

# How to Write Job Descriptions for Mid-to-Senior-Level Gaming Roles



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## KEYWORD-FRIENDLY JOB TITLE

Lead with a job title that job seekers are likely to search for. These may include the following titles, along with a word like "Senior" or "Lead" added on.

- Gameplay designer
- Environment artist
- Unity engineer/programmer
- Project manager
- Producer
- Studio manager

**Tip:** Search related titles in job banks. Use variations of the title throughout the job description so your position shows up in searches.

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## ROLE OVERVIEW

Present a high-level overview of the position. Include:

- How the position fits in with the company team
- How the position contributes to the studio's vision and mission
- Main objectives the position achieves

Then, list typical duties, including specific software and technology used in the position. Include who the position reports to and any direct reports.

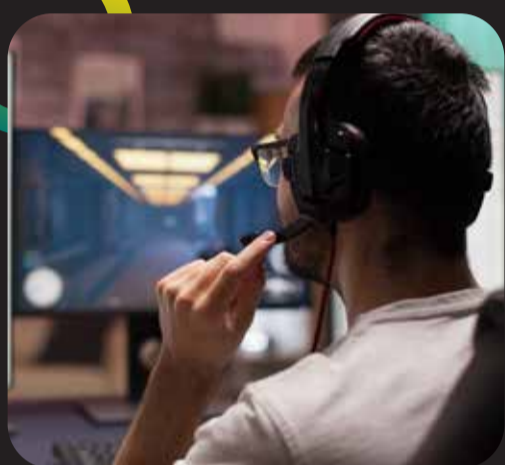


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## EDUCATION & TECHNICAL SKILLS REQUIRED

State required education and technical skills for each position. (0) For mid-to-senior-level gaming roles, jobs typically require at least 5 to 10 years of experience.

In addition to leadership and management skills for mid- and senior-level gaming pros, required education and skills might look like:



### Gaming Software Engineers & Programmers

- Bachelor's degree in computer and information technology or equivalent experience
- Computer programming skills: C/C++, C#, Java, JavaScript, Lua
- Game engine experience: Unity, Unreal Engine
- Creativity and analytical, communication and problem-solving skills

### Gaming Project Managers

- Bachelor's degree in project management or business or equivalent experience
- Project management certification, such as from Project Management Institute (PMI)
- Experience with project management tools, like Workfront
- Organization, time management, communication, interpersonal and problem-solving skills
- Professional game industry experience



### Gaming Artists, Animators & Designers

- Associate's or bachelor's degree in computer graphics, art or a related field or equivalent experience
- Technical skills: Photoshop, After Effects, Maya, 3ds Max, Figma, Illustrator
- Game engine experience: Unity, Unreal Engine
- Creativity and artistic and communication skills

### Gaming Data Analysts

- Bachelor's degree in computer science, statistics or a related field or equivalent experience
- Experience with data analysis programs to collect, extract and analyze data
- Math, communication and logic skills
- Professional game industry experience



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## COMPANY INFORMATION

An October 2022 report by Bain & Company found most video game company executives name talent as their top priority.

In a competitive gaming studio talent landscape, highlight why a candidate should consider applying to your company. A survey of 13,085 U.S. workers found these are the top things job seekers rank as most important when deciding whether to accept a new job offered by a new employer.



Significant increase in income or benefits: State a salary range so the right applicants apply for the role. In some geographic areas, it's a legal requirement to post a range.



Greater work-life balance and personal well-being: Describe how your studio supports work-life balance. Do you offer flexible work schedules and environments? Do you provide health insurance coverage?



The ability to do what they do best: How do you support employees' career development? Maybe you provide career development plans and advancement opportunities, or education to support skills development.



Diversity and inclusion: This is especially important for Gen Z workers, since 83% of Gen Z candidates say inclusion and diversity matter when choosing an employer. Detail how your studio supports diversity, equity and inclusion (DE&I) at your business.

## SOURCES

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