

# Game Developer

Gaming

Startup

SMB

[Company Name] is hiring a Game Developer to help build engaging, polished gaming experiences that players love. You will implement gameplay mechanics, optimize rendering performance, and collaborate with artists and designers to bring creative visions to life. This role is ideal for someone who is passionate about games and has the technical skills to ship them at a high quality bar.

## Key Responsibilities

- Implement gameplay mechanics, player controls, AI behaviors, and physics systems
- Optimize game performance including frame rate, memory usage, and load times across target platforms
- Collaborate with artists, animators, and designers to integrate assets and implement visual effects
- Write clean, maintainable game code following established engine patterns and architecture
- Debug and fix gameplay bugs, rendering artifacts, and platform-specific issues
- Participate in playtesting sessions and iterate on game feel based on player feedback
- Implement multiplayer networking, matchmaking, or live-service features as needed

## Required Skills & Experience

- 2+ years of professional game development experience shipping at least one title
- Proficiency with a major game engine (Unity with C# or Unreal Engine with C++)
- Strong understanding of game programming patterns (game loops, state machines, component systems)
- Experience with 2D or 3D math including vectors, matrices, quaternions, and physics simulation
- Knowledge of rendering pipeline concepts and performance optimization techniques
- Familiarity with version control for game projects (Git LFS, Perforce, or Plastic SCM)
- Ability to profile and optimize game performance using engine-specific profiling tools

## Nice-to-Have

- Experience with multiplayer networking and client-server architectures for games
- Familiarity with shader programming (HLSL, GLSL, or Shader Graph)
- Knowledge of procedural generation techniques
- Experience with mobile game development and platform-specific optimization (iOS, Android)
- Published personal game projects or game jam entries

## Tech Stack

Unity

Unreal Engine

C#

C++

Git LFS

Blender

Photon

FMOD

Jira

## What We Offer

- Competitive salary and equity package
- Flexible remote or hybrid work arrangement
- Health, dental, and vision insurance
- Annual learning and development budget
- Generous PTO policy

## Interview Process

---

1. Recruiter phone screen (30 min) — role fit and logistics
2. Technical phone screen (45 min) — game programming fundamentals and engine experience
3. Portfolio review — walk through shipped titles and personal projects discussing technical decisions
4. On-site or virtual loop (3 hours) — live coding exercise, system design discussion, and team fit
5. Offer and reference checks