

Create the Future of Real Time Strategy Games:

Lead Game Designer opportunity at Slipgate

A new mission is about to begin—will you lead the charge? 🚀

Who are we? Slipgate Ironworks is a game development studio in Aalborg, Denmark, built by fans of classic action and strategy games. We recently developed *Tempest Rising*—and now, we're gearing up for our next big title! At Slipgate, we embrace a collaborative, informal and inclusive work culture, and we seek a person who can further contribute to our culture with motivation and leadership.

Job Description

As the Lead Game Designer at Slipgate, you will be responsible for leading the design of gameplay mechanics, systems, and player experiences in our next generation RTS game. You will collaborate closely with the Game Director, Art Director, and other department leads to ensure the game is balanced, fun, and innovative. You will also mentor and guide a team of designers to ensure performance and consistency across the game design process, from concept to final implementation.

If you're a passionate Real Time Strategy enthusiast with a deep understanding of the genre's mechanics and a creative vision for the future of strategy games, we want you to join our team!

Job Responsibilities

- **Game Design Leadership:** Lead the design and development of gameplay systems, core mechanics, and features, aligning with the project's vision and goals.
- **Team Collaboration:** Work closely with the Game Director, Art Director, and other leads to ensure cohesive design and integration of systems and assets.
- **Balancing and Tuning:** Ensure game mechanics are balanced and engaging, including resource management, unit control, base-building, and combat.
- **Player Experience:** Focus on creating a rewarding player experience through understanding motivation, feedback, and system iteration.

- **Prototyping and Iteration:** Lead prototyping and refine gameplay features based on internal and player feedback.
- **Documentation and Communication:** Create clear, comprehensive design docs to communicate ideas, mechanics, and systems to the team.
- **Mentorship and Guidance:** Mentor designers, providing feedback and fostering a collaborative environment.
- **Problem Solving:** Address design challenges, including balancing and gameplay flow, while meeting technical limitations.
- **User Testing:** Oversee user testing, analyze gameplay issues, and iterate on design based on insights.

Who are you?

We're specifically looking for a candidate who ideally has the following skills:

Soft skills:

- **Inspire, Lead & Motivate** – Foster a solution-oriented and collaborative culture.
- **Adapt & Resolve** – Mentalize, manage conflicts, and communicate effectively.
- **Develop & Mentor** – Provide constructive feedback and guide team growth.
- **Build Trust & Relationships** – Create lasting, professional connections.
- **Embrace Danish Leadership** – Lead with empathy, informality, and inclusion.

Hard skills:

- **Experience:** 8+ years of experience (or 2 AA+/AAA titles shipped) in game design, with at least 3 years in a lead or senior designer role, ideally in Action, RTS or strategy-based games.
- **RTS Expertise:** Deep understanding of RTS mechanics, systems, and genre conventions, including resource management, combat strategy, and unit AI.
- **Analytical Skills:** Ability to analyze and balance complex systems, including game economy, progression, and combat, while keeping the experience fun and engaging.
- **Prototyping and Iteration:** Proficient in rapidly prototyping and iterating on gameplay mechanics and systems, refining ideas through iteration.
- **Tools and Software:** Experience with Unreal Engine, JIRA, and Confluence.

You should be able to effortlessly and effectively communicate in English both verbally and in writing.

Practicalities

Location:	Sofiendalsvej 88, a. 1. Tv, 9200 Aalborg SV. (on-site position)
Expected starting date:	As soon as possible
Job type:	Full-Time
Level of experience:	Senior
Salary range:	480.000-720.000 DKK per year + pension and benefits. Salary will be negotiated
How to apply?	Email us at jobs@slipgate-ironworks.com with: 1) a CV 2) a portfolio and 3) A short motivated cover letter or a recorded video
Need more information?	Reach out to HR Maj Pedersen on majp@slipgate-ironworks.com