



Role Description

Senior Concept Artist



Who we are:

PikPok is Aotearoa New Zealand's oldest and largest video game developer and publisher. We strive to successfully provide rich game experiences, crafted by talented teams who are curious, take ownership, and collaborate well. We are committed to providing a safe and supportive workplace that enables our teams to make games which will be enjoyed worldwide across mobile, desktop, and console.

About the Role:

Senior Concept Artists lend support, bandwidth and expertise to the Visual Development Department, and are expected to be involved with all critical aspects of visual design at PikPok. This will include being active in pre-production and production, as well as in support of publishing, business, and more general studio art and design activities. In addition to being able to directly produce work as required, a Senior Concept Artist must be able to help direct, mentor and manage work created by others.

The Senior Concept Artist's responsibilities include:

Senior artists are required to represent the art division at a higher level. They are expected to be an active and educated member of any team they are in. They should have a developed knowledge and understanding of game development environments and be comfortable working with other disciplines to execute on the goals and features of a title. They are also expected to be comfortable mentoring and training other artists within the studio. Their position on a team requires professionalism and accuracy, and to be able to effectively maintain those qualities at all times.

1. Responsibilities include, but are not necessarily limited to:
 - Providing expertise, support and capacity to the discipline of Concept Art and the wider Visual Development team at PikPok.
 - Producing conceptual, illustrative and/or production-ready artwork, through a variety of means and toolsets - eg: Photoshop, Illustrator, Maya, etc.

- Working alongside the Studio Art Director, Visual Development team (and independently as required), to help establish and drive the visual direction of our products: providing review and critique, mentorship, and producing artwork alongside and for project teams.
- Collaborating with project teams, as well as facilitating and maintaining constructive lines of communication and workflows.
- Be willing and able to interact effectively with all members of the Visual Development Team (face-to-face) and vested other parties as required, and actively participate where appropriate.
- Supportively and constructively contributing toward maintaining a positive team culture within the Visual Development team, at all times.
- Attending, facilitating and actively contributing toward regular and consistent Visual Development, project team, and relevant publishing content creation best practices and rituals, including (but not limited to) scrum, planning, knowledge sharing, retrospectives, one-on-ones, and critique sessions.
- To individually, or in collaboration with others, produce mockups and pre-visualization material as required - facilitating the creation of concepts, prototypes and examples to help development teams create high quality game content.
- Participating in the design and production of material in support of the publishing arm of PikPok – generally graphic art, design and illustration as required (icons, layout and typography for advertising material, and so on).
- Demonstrating an understanding of the wider visual, experiential and commercial goals of projects and contributing meaningfully towards this in your work (and proactively guiding other art staff in this too).
- To help advance the wider art division to think and operate beyond their known skills, techniques and abilities, to allow for continual growth and development towards maintaining the visual quality and interest of PikPok products.
- To act as an advocate for the well-being and best interests of the art division as a whole, and for the awareness and significance of art as a discipline within the wider studio.
- Show initiative on seeking tasks (particularly in times of lessened workload), and effectively looking for ways to improve work without explicit direction.
- To contribute towards and actively participate in, training and professional growth activities as required (at individual, team, divisional and studio levels).
- Take opportunities to proactively learn new skills and software.
- Iterate effectively and as required. Take on board feedback, guidance and instruction and be able to follow that through in your work.
- To provide feedback objectively, constructively and effectively as required
- Effectively plan and estimate tasks.
- Ask questions and seek clarification and assistance when needed.
- Understand how your work is utilised and be able to troubleshoot and iterate to meet the required use of said content.
- Be familiar with studio games and play relevant titles.
- Undertake projects as requested by the reporting manager, discipline lead or division head.
- Demonstrate an advanced level of ability and actions with regard to communication, soft skills and professionalism.

- Assist and mentor more junior-level staff with their own work, as required.
 - Demonstrate an advanced understanding of Agile development as it relates to project/team-level requirements, expectations and interactions, and participate as required.
 - Work effectively, think clearly and remain calm under pressure, especially with critical-path work.
 - Uphold and promote the company values.
1. Contribute to the effective and efficient operations of PikPok by:
 - Participating actively as a member of the PikPok team.
 - Fostering open, two-way communications at all levels.
 2. Provide PikPok with professional services which are recognised as:
 - Highly professional and competent.
 - Offering a superior level of service.
 - A source of value-added input.
 - Highly proactive in carrying out its functions.
 - Understanding PikPok strategies/objectives and the support required to achieve these.
 3. PikPok's priority is the health and safety of all those around us. Our people are encouraged to work together to provide a safe environment for all, by:
 - Ensuring health and safety procedures are understood and adhered to.
 - Reporting all identified hazards to hr@pikpok.com within five working days.
 - Reporting all accidents, incidents or near misses to hr@pikpok.com within two working days.
 - Participating in Health & Safety training as required.
 - Taking responsibility for personal Health & Safety behaviour in the workplace.
 - Completing any requests to support H&S correction activity in and for the Studio.
 - Actively supporting Health and Safety initiatives in the Studio.
 - Recognise and reward positive health and safety behaviours in others (if a manager of people).
 - Promote and encourage process improvement opportunities to further improve health and safety (if a manager of people).

Stakeholders and key relationships

- Chief Creative Officer
- Art Director (reporting manager)
- Visual Development team
- Art Division

Live the PikPok values

Be Curious

Be interested in everything and ask questions often. Strive to understand our players' needs and follow that through in your work. Be okay with challenging your own preconceptions and established ideas and understand how important this is to growth. Recognise that everyone has something to learn, but also that everyone has something to teach. Bring enthusiasm and passion to your work.

Take Ownership

Take responsibility for your work, be willing to make a commitment and own both successes and failures. Have the maturity to learn from mistakes and be hungry for feedback, and don't let uncertainty result in procrastination. Understand that quality is everyone's business and push yourself and others to own the delivery of that quality. Be reliable, finish what you start, and work to make your contribution the best that it can be.

Collaborate Well

Show a willingness to collaborate and to think beyond yourself. Listen actively to others and strive to acknowledge and appreciate their point of view. Understand that 'you are not your work' and that constructive critique and collaboration is important in making anything the very best that it can be. Understand your shared and common purpose and work to support and nurture your colleagues. Be respectful, be understanding, and be kind.