

From Concept to Command: **Visionary Art Director Wanted!**

A new campaign is about to launch - will you command the creative vision? 🚀

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

Job Description

As the Art Director at Slipgate, you will be responsible for defining and leading the visual style of our next game. You'll collaborate with the design, technical, and narrative teams to ensure the art direction aligns with the game's overall visual vision. From characters and environment design to UI/UX, you'll oversee all artistic elements and lead a talented team of artists to create a visually captivating world that supports gameplay.

Job Responsibilities

- **Visual Leadership:** Define and uphold the artistic vision for a next-gen game, ensuring a consistent, compelling style that enhances gameplay.
- **Collaboration:** Align art direction with mechanics, narrative, and player experience by working closely with the Game Director, Creative Director, designers, and team leads.
- **Team Management:** Lead, mentor, and inspire a team of artists, providing guidance, feedback, and fostering creativity.
- **Asset Development:** Oversee the creation of environments, characters, props, animations, and UI elements, ensuring artistic and technical consistency.
- **World-Building:** Shape the game world through concept art, terrain, lighting, and visual storytelling to deepen player immersion.
- **Quality Control:** Maintain high visual standards by conducting regular asset, animation, and VFX reviews for consistency and excellence.
- **Problem Solving:** Collaborate with technical teams to optimize art assets for performance while preserving visual fidelity.

Who are you?

We see you as a person with several years (minimum 5 years or 2 AA+/AAA projects shipped) of experience. We're specifically looking for a candidate that they and others can see as a person who 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:** 5+ years in the video game industry with 2-3 years in a senior art role (e.g., Art Director, Lead Artist).
- **Strong Portfolio:** Demonstrated expertise in art direction, visual storytelling, and asset creation for high-fidelity games with a realistic artstyle. It's a plus if you have experience as a Character Artist.
- **Artistic Expertise:** Mastery of various art styles and techniques, with strong knowledge of color theory, composition, lighting, texture, and design fundamentals. Experience with realistic and gritty art styles is a plus.
- **Familiarity with High-Fidelity, Next-Gen workflows:** In-depth understanding of Next-Generation, Unreal Engine 5 asset production and art. RTS specific experience, including map design, silhouettes and user experience, is a plus.
- **Software Proficiency:** Proficiency in industry-standard software such as Photoshop, Maya, Blender, ZBrush, Unity, or Unreal Engine.
- **Creative Vision:** A passion for realistic and gritty worlds, artistic innovation and the ability to develop and execute unique visual designs.

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 Mikkel Pallisgaard on mikkelp@slipgate-ironworks.com