



## INTERACTIVE WORK PLACEMENT SCHEME CANDIDATE INFORMATION PACK May 2024

Northern Ireland Screen is the screen agency for Northern Ireland. We are committed to maximising the economic, cultural and educational value of the screen industries for the benefit of Northern Ireland. Our mission is to accelerate the development of a dynamic and sustainable screen industry and culture in Northern Ireland.

Our 3 economic, cultural and educational objectives are for:

1. Northern Ireland to have the strongest screen industry outside of London in the UK and Ireland;
2. Ensure the industry supports vibrant and diverse cultural voices that will be recognised and celebrated equally at home and abroad;
3. Mainstream across Northern Ireland the most successful screen and digital technologies education provision in Europe.

Northern Ireland Screen is a company limited by guarantee, currently employing 45 people and we are governed by a Board of thirteen directors. The Chairman is Sir David Sterling and Sir Kenneth Branagh is Honorary President.

### INTERACTIVE WORK PLACEMENT OPPORTUNITIES

Northern Ireland Screen is partnering with a range of studios working in Northern Ireland's interactive sector (Video Games and Immersive) to offer Interactive Work Placements to applicants who have recently completed an interactive related course.

The Interactive Work Placements are for 12 months, full time and paid ([Real Living Wage](#)), with the opportunity to work on some of the most exciting projects in Northern Ireland.

The Interactive Work Placements are open to applicants who have completed their FE/HE course within the last two years. There are **3** placement opportunities available with a number of local Interactive and Gaming companies. Applicants can apply for multiple placements if they meet the essential criteria.



### **Who is eligible to apply?**

1. Applicants must be resident within Northern Ireland for the duration of the 12-month placement.
2. Applicants must be eligible to work in the UK.
3. Applicants must have completed their FE/HE course within the last two years (graduated/finished their course as of 01/06/2022)
4. Applicants must demonstrate they have studied a course which is relevant to the Interactive Sector (Video Games and Immersive) for example: 2D Art/Animation, 3D Modelling/Animation, Game Design, Computer Science, VFX, UX/UI Design.

If you cannot answer YES to these questions, please do not apply. Ineligible applications will be automatically discarded.

**\*For the avoidance of doubt, Northern Ireland needs to be your primary residence for tax purposes. Applicants residing in Northern Ireland will take priority.**

### **How do I apply?**

To apply to the **Interactive Work Placement Scheme** applicants must submit the following via the online application form where you will be asked to complete:

- Employment history;
- Educational background;
- Answer the eligibility questions and provide a link to an online portfolio or reel.
- Details of two referees. These can be educational, professional or personal references.

You can access our online application system via our [online portal](#). Please note, that if this is your first time applying for a role via our online application system, you will be prompted to create a profile. Once registered, the system will retain your information for any future roles you apply for.



### **How do I obtain application details?**

It is preferable that all applications are completed via our [online portal](#). However, should you require an application form in an alternative format, please contact Human Resources via email: [Hr@northernirelandscreen.co.uk](mailto:Hr@northernirelandscreen.co.uk) or on 028-90232444. CVs will not be accepted.

**The deadline for applications is 13:00 on Thursday 9th May 2023  
Please note under no circumstances will late applications be considered.**

**Please see below for further clarification on each individual placement:**

- 1.** Humain – Trainee Production Coordinator
- 2.** Buck Eejit – Trainee Junior QA Tester & Prelim Bug Analyst
- 3.** Outlier – Trainee Gameplay Programmer



## HUMAIN – TRAINEE PRODUCTION COORDINATOR

Humain create the characters for some of the world's top gaming studios. Their credits include Call of Duty, Halo, and 40k Warhammer. This is a great opportunity for someone who aspires to pursue a supportive role within the video game industry. Gain first hand experience of what it is like to work with AAA video game developers at the forefront of technology and art.

**Job Title:** Trainee Production Coordinator

**Contract Length:** 12 months

**Start Date:** July 2024

**Hours:** 37.5hrs per week

**Salary:** Real Living Wage (currently £12.00 per hour)

**Location:** Belfast

### Job Description

A Production Coordinator works closely with the Production Manager to support the Production Team and the R&D Team. They help schedule and coordinate every aspect of delivering high-quality 3D Character assets to Humain's growing list of AAA video game developers

### Essential Criteria

- *Organisation:* planning, multi-tasking, working calmly under pressure
- *Teamwork:* following instructions, listening carefully, asking for direction when appropriate, using initiative
- *Communication:* sharing information with heads of department, writing clear emails
- *Budgeting:* keeping records of spending and controlling it, keeping the line producer and accountants updated on spending
- *Innovation:* finding solutions to problems, dealing with the unexpected

### Desirable Criteria

- Interest within the video game industry
- Familiarity of Microsoft Office, Notion & Slack would be advantageous but not essential
- Experience taking clear and detailed notes



## **BUCK EEJIT –TRAINEE JUNIOR QA TESTER & PRELIMINARY BUG ANALYST**

Buck Eejit Games is a dynamic game development studio located in Belfast, established in May 2022. Our studio is currently dedicated to creating an immersive Gaelic Football game, a project driven by a dedicated and passionate team of developers, artists, and designers. We are targeting a release window of late 2024 to early 2025 for our flagship title, and we have other exciting projects in the pipeline.

**Job Title:** Trainee Junior QA Tester & Preliminary Bug Analyst

**Contract Length:** 12 months

**Start Date:** July 2024

**Hours:** 37.5hrs per week

**Salary:** Real Living Wage (currently £12.00 per hour)

**Location:** Belfast / Hybrid

### **Job Description**

As a Junior QA Tester & Preliminary Bug Analyst, you will be instrumental in ensuring the quality and performance of our Gaelic Football game. In this role, you will perform routine testing procedures, document bugs, and conduct preliminary analysis to identify straightforward fixes under the guidance of senior developers. This position is ideal for someone looking to grow their skills in game testing and early-stage problem resolution.

### **Essential Criteria**

- 3<sup>rd</sup> level qualification in Computer Science, Game Design, Software Engineering, or related field.
- Strong attention to detail and a commitment to delivering high-quality work.
- Basic understanding of programming and scripting.
- Excellent communication skills and the ability to work collaboratively with both QA and development teams.
- A proactive attitude and eagerness to take on responsibility for resolving initial bugs.

### **Desirable Criteria**

- Previous internship or project experience in QA testing for games.
- Knowledge of automated testing tools and methodologies.
- Knowledge and basic understanding of programming and scripting in C#.
- Familiarity with the Unity game engine.
- Experience with bug tracking tools.
- Understanding of agile development processes.



## **OUTLIER – TRAINEE GAMEPLAY PROGRAMMER**

Founded by experienced entrepreneurs from the tech and entertainment industries, Outlier is an independent video game studio based across Dublin and Belfast. The company focuses on premium strategy and simulation games for core gamers on PC and consoles, leveraging well-known IP.

The studio's first game, This Means Warp, released in Early Access on Steam in 2022 followed by a 1.0 release across PC, Xbox, PlayStation, and Nintendo Switch in 2023 (published by Jagex, the creators of RuneScape).

Following the success of TMW Outlier is currently ramping up production on a larger second title, a strategy/simulation game based on a well-known darkly comedic sci-fi IP. Think RollerCoaster Tycoon meets Prison Architect.

**Job Title:** Trainee Gameplay Programmer

**Contract Length:** 12 months

**Start Date:** July 2024

**Hours:** 37.5hrs per week

**Salary:** Real Living Wage (currently £12.00 per hour)

**Location:** Belfast / Hybrid

### **Job Description**

As a Gameplay Programmer you will work alongside the Technical Director to develop the core gameplay functionality of Outlier's games.

You will be designing, developing, and optimizing modular and reusable systems utilizing SOLID coding principles. Working with C# and the Unity game engine, you will help prototype new ideas and create robust production-ready systems within an existing code-base.

You will be working as part of a tight-knit team, with autonomy and ownership of parts of a game's development. You will feed into the game's design, help shape the approach to technical implementation, and gain exposure to all elements of production.



### **Essential Criteria**

- Detailed knowledge of the Unity game engine and C# programming
- Strong debugging skills and intimate knowledge of modular coding structures
- Ability to create and review robust, production-ready code
- Must have a portfolio

### **Desirable Criteria**

- Previous experience working on strategy/simulation games
- Knowledge of Unity's ECS / DOTS system for performance at scale
- Basic knowledge of version control systems such as Git
- Previous experience working on commercially released game



## **Selection Process**

Northern Ireland Screen's aim is to appoint the best person to each vacant post. Recruitment and selection will be conducted to ensure equality of opportunity and selection will only be made on the basis of merit.

Northern Ireland Screen will follow best practice in recruitment and selection procedure and will ensure that everyone involved in the selection can apply the procedure effectively, consistently and fairly. As far as possible the selection panel will be balanced in terms of gender, community background, etc.

Selection will be based solely on merit measured against clear, precise criteria based on the abilities, experience, qualifications and qualities required for the post. The nature and level of these requirements will be justifiable and appropriate to the job. The selection criteria will be applied fairly and consistently when short-listing, at interview and throughout the selection process.

All candidates will be given an equal chance to demonstrate their abilities and the same standards will be applied to all. As far as possible, all interviews will be held on the same day or completed on subsequent days. Northern Ireland Screen will try to accommodate applicants who request alternative dates or times for interviews but this may not always be possible. Any specific needs relating to access will be accommodated.

The assessments and decisions at the short-listing, interviewing and selection stages will be properly recorded and retained for between 6 months to one year after notifying unsuccessful applicants. Confidentiality will be assured at every stage of the recruitment and selection process. Members of selection panels will not discuss applicants outside panel meetings and all information on applicants will be kept secure and confidential.

The essential criteria for the post will be used to shortlist candidates for interview and it is important that all candidates address each of the criteria clearly on the application form giving specific, personal examples where appropriate. If there are a large number of candidates who satisfy the essential criteria, Northern Ireland Screen reserves the right to take the desirable criteria into consideration in order to reduce the number of candidates invited to interview.





**Please let us know if you require any special arrangements throughout the recruitment process.**

We are an equal opportunities employer and we welcome applications from all suitably qualified persons regardless of their sex; religious or similar philosophical belief; political opinion; race; age; sexual orientation; or, whether they are married or are in a civil partnership; or, whether they are disabled; or whether they have undergone, are undergoing or intend to undergo gender reassignment.

#### **Guaranteed Interview Scheme**

As part of our commitment to the employment of disabled people, we operate a Guaranteed Interview Scheme (GIS). The GIS does not guarantee a job. However, its objective is to ensure a guaranteed number of disabled applicants, who meet the minimum essential criteria for the role they have applied for, are offered an interview.