



Lead 3D Artist

About Us

Northern Lights Entertainment SAS (NLE) was created in 2018 by 2 passionate gamer-entrepreneurs from [Sciences Po Paris](#) (34 000+ hours of gameplay and counting). NLE's mission is the development of a new generation of video games and associated media and entertainment, focused on collective social experiences. Based in [Station F](#), the 11-people team is also accompanied by [Paris & Co](#) and the [Incubator](#) of Sciences Po Paris.

Our first game, [Nebulae](#), is a massively multiplayer strategy game. It combines the economic, political and military management of a galaxy threatened by the expansion of a deathly nebula with instances of MOBA space combat in a 3D environment. Nebulae, developed on Unity / C#, prioritizes PvP interactions and will be progressively released on mobile (alpha planned for Q3 2021), with continuous core-mechanics playtests already ongoing. By early 2023, the objective is to deliver Nebulae on a complementary, cross-platform experience between mobile and PC. The team has successfully completed its first [Kickstarter campaign](#) in 2019 and closed its pre-seed investment round in March 2021.

Briefing: Your Mission

Lead the effort of NLE Game Artists in 3D art (modeling, texturing, lighting, animation) and raise the team's performance. 12-months+ or permanent contract, compensation discussed at first interview.

The Lead 3D Artist will report to the Chief Content Officer and will supervise the effort of 2-4 junior artists, sharing best practices, improving workflow and ensuring the quality of all 3D-related assets and in-game animation. We estimate the percentage distribution of work to be 50% 3D own production, 20% mentoring / teaching the team, 10% asset integration & animation, 5% game design (if needed) and 5% company organization.

The Lead 3D Artist will work across all 3D Game Art domains - character design, architectural design, spacecraft and module design, environmental design and possibly user interface, as Nebulae undergoes its playtest phases and moves towards the release of its public Alpha version. The Lead 3D Artist is the guarantor of in-game asset optimisation and their integration. The Lead 3D will also audit and challenge the 3D asset production pipeline & integration process.

Nebulae is a challenging, colossal project - still in early development. Therefore, you will have the opportunity to design and create many things from scratch and the freedom to co-define the artistic style you think will work best, as you design new player-facing visual experiences or improve existing ones. We are a small, enthusiastic and very benevolent team of talented game designers, artists and developers and we will welcome you, your expertise and your feedback with regard to our development and organisational process with open arms.



Skills Needed

Essential	Bonus
<ul style="list-style-type: none">- You prefer large, ambitious projects- You agree with our 6 Core Virtues- 7+ years of experience in 3D art or 3D animation- 3-5 years of experience in video games production, including a game release- Mastery of Unity 3D game engine- Mastery of Zbrush, Maya, After Effects- Mastery of shaders- Understanding of GitLab / GitFlow or equivalent- Previous management and/or teaching experience- Fluent French and professional English	<ul style="list-style-type: none">- Experience in game mechanics design- Experience in mobile games 3D design or VR- Plenty of asset optimisation tricks- Passion for sci-fi universes and worlds- You can see yourself growing with the company in the long-run, for many years to come ;-)