Joboffer dated from 11/19/2026

# Gameplay and Technical Animator (m/f/d)

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

## Company data

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

## Contact Person



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|---|---|
| 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 looking for a Gameplay and Technical Animator who enjoys both creating animation and making it work in-game. You will bring characters and weapons to life through hands-on animation work and help build responsive animation systems in Unreal Engine 5.

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**Join the Core Squad**.

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In our small team, you aren't just an employee, you are a foundational part of this project.
- Take ownership of your animation work and help shape how our game moves and feels.
- 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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**Bring the Action to Life**

- Create first- and third-person gameplay animations for characters and weapons.
- Animate locomotion, aiming, reloads, interactions and character reactions.
- Produce keyframe animation with convincing weight, timing and body mechanics.
- Adapt and polish existing clips to match our characters, weapons and gameplay needs.
- Integrate animations in Unreal Engine 5 and iterate on their feel during playtesting.
- Build and maintain Animation Blueprints, State Machines and Blend Spaces.
- Set up Animation Montages and Notifies in collaboration with gameplay programmers.
- Retarget animations and adjust rigs and skinning where needed.
- Use IK and Control Rig to improve hand placement, foot contact and weapon alignment.
- Debug blending, transitions and animation issues, keeping performance in mind.
- Work with game design and programming to balance believable motion with responsive play.

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**What you bring**

- An enthusiasm for character animation and the feel of first-person games.
- Practical experience creating gameplay animation and implementing it in Unreal Engine.
- A showreel with your own animation work, plus examples of in-engine implementation.
- Confidence animating characters and working with rigs in Blender, Maya or similar tools.
- A strong grasp of animation principles, posing, timing, weight and body mechanics.
- Experience with Animation Blueprints, State Machines, Blend Spaces and Montages.
- A working understanding of skeletal rigs, skinning, retargeting and IK.
- The ability to polish motion and troubleshoot how animations behave in-game.
- Clear communication and a collaborative approach to feedback across disciplines.
- An organized, proactive approach and the ability to own tasks in a small team.
- Good judgment when balancing animation quality, responsiveness and production scope.

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**Force Multipliers**

- Experience with first-person weapon animation or having shipped a shooter.
- Motion capture cleanup, procedural animation or more advanced Control Rig workflows.
- Python scripting or experience creating small tools to improve animation workflows.
- German language skills or being based near Munich for occasional in-person Meetings.

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**Establish Uplink**

If you enjoy both animating and solving the technical challenges of bringing juice into a game, we would love to hear from you. Send us your application and showreel, ideally with in-engine footage and a brief explanation of your contribution to each project. Please distinguish animation you created yourself from supplied clips you adapted or integrated. We look forward to seeing your work and talking about what we can build together.☐