

MIGHTY
KINGDOM

WORKING IN GAMES

Are you considering a job
in the games industry?



MK



What I love about Mighty Kingdom is the creative freedom, respect and trust that I always feel as an employee.



Halyna
Lead Backend Engineer
& K-drama enthusiast



HOW DO I START MY CAREER IN GAMES?

Do you have a passion for games?

Is it your dream to have a job making games?

Are you thinking about transitioning into the Games Industry but have no idea how to?

Working in games is a legitimate career.

There are different areas of game development and studio operations to suit everyone.

It's an exciting and growing industry!

WHAT IS IT LIKE TO WORK IN GAMES?

- 👑 **Collaborative:**
Team oriented – even if you're the only one in your team, you'll be working closely with other teams!
- 👑 **Iterative:**
Lots of trial and improvement. Get comfortable with receiving and giving honest and helpful feedback.
- 👑 **Creative:**
Be open to offering and adapting your ideas.
- 👑 **Project Based:**
Project work is often broken down into sprints (smaller goals), working towards the larger milestones/finished product.
- 👑 **Rewarding:**
Become responsible for making things that bring joy!

“
I love seeing the game come together, knowing that it went through so many people including me!”

Kaitlyn
Programmer
& VR/smart home tech lover



CONSIDERING STUDY?

The quality of courses in Australia is excellent!

Students gain a detailed knowledge of game development, and solid skills with regular feedback from industry professionals.

Where?

- 👑 [AIE](#) Game Design, Game Art or Game Programming courses
- 👑 Bachelor of Creative Industries at [Flinders University*](#)
- 👑 Bachelor of Creative Industries at the [University of SA*](#)
- 👑 Bachelor of Software Engineering at the [University of SA*](#)

Recently graduated?

You might qualify for our [grad program!](#)

Study isn't mandatory in order to get a job in the games industry. If formal study isn't available to you, check [YouTube](#), [Udemy](#), [ArtStation](#), plus any training/tutorials offered by the software recommended throughout this document

*We're based in Adelaide, hence the SA Recommendations!

“
I love working at MK because it lets me lead and grow in both a creative & technical capacity.”

Melissa
Senior Narrative Designer
& Lifelong Learner



CONNECT AND NETWORK

What Networks?

Facebook:

- 👑 Search 'Game Development' and find your local groups.
- 👑 IGDA have lots of Facebook Groups for various locations – find one relevant to you!

Discord:

- 👑 [Game Developers of Australia](#)
- 👑 [The Design Den](#)
- 👑 [Adelaide Game Developers](#)
- 👑 [Technically Speaking discord](#)

Twitter:

- 👑 [WorkWithIndies](#)
- 👑 [YugSTAR's list](#)

Industry networks/bodies to follow:

- 👑 [Interactive Games and Entertainment Association](#) & read their [FAQs page](#)
- 👑 [International Game Developers Association](#)
- 👑 [Games Connect Asia Pacific](#)
- 👑 [Games Industry Gathering](#)



Why Network?

- 👑 Keep up with Industry news and trends
- 👑 Meet people!
Learn about how people landed their jobs in games get to know different avenues and opportunities
- 👑 Make friends with similar interests (and make games with them!)
- 👑 Hear about job/contract opportunities
- 👑 Find a mentor
- 👑 Share work and receive feedback
- 👑 Be visible!
Recruiters are more likely to find you and people in the networks might even recommend you for jobs

HOW CAN I START?



Game Jams with friends or fellow students



Find a mentor within the industry to help

Keep learning and upskilling!

Even if you want to specialise, a general knowledge of the overall game dev process and how it comes together is very valuable!

When making your own games, incorporating/ experimenting with Agile and other project management methodologies to replicate a professional environment will help you on your way to being studio ready!

Some great general resources are:

- 👑 [Game Developers Conference](#)
- 👑 [Game Maker's Toolkit](#)
- 👑 [The Architect of Games](#)
- 👑 [Polycount](#)
- 👑 [Extra Credits](#)

For women and underrepresented people:

- 👑 [Women in Games](#)
- 👑 [The Working Lunch](#)
- 👑 [Luggarrah](#)
- 👑 [Women in Tech](#)
- 👑 [Girls who Code](#)



THE MK TEAM



2D Artists

3D Artists

Tech Artists

- 👑 VFX: shaders, particles
- 👑 Rigging
- 👑 Tools & Pipeline Developers

Animators

Programmers

Game Designers

- 👑 Level
- 👑 Systems
- 👑 Cinematic
- 👑 Narrative
- 👑 Sound

Quality Assurance Analysts

Product Managers

UI/UX Specialists

- 👑 UX research/design
- 👑 UI Design

Producers

Backend

- 👑 Full Stack Developer
- 👑 Data Analyst/Scientist
- 👑 Database Engineer

Marketing

- 👑 PR
- 👑 Social Media
- 👑 Community
- 👑 Product Marketing

Operations

- 👑 Finance
- 👑 IT/Systems support
- 👑 Studio operations /management
- 👑 Learning and development
- 👑 Talent

WHAT ROLE WOULD SUIT ME?

The types of roles each studio have will vary depending on several factors such as types of games and number of employees etc.

Generally...

Smaller studios = more generalists opportunities

Larger studios = more specialists opportunities

Do you have a preference?

If you're unsure of how your skills would translate to a role within the industry, *do more research!*

- 👑 Google!
- 👑 LinkedIn – look up Games Studios and look through the people to see how their company is structured, and the types of teams and roles they have.
- 👑 Job boards/Discord channels (check out the Connect and Network page)
- 👑 The IGEA also have a great [skills matrix](#) that highlights the requirements and differences between small – medium – large game studios.



2D ART

2D Artists create character and environment concepts, as well as game ready art for 2D Games.

At MK our artists are generalists. We love to see a portfolio that can show an ability to adapt to a broad range of styles across environments, characters and prop design, Plus skills showing painting/rendering with depth, lighting/shading and composition for environments. With Characters we look for depth, and accurate proportions/anatomy. The ability to generate a concept from a brief or rough sketch is a great quality of a 2D Artist.

If you have the capacity to invest in a drawing tablet, we highly recommend it, for the ability to refine your skills.

Even if you don't know how to program, we still recommend practicing uploading artwork into game engines. [Unity](#) and [Unreal](#) have free demo versions and experience in these engines is highly desirable!

We recommend:

- 👑 [Foundation Patreon](#)
- 👑 [Schoolism](#)
- 👑 [CGMA](#)

👑 A quick search for 2D art tutorials on YouTube will also offer lots of free, valuable content!



“

Do your research well. Games studios can be very diverse and different so find the right one for you!

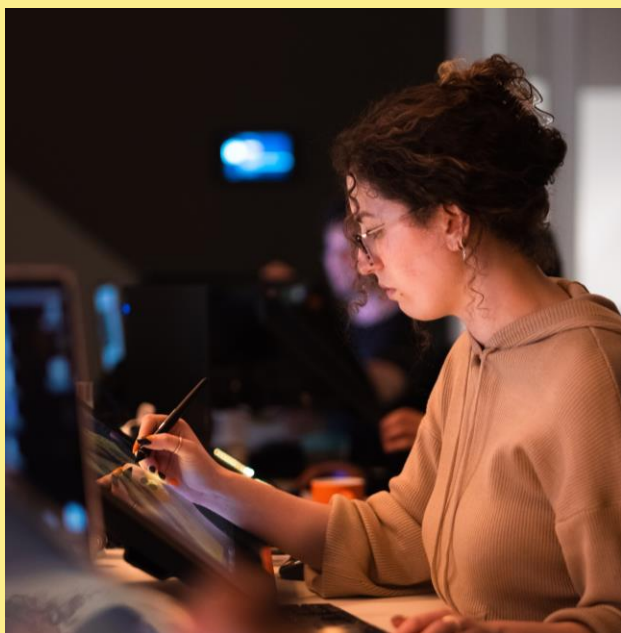
Perseverance is the name of the game, it took me a long time before I could work full time as an artist.

”

JONATHAN MUNRO

2D Artist

Mighty Kingdom



3D ART

3D Artists create artwork for our 3D Games, working directly with game designers to generate images, or using concepts from 2D Artists.

At MK our artists are generalists. We look for strong sculpting and rendering abilities, along with the ability to work on environments, characters and props across a range of genres.

Software we're interested in includes Maya, Zbrush, Substance Designer and Photoshop, however [Blender](#) is free and the modelling skills you'll learn here are entirely transferable!

As with the 2D art; we suggest investing in a drawing tablet (if you can), for the ability to refine your drawing and sculpting skills, plus practicing uploading artwork into game engines [Unity](#) and [Unreal](#).

We recommend:

- 👑 [Stylized Station](#)
- 👑 [Elementza](#)
- 👑 [SpeedChar](#)
- 👑 [Flipped Normals](#)
- 👑 [3dEx](#)



A lot of people don't realise that making games is not the same as playing games. It's an entirely different experience. But if you're able to constantly dedicate time to doing art and learning and are truly passionate about it then you will be successful in the industry.



KARL LODGE

*Art Director
Mighty Kingdom*

VFX ART

TECH ART

Tech Art in general is a great space for people who love a mix of artistically creative work alongside technical/programming style work. VFX Artists create the visual effects – think fire, water, wind, explosions, sparkles etc.

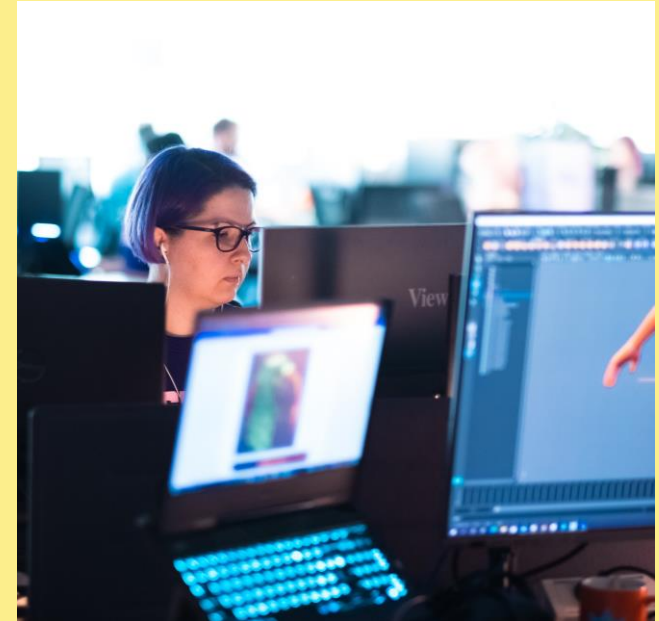
When it comes to VFX Artists at MK we look for a solid understanding of [Unity](#), plus Realtime FX techniques including particle systems and shaders.

After Effects, Houdini, Maya, Photoshop are the systems most often used in studios, however [Blender](#) is a great, free too to use to get started.

Again, we recommend practicing uploading artwork into game engines [Unity](#) and [Unreal](#).

We recommend:

- 👑 [Technically Art](#)
- 👑 [Alan Zucconi](#)
- 👑 [Delany King](#)
- 👑 [Freya Holmer](#)
- 👑 [Catlike Coding](#)
- 👑 [The Book of Shaders](#)
- 👑 [Makin' Stuff Look Good in Video Games](#)



If you want to get into games, just get into it anyway that you can. Be a modder (someone that modifies a game) and actively contribute to a games community. Learn some code. Learn how to model.

Explore a game engine.



AARON MELLOR

*Technical Art Director
Mighty Kingdom*





“ People may be passionate about making games, but the main things people don't realize are that;
a) even though it's a good job, it's still a job. You won't like every day or love every project you work on, and
b) you have to do your best to learn what you can before getting in, you're not going to get hired just because you're keen / passionate / enthusiastic but with no technical skills ”

ANDREW MENDLIK

*Programmer
Mighty Kingdom*

PIPELINE DEV

TECH ART

Pipeline (Tools) Development is a type of programming. They create tools within the software that we use, to enhance the pipeline, increasing efficiency and reducing problems.

Pipeline Developers are often people who enjoy programming, plus have an art, VFX, animation or design background. For that reason it's not often a role people start out in, but one they grow in to!

In-depth knowledges of art pipeline software such as Maya, Houdini, 3D Studio Max, Motion Builder, as well as familiarity with game engines [Unity](#) and [Unreal](#), and their programming languages (Python, C, C++, C#), are beneficial to this role

We recommend:

- 👑 Learn and research UI Programming
- 👑 Look in to (and understand) UX principles for user interfaces
- 👑 Become familiar with the whole game development pipeline (this job is about streamlining it!!)

RIGGING

TECH ART

Riggers give our characters skeletons and make rules for props, so that the animators can make them move!

Most riggers have a strong understanding of anatomy. The ability to problem solve and give and receive feedback is essential. It's a very collaborative role, often going back and forth between departments.

At MK, most of our rigging is done in Maya, however [Blender](#) is a great, free too to use to get started while you're learning. Houdini is also a great program to learn if you can access it. For 2D art rigging, we use [Spine](#) which has a free trial that you can explore. Again, we suggest practicing uploading your work into game engines [Unity](#) and [Unreal](#).

There's lots of content available online for learning rigging if you don't have access to formal study. We recommend:

- 👑 [Spine Videos](#)
- 👑 Familiarise yourself with the principals of Animation (see next page)
- 👑 Learn Python – a base knowledge will elevate your skills
- 👑 Get your work in the hands of animators! Their feedback will be instrumental in your development



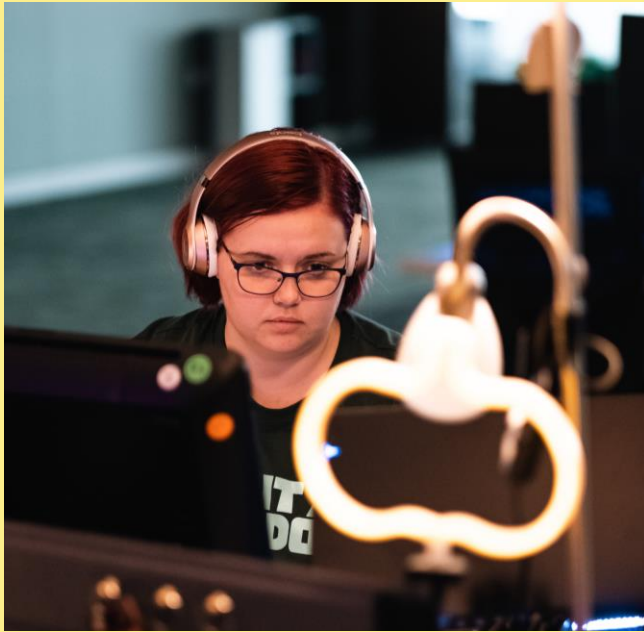
Having a clear career goal and being able to break it down to steps and things you can do to get you there will help bring your vision to life. Don't underestimate the value of other work experience on your journey to your goal. All experience provides opportunities to learn about business, collaboration, productivity etc. which will be valuable anywhere.



JENNIFER NORCLIFFE

*Talent Coordinator
Mighty Kingdom*





To be successful in games [you need to] want to learn, don't have an ego and find people to help you learn. None of us do our best work in isolation and bringing in feedback from our peers helps us grow. Don't think that getting a job in the industry is the end of your learning. It's just the beginning.



ADAM DOWLEY
Animation Director
Mighty Kingdom

ANIMATION

Animators make our characters and props move – bringing them to life using our rigged art assets.

As an Animator working within a team at MK you'll be using [Unity](#) and Maya. receiving feedback on your work is a core and regular part of the job, so learning how to take and critique in a professional and respectful manner is key to succeeding.

If you're unable to get access to Maya, start playing around with [Blender](#)- It's free and operates very similarly!

The books *Animators Survival Kit* by Richard Williams, and *Acting for Animators* by Ed Hook are fantastic resources to help you think about knowing your characters and how *they* would act.

Online training resources our team recommends:

- 👑 [Animation principles – Kenny Roy](#)
- 👑 [Rusty Animator](#)
- 👑 [The Art of Aaron Blaise](#)
- 👑 [Video Game Animation Study](#)
- 👑 [New Frame Plus](#)
- 👑 [Wade Neistadt](#)

PROGRAMMING

To put it simply; programmers write code to control how different aspects of the game interact.

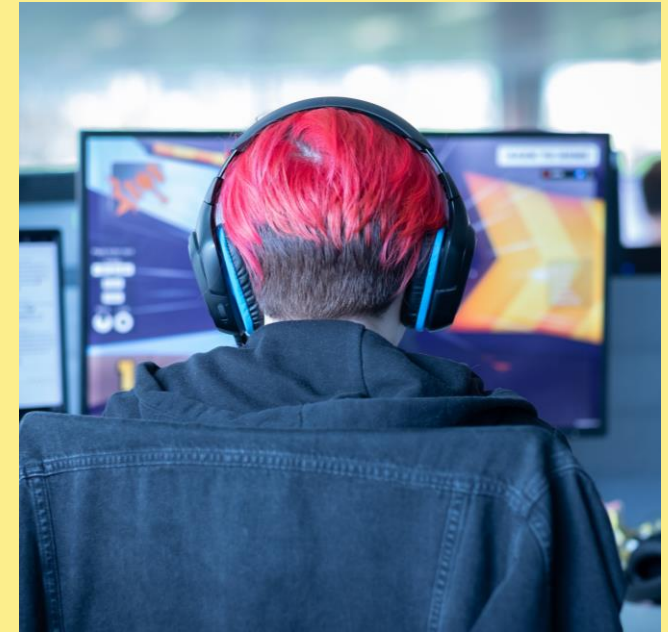
At MK we look for Programmers that can code in C# and have made games in Unity. It doesn't have to be a game made with a studio – a personal project / game jam game is also fine!

Trying out different skills and areas of programming will help to not limit your skillset – it's great to see people who like to challenge themselves and keep learning!

Our programmers often perform paired programming and work together on solutions – get comfortable with feedback and problem solving as a team.

We recommend:

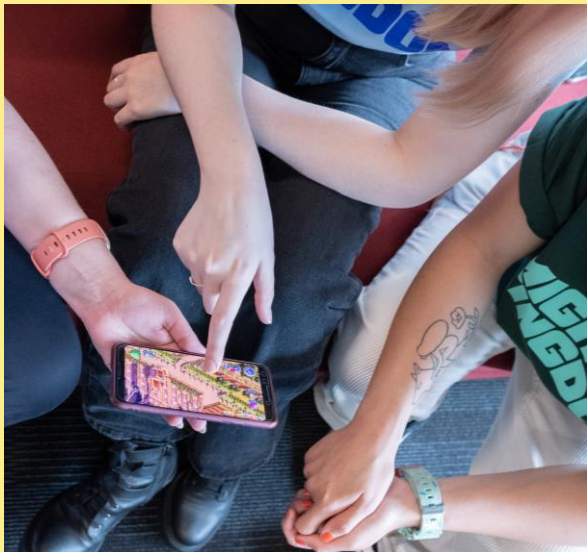
- 👑 Downloading [Unity](#) and [Unreal](#) - using their free demos you can play around and familiarise yourself with the software
- 👑 [Brackeys](#)
- 👑 [Catlike Coding](#)
- 👑 Check out YouTube – there's so many great videos on game programming



Making games is a team effort. At a company like MK, you're likely to be working with a lot of people, with a lot of fantastic skills. Being able to work along others is super important if you want to be successful at a game studio.



CHRIS BUTTERWORTH
*Programming Director
/ Technical Director
Mighty Kingdom*



The barrier for entry is no more. Experiment, learn, find tutorials online, get involved in the local game development community (or online communities!) to become a known quantity. This industry is more accessible than it has ever been before.



MARK RILEY
Design Director
Mighty Kingdom

GAME DESIGN

Game Designers are the visionaries that take our ideas and design worlds, systems, gameplay and narrative.

Most of our game designers are generalists, though some do specialize in certain aspects. They work very collaboratively with all teams in order to build out the levels and worlds. They create documentation that's passed on to other departments who then make the assets/art/programming/scripts etc/.

Play different games to get a feel for various styles, genres etc. Think about your gripes with games as you play them, then challenge yourself to find solutions (and write down your ideas!).

We also recommend:

- 👑 Game-modding
- 👑 Participating in game jams
- 👑 Make your own games! - If programming and art aren't your strengths you can put your ideas in to a free program like [GameMaker Studio](#)
- 👑 Start learning the tech in [Unity](#) and [Unreal](#)
- 👑 Build narrative skills using [Twine](#) to tell nonlinear stories
- 👑 Consider sound design:
 - Pay attention to the impact the audio has in games
 - If you're musically inclined, try creating music to set a mood that matches a game
 - record sound grabs to compliment actions for characters

UI DESIGN

User Interface (UI) Designers create the interactive visual components of our games. This means all of the menus, buttons and HUD elements.

If you are keen on graphic or visual design then this is a great career pathway! This role works closest with the UX (User Experience) and 2D Art. But also with the wider game development teams.

Design software is essential to a UI Designers' role and almost all have free versions available. Don't forget to check out their tutorials!

We recommend:

- 👑 [Figma](#)
- 👑 [Figma for Beginners](#) (tutorial)
- 👑 [Adobe XD](#)
- 👑 [Unity](#) has UI Specific tutorials

Using a code editor like [Visual Studio](#) will allow you to make changes that aren't code heavy, like colour tweaks layout changes. Also knowing how Unity UI works makes for a more rounded understanding of UI in multiple programs. This will help in the initial concepting stage of your designs as you understand the limitations and possibilities.



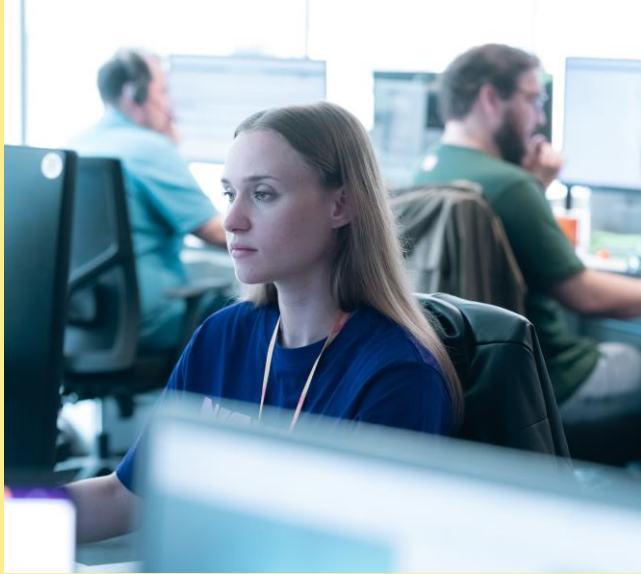
“

Don't wait until you feel ready to start perusing jobs in the games industry. Start networking and applying from the moment you decide you want in. You've likely got more valuable skills and experience than you realise! But be humble, you'll have lots of learning to do.

”

KRYSTLE PENHALL

*Cinematic Designer
Mighty Kingdom*



Ensure you take the time to showcase your skills in a portfolio and get feedback from your network. Don't think you have enough in your portfolio? Start passion projects that focus on the skills you want to improve/show.



RACHEL MESLER

*UX Designer
Mighty Kingdom*

UX RESEARCH AND DESIGN

UX stands for User Experience and focuses on how players (users) play and interact with games.

Knowing who you are designing for is just as important as knowing what you are making!

Working closely with game design UX focuses on learning as much as we can about player motivations and what they enjoy about our games.

Experience in research and play testing is what we look for in candidates We also look for those with inquisitive minds that want to understand player motivations.

We recommend:

- 👑 [UX Research Cheat Sheet](#)
- 👑 [Usability testing 101](#)
- 👑 [Design Kit](#)
- 👑 [Google Design Sprint](#)
- 👑 [IGDA Games UR/UX summit presentations](#)
- 👑 [UX Talks](#)
- 👑 [Interviews of Lead UX Designers \(playlist\)](#)
- 👑 An Adelaide meetup [Product of ADL](#)

PRODUCT MANAGEMENT

Product Managers support the vision of a project, and ensure players will love the games we make!

Product Managers are holistic games experts. When you're deep in the process of making a game, it can be hard to see what the final goal looks like! Product Managers work alongside Game Designers, Producers and the rest of the game development team to keep an eye on the prize, and help to solve challenges along the way.

Product Managers research console sales, game reviews, essays and analytics information to ensure that players will want to buy the games that we make, and that we at MK can keep making bigger, better and cooler things!

If you like the idea of working in a tech startup, but also love games - being a Product Manager could be the role for you!

We recommend:

- 👑 Take an interest in Games Journalism - maybe even create your own games reviews! Thinking about why certain games succeed and others didn't is all part of being a Product Manager. Explore why a game you think is fantastic, might not have been a smash hit in sales.
- 👑 Make your own games or games with Friends! It doesn't matter how you contribute - getting hands on experience is super valuable.
- 👑 Build your digital world knowledge base - Do you know how recommendation algorithms works? How do Apps make money? What's going to be the coolest new tech this year? If you can answer these questions then you're on the right track



Think about how your past cross-disciplinary experience will transfer to an environment that has a real mix of expertise and thinking styles. Also, be someone who loves change and takes feedback graciously.



MELISSA KOVEN
Narrative Designer
Mighty Kingdom





We're usually taught that failure and conflict are awful things, but they're just events that can and will happen from time to time. Although it can suck when they happen, try to use conflicts to find resolution, and failures to form a new perspective to try again.

DAKOTA SAUVE

*Producer
Mighty Kingdom*

PRODUCTION

Producers create and manage the schedule of the game development for a game.

Additionally, producers are often the point of contact for external stakeholders where we have clients involved. As this role essentially manages people, being across the following skills is important:

- 👑 Product Management
- 👑 Organisation/scheduling
- 👑 Collaboration
- 👑 Communication
- 👑 Problem solving
- 👑 Conflict resolution
- 👑 Ability to adapt quickly
- 👑 Ability to influence and support teams through change

Producers need to *understand* each discipline and the game dev process from start to finish. For example; interpreting a brief, estimating scope, budgeting, scheduling, accountability, and being team & culture ambassadors.

At MK we follow Agile and Scrum principles and use Jira, Trello, Miro, Float, O365. Exposure / understanding of these would be a great step in getting you studio ready. Plus familiarising yourself with UI principles, and exposing yourself to game engines such as [Unity](#) and [Unreal](#).

QA ANALYST

Game development is a complicated process, so QA roles are here to help everyone be confident in our games! Working with the development team to understand the build, find bugs, and communicate risk – QA is essential to developing quality games.

At Mighty Kingdom, QA is integrated into the game dev process much earlier and is a very rewarding career. We look for analytical, focused and personable people - communication is your number one asset, and interpersonal skills are vitally important! It's not just about playing games, it's about software quality assurance including compliance, documentation and testing.

We recommend:

- 👑 Learning The Seven Fundamentals of Software Quality Assurance
- 👑 Jira or similar task management systems
- 👑 SharePoint or similar cloud-based document control
- 👑 ISTQB certification, or Udemy also have budget options for exposure to this field

Also, start playing (if you're not already) lots of different types of games! Explore a range of genres across mobile, PC and consoles to expand your scope of knowledge. Sign up for [play testing](#) and look out for opportunities to provide bug advice/feedback to developers.



Do your research: find what transferable skills you may already have and work on developing them further, create a learning plan for knowledge, cultural or skill gaps. Be persistent and seek feedback.



LUCIE MIGNE
QA Analyst
Mighty Kingdom



Networking is a big one for sure. Being authentic, honest, humble, and genuinely open to always learning and receiving feedback helps you to be memorable to those you meet!

KYLA BURGESS

*Programmer
Mighty Kingdom*



MARKETING

To be considered for a Marketing role at Mighty Kingdom without prior games experience, it's vital you're across the industry; knowing and understanding what the leaders in both games and tech are doing, as well as the entertainment industry as a whole.

Our Marketing team is currently made up of Social Media, Community, PR, Product Marketing and Creative Marketing Managers. Experience in any of these specialist areas is a great start. Even if your experience in marketing sits outside these specialties, there's going to be more roles in the future – have a look at larger games companies on LinkedIn for inspiration on how your skills might translate!

To build on this we recommend:

- 👑 Following talks during conferences such as GDC, Gamescom, GCAP etc.
- 👑 Connect with community managers of successful games – they're usually happy to share advice and support others
- 👑 Follow and take note of what other successful companies in the industry are doing
- 👑 Network! Build your relationships within the gaming community – Events, Discord, Twitter and Facebook communities

IMPORTANT SOFT SKILLS

**Set yourself apart from competition by working on your soft skills.
Great employees never stop working on these!**

Why are they important?

Even if you don't want to be a manager, they're important. They will help you work more cohesively as a team, collaborate, innovate, pivot and adapt quickly with business needs, and help create a safe, supportive work environment.

What should I learn?

- 👑 Giving and receiving feedback
- 👑 Navigating conflict
- 👑 Resilience
- 👑 Managing perfectionism and your inner critic
- 👑 Productivity and understanding your peak work-flows

How can I learn them?

There are so many versions of soft skills training available - find a medium that works for you.

- 👑 Books
- 👑 Podcasts
- 👑 YouTube
- 👑 Online short courses



APPLICATION ADVICE



Do your research! Play their games, read their 'about us' and 'values' etc., make sure that the company and the position resonates with you before deciding to apply.

Here are some extra tips on how to make your application stand out:

- 👑 Include hyperlinks to games you've created
- 👑 Include hyperlinks to your portfolios/showreels etc.
- 👑 Explain and elaborate on the technical skills you've used/developed in your experience
- 👑 Reference any personal or Game Jam projects
- 👑 Include any relevant professional/personal achievements
- 👑 Follow the studio on social media to keep on top of their updates
- 👑 Don't forget to share an insight in to who you are
- 👑 Don't under-estimate the skills you've gained from previous jobs – even working in fast food/hospo/retail helps build great skills!