Hi, we're Croteam.
You might know us as the creative force behind the iconic Serious Sam, a series of fast-paced, gun-toting, first-person action shooting games. We also made The Talos Principle, a slow-burning philosophical cerebral puzzle game, with no shooting at all.
Entirely different in nature, but equally commercially successful and critically acclaimed, these games went on to conquer the top-selling charts on every hardware platform imaginable, including the toaster*, using the power and scalability of our in-house Serious Engine.
If you're serious about joining us for our next big thing, let's talk!

*toaster not really included on that list.

We are looking for:

HARD SURFACE MODELER

JOB DESCRIPTION

- Developing high detail, photorealistic 3D models (vehicles, weapons and other inorganic designs)
- Creating clean, low-resolution game topology and uv's
- Developing game-ready assets to match concept, photo reference, art direction, etc.
- Exporting models and textures into *in-house engine* (Serious Engine 4.x) and making sure they work correctly, touching-up textures after engine integration to optimise quality
- Collaborating with engineers and tech artists to help develop an effective environment art pipeline that facilitates prototyping and a rapid iteration mindset for a game development team
- Cleaning up scanned data

REQUIREMENTS

- Proficiency in one or more 3D modeling software (Blender, Modo, 3D Studio Max, Maya)
- Understanding of form, shape, structure and silhouette in regard to modeling
- Eye for light, shade color, and detail in creating texture maps
- Up to date with the latest 3D trends
- Good English communication skills (both written and spoken)
- On-site work in Zagreb
- Good judgment on when to make it perfect and when to compromise
- Passion about art and video games, and eagerness to grow

BONUS POINTS

- Proficiency in one or more texturing software (Quixel, Substance Painter/Designer)
- Skilled in ZBrush or Mudbox
- Previous experience in a 3D Artist role in the video game industry or TV/ film
- Experience with creating game ready assets, taking them through modeling, texturing, high poly to low

poly baking pipeline and rendering to engine
- Technical background with ability to grasp new programs and systems quickly
- Understanding of the visual style of Croteam games and a passion to push it to the next level

WE OFFER

- Work on a world famous Serious Sam franchise and the critically acclaimed The Talos Principle
- Smart, engaged and friendly co-workers and flat studio structure
- Opportunities for growth and learning
- Working on cutting edge technology
- A competitive salary
- Flexible work hours, a relaxed atmosphere and no open space office

TYPE OF EMPLOYMENT

- Full-time on-site (in Zagreb, Croatia)
- Student job (part-time or full-time work when study schedule allows) - all the above requirements apply

If you are a candidate that meets our requirements, please apply by sending your CV and portfolio* via **this application form** **by 19th of February 2019** at the latest. Please note that, due to time constraints, only shortlisted candidates will be contacted.

*The portfolio is usually a refined selection of the applicant's best job-relevant work demonstrating skills in 3D modeling. We prefer it to feature quality photos or renderings of work and a clear list of what exactly the applicant did for that shot (concept, compositing, lighting, everything, etc.).

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We are looking for:

3D CHARACTER ARTIST

JOB DESCRIPTION

- Developing high detail, photorealistic 3D models (humanoid characters and other creatures, including faces, hair, armor and weapons)
- Creating clean, low-resolution game topology and uv's
- Developing game-ready assets to match concept, photo reference, art direction, etc.
- Creating textures and next-gen materials for use in game engine
- Exporting models and textures into *in-house engine* (Serious Engine 4.x) and making sure they work correctly, touching-up textures after engine integration to optimize quality
- Working closely with the animation team and other artists to bring the characters to life
- Cleaning up scanned data

REQUIREMENTS

- Experience with creating character / organic models (modeling and texturing)
- Proficiency in Zbrush or Mudbox
- Understanding of human and animal anatomy and clothing and a keen eye towards form, shape, structure and silhouette in regards to modeling
- Eye for light, shade, color, and detail in creating texture maps
- Up to date with the latest 3D trends
- Good English communication skills (both written and spoken)
- Good judgment on when to make it perfect and when to compromise
- Passion about art and video games, and eagerness to grow

BONUS POINTS

- Proficiency in one or more texturing software (Quixel, Substance Painter/Designer)
- Skills in one or more 3D modeling software (Blender, Modo, 3D Studio Max, Maya)

- Skills in hard-surface poly modeling techniques
- Baking pipeline and rendering experience
- Character concept art skills
- Previous experience in a 3D Artist role in the video game industry or TV/ film
- Experience with game engines
- Skinning, rigging and animating skills
- Traditional sculpting, drawing or painting skills
- Understanding of the visual style of Croteam games and a passion to push it to the next level
- On-site work in Zagreb

WE OFFER

- Work on a world famous Serious Sam franchise and the critically acclaimed The Talos Principle
- Smart, engaged and friendly co-workers and flat studio structure
- Opportunities for growth and learning
- Working on cutting edge technology
- A competitive salary
- Flexible work hours, a relaxed atmosphere and no open space office

TYPE OF EMPLOYMENT

- Full-time on-site, remote or outsourcing
- Student job (part-time or full-time work when study schedule allows) - all the above requirements apply

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