

**Reports to:** Director of Development  
**Department:** Development

### Who We Are:

Serious Labs Inc. is a small company located in Edmonton, Alberta who, since Covid-19, is primarily working remotely.

Since 2005, Serious Labs has been reinventing and reimagining industrial workforce training and assessment. Our virtual reality simulators are unmatched in the industry and are revolutionizing current workforce education models. Check us out here: <https://vimeo.com/389569815>

Our team is smart, talented, and fun. We have people with all kinds of backgrounds, from mechanical engineers to graphics programmers to video game designers, all working together to help workers get home safely. Our team works closely with industrial experts and academic researchers to provide world-class virtual solutions for training and assessment.

**We are looking for a full-time Lead Artist to join our Edmonton team.**

### Why Join Us?

- Our technology is cutting edge – you won't see many doing what we do.
- We have flexible hours and encourage you to balance work and home commitments. Some of us enjoy lunchtime naps and games.
- We use Discord to replicate the social interaction we had prior to working remotely.
- We're serious about the work we do, but we don't take ourselves too seriously. We're a fun-loving bunch!
- Many members of our team work on side projects like board games, books, and video games. We're open to that.
- You'll get everything you need to work from home, including a VR headset.

### What You'll Do:

The discipline lead is responsible for the technical deliverables and for the people of a development discipline, reporting to the Director of Development. Leads are the primary point of contact, generally internal but at times external to the company, for all matters relevant to the discipline. Although they might not necessarily be a technical expert in all matters related to their discipline, they rely on the technical expertise of other members to arbitrate and make decisions on the technical direction of the discipline.

Note that discipline leadership is not intended to be a full-time administrative or strategic role. These leads should be individual contributors embedded within a team, with a significant amount of sprint capacity allocated. As the company scales, it is possible that the boundaries of discipline lead responsibilities will change.

Responsibilities include:

**Reports to:** Director of Development  
**Department:** Development

- Provide people and career management within their disciplines, including mentorship, identifying and proposing project opportunities and training opportunities, career guidance, and performance/feedback for continuous growth.
- Provide feedback to the development director on the status of the discipline, including individual employee performance.
- Provide a technical sounding board for project management to inform task priorities and time estimates.
- Communicate various company initiatives to your discipline's team members.
- Provide authority on the technical direction, as relevant to the discipline.
- Recommend staff allocation to meet project needs, as well as discipline specific work that does not fall directly within the scope of a project assignments on project.
- Complete some HR administrative tasks, including vacation approvals and performance management notes.
- Complete regular 1:1s and performance feedback, including the "manager" sections of annual performance reviews.
- Provide feedback on the technical aptitude of job candidates in response to hiring decisions.
- Provide technical authority on:
  - Art documentation and standards
  - Art implementation and tools
  - Emerging graphics technologies
  - Art review process
  - Art quality and performance
- Deliver high-quality performant art assets to our suite of products.
- Communicate and collaborate with content creators using a service-minded attitude, seeking to understand requirements.
- Communicate and collaborate with other departments in our multidisciplinary studio.
- Investigate and advocate for new technical solutions to complex problems.

### **What You'll Bring:**

- You are a Canadian resident and legally entitled to work in Canada.
- You have 7+ years of 3D art experience.
- Extensive practical use of a wide range of art production packages, including Adobe CS, Substance 3D, and 3DSMax.
- Familiarity with project management and QA task/bug-tracking tools is an asset.
- You can look at your work objectively and can take feedback from your peers.
- You have trained or mentored staff.
- Strong interpersonal skills.
- You can clearly articulate your ideas to others.

**Reports to:** Director of Development  
**Department:** Development

**Bonus points:**

- You have shipped or helped ship a game or a simulator.
- You have prior experience working with the Unity game engine.
- You have operated equipment such as a boom lift, forklift, or big truck.
- You are familiar and comfortable working with VR technologies.