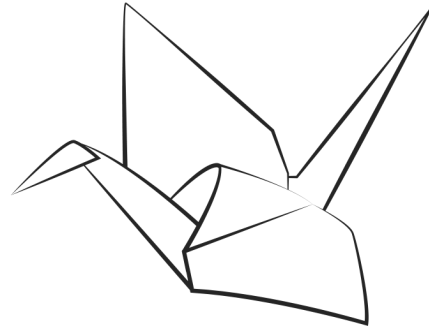


W H I T E
P A P E R
G A M E S



White Paper Games is a video game development studio based in Manchester UK and we're looking for a Programmer to join the team!

We value independent thinking & the ability to review creative ideas from an unbiased perspective. We have an idea meritocracy so the best creative ideas are selected in discussion regardless of seniority or role. You must be able to communicate and push for your ideas when you believe in a perspective. Inevitably your idea may not be selected, and when that situation arises, you must be able to disagree and commit to working with the larger team to realise the vision of the project.

We don't micromanage and we don't have producers on the team. We have a weekly Monday morning check-in and work in 6 week goal setting cycles. This means that you must be self driven with completing your work. Although we set company wide cyclical goals to hit, we aim to create an environment where the majority of your objectives are self directed which allows you to align to the team's direction in the most creative way you see fit.

We're a visually technical and narrative driven studio. We have a high-level world and story development process that doesn't necessarily always start at the mechanical level. This means that we rely on iteration and ideas from the whole team to communicate our stories. Our goal is to focus on tone, pacing and atmosphere before defining a mechanical loop. Mechanical design is a key role in telling our stories, but mechanics should support the delivery rather than dictate the direction.

A White Paper Programmer

You will be required to work on a wide variety of tasks to create content and mechanics for a single-player 3D game in the Unreal Engine. For this you will be expected to utilise a combination of Unreal Engine blueprint script and C++ in visual studio.

In such a small team communication is crucial, as a team member you may be called upon to provide feedback on other peoples work, and will be expected to be open to receiving it on your own.

We encourage team members to bring their interests and passions into their work, an openness to taking on responsibilities outside of a single skillset is encouraged. Whilst planning and task delegation is important within a team, it's also vital that applicants are able to self-analyse and critique, to establish priorities for their own work.

Skills

Required:

- Skilled in C++
- Versed in Unreal Engine, with blueprint
- Game development experience, preferably having worked on independent titles either in an extra-curricular or professional context
- Independent mindset with ability to assess work critically and self-prioritise
- Communicative and open to critique and contribution to discussion
- Good understanding of mathematics, trigonometry, algebra, understanding of how to utilise matrices
- Interest in developing for games consoles and working with the APIs necessary to release products on multiple platforms

Preferred:

- Understanding of AI concepts and working methodologies
- Experience utilising UMG
- Experience creating tools to be used by non-programmers
- Experience releasing for console and working with platform APIs

Why

We look for **smart, humble, driven and collaborative** people.

You should have the **clarity** to communicate your vision and bring **energy** to work each day to help the team around you thrive.

Managing your own tasks and **internalising priorities** are key to our studio's approach to development. No one will be micromanaging your time.

The **desire to constantly improve** is built into the team's culture and we try to push ourselves with each task to make sure we focus on execution. It's OK to fall short of a goal as long as the correct vision is in place.

The Numbers

- Full-time £24K per year
- Working in Manchester, M3 6AF.
- 3 month probationary period
- Up to 5%-match company pension contribution
- £40 expense p/m for health related activities
- A monitored uncapped holiday allowance
- A 2 week studio closure at Christmas

Note: We keep normal business hours on public holidays

We put a lot of time and energy into our team and want to select the best for team fit rather than scaling unintentionally. We want you to see WPG as a long term role instead of a career jump so if you're looking to join a team and be committed to our team's mission, [then we'd love you to come work with us.](#)

- The White Paper team