Experienced Core Technology 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 Core Technology Programmer**, we're looking for!

We're PikPok, and we make games!

About the role

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

An experienced programmer is an independent programmer who no longer needs much direct supervision from a senior member of staff and can work effectively without the direct oversight of their lead, either on their own or as part of a cross-discipline team. They can play an active role in the planning and execution of project goals and features. A mature and professional attitude and work ethic is critical — showing a dedication to collaborate, iterate and improve, combined with the initiative to self-direct their own workload if required. They should be applying more critical thinking to what they're doing, and have the capability to better identify and resolve roadblocks or issues themselves.

As a member of the Core Tech team, an experienced core technology programmer should apply these skills to working on our shared technology libraries and documentation. They will work on features as required, prioritising stability in the underlying systems and clarity in both APIs and associated documentation. They work with teams to understand their needs and to support their usage of core technologies. Their work is prioritised according to the needs of the studio, as interpreted by the tech management team (the CTO and relevant Tech Managers).

The role of Experienced Core Technology Programmer reports to a Technical Manager and the Chief Technology Officer.

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)
  - Core Tech Team
  - Game Project Development Teams
  - Tech Division

Responsibilities

1. Provide software development services for PikPok including but not limited to:
   - Develop code for core technology and tools under guidance of senior staff and technical managers.
     - o Write high quality code, adhering to coding standards and studio development policies, emphasising robustness and maintainability.
     - o Identify systems and areas of code which would benefit from refactoring or improvement.
     - o Test implemented functionality prior to handoff to teams.
     - o Iterate effectively and as required.
     - o Build shared tools to support game team workflows and needs.
   - Proactively learn new skills and technologies to serve studio needs.
   - Document core technology with API level contracts and guides on usage.
   - 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 areas of core technology, 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 core technology.

2. Contribute to the effective and efficient operations of PikPok by:
   - Participating actively as a member of the PikPok team.
   - Interact with studio staff and actively participate in discussion where appropriate.
   - Fostering open, two-way communications at all levels.
   - Demonstrate a firm grasp of basic expectations around communication, soft skills and professional practice.
   - Build soft skills by working with manager to plan and scope features.
   - Actively uphold company values.

3. Undertake projects and tasks as requested by line manager/core tech 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.
   - By ensuring Health and safety procedures are understood and adhered to.
   - All identified hazards are reported 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.

Experience and attributes

Knowledge/Technical expertise:
- Aptitude for learning new skills.
- Fluent in 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:
- 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.

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

Desired Experience Profile

An experienced core technology programmer should have sufficient relevant experience that they are able to build core technology and produce associated documentation with low levels of direct oversight. While they do not necessarily need to have games industry experience, having worked on games is certainly beneficial. Candidates should also have strong C# knowledge as well as ideally having good knowledge of Unity. Experience working on iOS and Android is also desirable, although not required.

To Apply:

- Please send your application to careers@pikpok.com
- Closing date for applications – 22 November 2021.