail.
- Practical Unreal Engine experience with asset import, materials and scene assembly.
- A solid understanding of PBR workflows, UVs, baking and texel density.
- Experience with modular workflows and optimizing assets for real-time performance.
- Clear communication and confidence in giving, receiving and acting on feedback.
- An organized, proactive approach and the ability to own tasks in a small team.
- The ability to balance visual quality, gameplay needs and production constraints.

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Force Multipliers

- German native speaker
- Level Design experience
- Located in Bavaria, Germany
- Having shipped a tactical shooter before

Establish Uplink

You enjoy taking ownership and working through the challenges of a small game studio. If you want to help shape the world of our tactical co-op game, send us your application and portfolio. Please include in-engine screenshots and a brief breakdown of your contribution to each project. We look forward to seeing your work and talking about what we can build together.☐