

Technical Artist Skills Matrix

This skills matrix should be used as a tool for self-reflection. It highlights some typical examples of what we might expect to see from each level of Technical Artist. This is **not** a set of hard rules that you must fit exactly. All reference to quantitative specification is there to highlight a 'typical' example and is not the minimum requirement for promotion into that role.

	Junior	Intermediate	Senior
Communication	<p>Is able to work with other developers and communicate effectively.</p> <p>Written communication is of a good standard.</p>	<p>Is confident in approaching colleagues in the company to obtain or impart information.</p> <p>Communicates well with the rest of the development team, both at stand-ups and when relaying information to colleagues and project leads.</p> <p>Is able to identify problems and raise concerns with leads in a timely manner.</p>	<p>Works with the leads of a given project and communicates effectively.</p> <p>Is able to teach and instruct other concept artists when required.</p> <p>Is proactive in encouraging open communication between other artists.</p> <p>Communicates effectively with production regarding the project and keeping leads up-to-date</p>

			with progress in the art team.
Art production support	Knowledge of some programming language	Support and create tools for artist in the required software (java script, python, max script...)	<p>Develop art pipelines</p> <p>Create appropriate tools to support the pipelines used during the development</p> <p>Support and development of in-house engines and tools</p>
Research & Referencing	<p>Do the necessary research in order to achieve the artistic goals within the target platform limitations</p> <p>Is able to collect appropriate reference for the task.</p> <p>Is able to clearly present reference in a collected space.</p>	<p>Write documentation about tools, shaders, workflows</p> <p>Knows where and how to find appropriate primary reference for the task at hand.</p> <p>Can successfully cross reference and extrapolate ideas into their own designs and drawings.</p>	<p>Create documents to teach the art pipelines</p> <p>Is able to assist leads in the creation of tasks and provide suitable reference material, enable others to work efficiently.</p>

<p>Optimization, debugging and porting</p>	<p>Familiarity with profiling and debugging tools (gpu and cpu) Understanding of platform limitations</p>	<p>Port the graphic requirements to the required platforms with the minimum quality and performance loss</p>	
<p>Graphics Development</p>	<p>knowledge of shader languages and understanding of Realtime rendering engines Create shaders to achieve artistic goals</p>	<p>Understanding of the graphic API and the specific limitations</p>	<p>Improve rendering process within the used rendering engine</p>
<p>Source Control</p>	<p>Can interact with source control to do basic tasks.</p> <ul style="list-style-type: none"> ● Commit ● Update ● Check Modifications ● Switch branch <p>Knows the concepts behind</p>	<p>Has a further understanding of source control.</p> <ul style="list-style-type: none"> ● Feature branches ● Branch merging ● Reviewing commit history ● Reverting work 	<p>Is able to use source control to create a better working environment for your team and benefit the project as a whole.</p> <ul style="list-style-type: none"> ● Create tools to aid source control workflows ● Can set up a source

	<p>source control.</p> <p>Understands what a 'Conflict' is and how to avoid them.</p> <p>Is able to maintain a 'Clean' project.</p>	<p>Is confident in using commit history to troubleshoot issues that could occur during development.</p>	<p>control project from scratch.</p> <ul style="list-style-type: none"> ● Repository Management ● Can debug advanced issues (corrupted repos/working copies)
Digital Software	<p>Photoshop</p> <p>3ds max</p> <p>Unity/Unreal</p> <p>Familiarity with some shader debugging package like render doc</p>	<p>Substance packages</p> <p>Houdini for tool development (this is becoming something standard)</p> <p>Maya (mainly for support in animation pipelines)</p> <p>Understanding of game engines</p> <p>Flexibility to learn new software and inhouse tools</p> <p>Debugging tools like Render doc, unity frame debugger and profiler, snap dragon profiler...</p>	<p>Advanced knowledge of required software with an understanding of their limitations, strengths and weaknesses.</p> <p>Is proficient in the knowledge of extended creative software and how best to use those within a project pipeline.</p> <p>Is able to help juniors and intermediates troubleshoot issues that may occur when</p>

			using required software.
Company values	<p>Adopts and demonstrates the Coatsink team values, including those of respect, and kindness, aiming to deliver against those values on a day-to-day basis.</p> <p>Is flexible and works effectively in dynamic team changing environments, where project teams change regularly.</p> <p>Adapts quickly to change, including new projects, new processes, and changes to game design and narrative.</p> <p>Is passionate about and plays video games across a wide variety of genres.</p>	<p>Adopts and routinely demonstrates the Coatsink team values, including those of respect, and kindness, delivering against values on a day-to-day basis and supporting less experienced team members.</p> <p>Is flexible and works effectively in dynamic team changing environments, where project teams change regularly.</p> <p>Adapts quickly to change, including new projects, new processes, and changes to game design and narrative.</p>	<p>Adopts and routinely demonstrates the Coatsink team values, including those of respect, and kindness. Models behaviours as a positive example to the team, supporting the manager in this aspect.</p> <p>Is flexible and works effectively in dynamic team changing environments, where project teams change regularly.</p> <p>Supports the manager in identifying team members for specific projects.</p> <p>Adapts quickly to change, including new projects, new</p>

		Is passionate about and plays video games across a wide variety of genres.	processes, and changes to game design and narrative. Supports other team members to adapt to changes. Is passionate about and plays video games across a wide variety of genres.
Time Management	Is on time to meetings or stand-ups.	Is able to provide estimates for tasks they're assigned and can work effectively towards set deadlines.	Demonstrates excellent time management skills and is able to respond to producers and the management team regarding project planning timelines. Is able to accurately assess the time impact of new features and requests during project development and effectively relay that impact to project

			leads & producers.
Specialisations			
Leadership	<p>Demonstrates great teaching and instructing skills. This includes the ability to run art reviews and provide constructive feedback.</p> <p>Has excellent communication skills and is confident approaching and talking to colleagues.</p> <p>Very organised with excellent time keeping skills.</p> <p>Is able to arrange project meetings and take good actionable notes.</p> <p>Is able to work with other leads and producers to plan sprints.</p> <p>Is able to create sprints through JIRA</p> <p>Is proactively using JIRA to keep track of sprint progress and following up with team members.</p> <p>Is able to distribute tasks/bugs based on team members strengths.</p>		