



Experienced Programmer

Are you passionate about games?

We love games, so we make games people love to play! Since 2009, PikPok has been making quality mobile games for the whole world to enjoy.

We focus on engaging and delighting players with high quality art, intuitive gameplay and rewarding in-game experiences.

Our team is based in Wellington, NZ, and is made up of talented folk from all over the globe.

We've released successful original games including Rival Stars® Horse Racing, Agent Intercept™, Into the Dead® 2, Flick Kick® Football Legends and Shatter™. We also work with top-notch partners to create fun, entertaining games that are enjoyed across the globe.

PikPok values the contributions of people with diverse backgrounds, experiences, skills, and perspectives. We want our games to reflect the diversity of the people playing them now and in the future. People with curiosity, a sense of ownership, and who actively collaborate will fit well with our values.

In return, we commit to being an employer who balances fun and delivery. We pride ourselves in providing a work environment where it is safe to be yourself. Our teams enjoy the satisfaction that comes from creating success and joy, entertaining the world, and working together.

PikPok is dedicated to delivering exceptional player experiences. If you have the same drive to support the delivery of quality of service to our customers, then you might just be the **Experienced Programmer**, we're looking for!

Please visit our careers website at www.pikpok.com to see the full position description and to learn about what it means to be a great member of our team.

We're PikPok, and we make games!

About the role

PikPok wants to create success and joy through entertaining the world by working together.

We're looking for a talented Experienced Programmer who knows how to work with people and write high quality code. Games are collaborative exercises, and we want someone who'll succeed through their interactions with all disciplines, not just other programmers. You should have experience of debugging tricky problems, and be driven design your way to solutions - whatever might come across your desk. You should also have prior knowledge of game development, but we're not too concerned where you got it.

The role of Experienced Programmer is to write code and support the development of PikPok games and core technology, and reports to a Technical Manager and the Chief Technology Officer.

You will be outgoing, proactive, organised and most of all, enjoy being at work.

Live the PikPok values

- **Be Curious** - Be interested in everything. Ask questions often. Seek to understand our players, their motivations and behaviours. Frequently challenge your own ideas and positions. Understand that everyone has something to teach and learn. Bring a level of enthusiasm and passion to your work.
- **Take Ownership** - Don't procrastinate. Be willing to make a commitment and own any subsequent successes and failures. Have the maturity to learn from mistakes and be hungry for feedback. Understand that quality is everyone's business and push yourself and others to own the delivery of quality. Be reliable, with a willingness to take a feature (or similar) and own it, including driving it, ensuring it is completed, looping in others, updating artifacts, and more.
- **Collaborate Well** - Have a willingness to collaborate with others and think beyond yourself. Have the ability and willingness to actively listen to others and see their side of the issue. Be willing to take advice without being defensive and to separate work critique from personal critique. Understand the common purpose, support and nurture colleagues. Work toward the benefit of the company and project. Be respectful. Be understanding. Be kind.

Stakeholders and key relationships

- Internal
 - Technical Manager (Line Manager)
 - Project Tech Lead
 - Product Team
 - Tech Division

Responsibilities

1. Provide software development services for PikPok including but not limited to:
 - Develop code for titles and tools under guidance of senior staff and project leads.
 - Write quality code, adhering to coding standards and studio development policies.
 - Identify areas of code which are appropriate for re-use across projects or are in need of refactoring when time permits.
 - Test implemented functionality prior to handoff to QA.
 - Work with QA staff to facilitate efficient testing of game features and rapid iteration.
 - Iterate effectively and as required.
 - Build tools to support testing and design staff, in order to improve studio efficiency.
 - Proactively learn new skills and technologies to serve studio needs.
 - Document systems with API level contracts and system goals under senior guidance where appropriate.
 - Ask questions and seek clarification and assistance when needed.
 - Effectively listen to and take on board feedback, guidance, and instruction. Follow through on provided guidance and feedback in day-to-day practice and work.
 - Take ownership of some game areas, proactively co-designing systems with senior staff and ensuring code & system quality.
 - Plan and estimate tasks.
 - Proactively participate in task selection and planning meetings as appropriate, with the goal of improving the relevant title.
 - Demonstrate an understanding of the wider technical and experiential goals of the project and be able to contribute meaningfully towards this, without high levels of direct guidance and direction.
2. Contribute to the effective and efficient operations of PikPok by:
 - Participating actively as a member of the PikPok team.
 - Willingly interacting with all members of their project team (face to face) and actively participating in discussion where appropriate.
 - Fostering open, two-way communications at all levels.
 - Assisting more junior staff with difficult tasks, in order to progress towards active mentoring.
 - Dealing effectively with pressure situations, especially with critical-path work.
 - Playing studio games and, where appropriate, offering constructive input in order to achieve high quality titles.
 - Demonstrating a firm grasp of basic expectations around communication, soft skills and professional practice.
 - Developing soft skills by working with:
 - Tech Leads to plan and scope features
 - Product managers directly on areas of responsibility
 - Art and design to implement features to a high standard.
 - Actively upholding company values.

3. Undertake projects as requested by line manager and discipline lead.
4. 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.
 - Health and safety procedures are understood and adhered to.
 - All identified hazards are reported to HR@pikpok.com within five working days.
 - Report all accidents, incidents or near misses to HR@pikpok.com within two working days.
 - Participate in Health & Safety training as required.
 - Take responsibility for personal Health & Safety behaviour in the workplace.
 - Complete any requests to support H&S correction activity in and for the Studio.
 - Actively support Health and Safety initiatives in the Studio.

Experience and attributes

Knowledge/Technical expertise:

- Aptitude for learning new skills.
- Fluent in C# and/or C++.
- Experience with the software development life cycle, and object oriented design and programming techniques.
- Strong debugging skills and practices.
- Able to talk through problems and collaborate in system design.
- Familiarity with the Windows or OSX operating environments.
- Tertiary Computer Science qualification or equivalent experienced.

Managerial Skills:

- Able to assist more junior staff with difficult tasks, in order to progress towards active mentoring.
- Willing to take initiative when required and proactively troubleshoot issues.
- Ability to handle sensitive/confidential issues.
- Strong commitment to PikPok's long term objectives.
- Strong drive to achieving quality output and outcomes.
- Ability to produce quality product within tight deadlines.

People Skills:

- Able to communicate effectively with a range of management levels.
- Excellent interpersonal and communication skills.

To Apply:

Please send your application to: careers@pikpok.com and include the following information on your application:

- Notice period.
- Location.