



PIK POK

Senior Concept Artist

Are you passionate about games?

We love games, so we make games people love to play! Since 2009, PikPok has been making quality 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 Senior Concept Artist we're looking for!

About the role

We're looking for a talented, experienced artist who works well within a highly creative, team-focused environment. You'll be at home in Photoshop, be able to work across a wide range of styles and be able to jump quickly from one project to another. You'll need to be as comfortable with world building as you are with character design and enjoy a fast-paced environment and the challenges that entails. You'll also need to be a confident and enthusiastic communicator, someone who enjoys collaboration and iteration as means to achieve the very best results. You need to be fast, flexible, and reliable - willing and able to deal effectively with everything from small, urgent requests through to supporting full new features and game launches. You will be proactive and organised and most of all, enjoy being at work.

Live the PikPok values

Be Curious. Be interested in everything and ask questions often. Strive to understand our player's 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 inquisitiveness, 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 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.

Stakeholders and key relationships

- Lead Concept Artist (line manager)
- Chief Creative Officer
- Concept Art Team
- Art Division

Responsibilities

1. Creating artwork directly in support of the design, development, and support of all our projects and associated activities - including for use in pre-production and production, as well as towards publishing and marketing efforts
2. Working alongside the other artists and Art Directors (and independently as required), to aid in the visual development of our products: producing artwork, providing review and critique, and working with and alongside production teams
3. Providing general support and capacity to the discipline of Concept Art and Illustration
4. Working independently in facilitating and maintaining constructive lines of communication and workflows, when collaborating with project teams
5. Undertaking projects as requested by line manager and discipline lead
6. 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
 - Promote and encourage process improvement opportunities to further improve health and safety.

Experience, attributes, and expectations

A senior artist is 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 full knowledge of the development pipeline and be comfortable working with all disciplines to execute on the goals and features of a title. They need 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 maintain those qualities at all times.

All seniors are expected to have developed and mature soft skills. This includes the myriad of often less tangible elements which factor into the manner by which an individual goes about their day-to-day duties. Someone's degree of dependability, self-awareness, professional (and personal) maturity, the quality of their interpersonal and team focused interactions and ability and willingness to see and act beyond themselves, are all critical in one's ability to operate effectively in a senior capacity at PikPok.

- A proven ability to work directly across a wide stylistic range, in-line with the type of work and to the level of quality PikPok is known for
- An established background in Concept Art and Illustration, with a track record in contributing to successful creative industry projects
- Some games industry experience preferred
- Experience in a studio or agency environment
- Expert-level knowledge of Photoshop
- A strong aptitude for developing new skills, and expanding one's creative knowledge
- The ability to communicate effectively and with confidence
- A positive 'can-do' attitude, great work ethic and strong sense of initiative
- Proven workflow, task management and scheduling skills
- The capacity to work effectively under pressure
- A willingness to mentor, support and inspire others
- A developed understanding of (and appreciation for) video games as a creative medium
- Fluency in English

To Apply

Please send a copy of your cover letter and CV, along with a link to your showreel, to careers@pikpok.com

Due to current Covid-19 restrictions, you must be either a NZ or Australian citizen, or a permanent resident (or otherwise hold an established right to work in NZ) and already be resident in New Zealand, to be considered for this position.

Applications without a portfolio will not be considered. If group work is included, ensure that you provide a detailed and accurate break-down of your specific contributions. Note that we will be reviewing applications as they are submitted, with a view to interviewing suitable candidates prior to the closing date.