Lunarch is hiring for "Islands of Insight"

(formerly "Project S")

Toronto-based game developer Lunarch Studios is looking to make several new hires for "Islands of Insight" (formerly "Project S")—a multiplayer first-person puzzle game incorporating elements of MMOs and open-world action-adventure games, built in Unreal Engine for PC and consoles, and published by Behaviour Interactive.

Accordingly, we're seeking talented game development professionals:

- across many specializations
- at a range of experience levels
- from all countries

Lunarch has been operating virtually since 2016 and all positions will continue to be remote for the foreseeable future. **Relocation will NOT be necessary**.

About Lunarch Studios

Lunarch is a small (~20 people) Canadian game developer founded in 2013 by a group of math olympiad champions, professional poker players, and MIT PhD students. We develop cutting-edge, intelligent games that leverage technology to create novel and deep experiences for smart players. Our products are ambitious, one-of-a-kind titles that define new genres and innovate in multiple directions at once. Their creation demands exceptional intelligence, creativity, and hard work.

We're the developers behind Prismata—a multiplayer strategy game that blends elements of RTS, deckbuilders, and board games. Our upcoming title ("Islands of Insight") is similarly innovative and aims to bring large-scale multiplayer gameplay to the 3D puzzle genre (Portal, The Witness, Zelda, etc.).

Lunarch is more like a tech startup than a traditional game studio. We're in a competitive space that rewards quickness and demands high-quality work that meets all requirements on the first try. Ideal candidates are exceptionally intelligent, knowledgeable about games, and highly productive. We love people who have excelled in competitions (math/programming contests, puzzlehunts, science fairs, infosec CTF, competitive gaming, poker, etc.), people with heroic academic accomplishments (awards, publications, etc.), or people with proven track records or killer portfolios (shipped games or jaw-dropping work in art/animation/audio/UI/design/etc.).

The benefits of Lunarch include an excellent work culture and high-tier compensation (aiming to be competitive with tech startups), but most importantly, you'll contribute to ambitious titles that aim to make meaningful advances to the state of the art. We operate in an ideal mid-budget space: we're sufficiently well-funded to hire the best people, do high-quality work, and promote our titles widely, but we're not constrained by the AAA need to stick with low-risk designs for mass-market audiences. **You will make an impact here.**

Contact: careers@lunarchstudios.com

Summary of available positions

Last updated 2023-08-18

Game Developer or Software Engineer
- Full time, permanent, hiring immediately
- Junior, intermediate or senior level

Puzzle Designer
- Full time or part time
- 3-4 month contract or internship with option of continuing permanently
- Hiring immediately

Logic Puzzle Contributor
- Contract, paid per puzzle
- Hiring throughout 2023

Co-op Student, Intern, or New Grad
- Interviewing continuously for co-op/internship placements throughout the year
- Game industry experience not required
- You must be brilliant or have an amazing project to show us

Game Developer or Software Engineer
- **Junior, Intermediate, or Senior**
- **Multiple Full Time, Permanent Positions Available**
- **Remote**

Lunarch is seeking to add new developers to our talented engineering roster for our upcoming title (a multiplayer puzzle game for PC and consoles developed in Unreal Engine).

This is an extremely challenging project (with 100-person multiplayer, MMO-like features, and dozens of 2D and 3D puzzle types). Accordingly, we're looking for highly intelligent and passionate devs who are at the absolute peak of their game and are eager to advance the state of the art by bringing an entirely new genre to life.

We're aiming to hire several devs, with particular emphasis on these specialties:
- Multiplayer netcode (for real-time 100-player multiplayer in UE4)
- UI/UX
- Math/algorithms
- Highly-experienced Unreal Engine generalists

Requirements:
- Minimum 5 years (ideally 10+) in software or game development
- At least one shipped title, ideally in the space of high-fidelity 3D PC and console games. More = better, but quality over quantity. Bonus points if you've worked on:
  - games-as-a-service (MMOs, battle royales, etc.)
  - AAA first person titles
  - open world games
  - puzzle games
  - anything in Unreal Engine
- A background in mathematics, computer science, or a related discipline (usually a degree, though we've hired some legendary people who lack one!)
- Knowledge of C++ or a similar language (bonus points if you're a real wizard with Unreal Blueprints)
- Incredible problem-solving ability.

To have a realistic shot at being hired, you'll need to demonstrate at least one of the following (two or more = we're very interested!):
- Olympiad-level math or programming skills
- Ultra-advanced knowledge (both broad and deep) of Unreal Engine systems and components
- Expertise in multiplayer/network programming (ideally for MMOs or 100-player games)
- Expertise in several other key areas (graphics, AI, procedural generation, UI/UX, FX, tech art, performance-tuning, puzzle design, backend dev, UE4 tooling/extending, console porting, etc.)

You do not need to be an expert in everything, but the more ways you can add value to our team, the better.

Key responsibilities:
- Develop and commit features for a high-fidelity multiplayer puzzle game for PCs and consoles (projects will align with your skills, interests, and background)
- Add new functionality each week for our weekly external playtests

- Execute flawlessly, bringing a high level of polish and craftsmanship to our products
- Contribute to the creative process of building a large open world multiplayer puzzle game
- Fix bugs as needed
- Prototype new gameplay features, puzzle designs, and multiplayer interactions
- Get a lot of work done in a remote environment

Tech we use:
- Unreal Engine
- C++
- Microsoft Visual Studio
- UE4 Blueprints
- Git

Salary: USD 55k-120k/yr

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Puzzle Designer

- **Full time for 3-4 months**
- **Possibility of continuing permanently afterward**
- **Puzzle design skill is required, game industry experience is not**

We're building a massive open world for Islands of Insight, and we need help filling it with thousands of puzzles of dozens of different types.

If you've got keen sense for great puzzle design and would love to help work on content for a game similar to The Witness, The Talos Principle, or Breath of the Wild, this is a great opportunity.

Ideal candidates are highly intelligent, passionate about puzzle games, and capable of getting lots of work done quickly with new and unfamiliar tools. We use Unreal Engine so any experience with it (or similar software like Unity) is a huge bonus.

Key responsibilities:
- Design puzzles of various types (logic, perspective, hidden objects, races, music, memory, etc.)
- Place puzzles in 3D environments
- Test puzzles and optimize their difficulty
- Contribute to the creative process of building a large open world PC/console puzzle game
- Get a lot of work done in a remote environment

Applicants are not expected to be game development experts, but they must be able to make a meaningful contribution over a short period of time. We use many of our own tools and we will teach you how to use them.

Experience in the game industry is not required, but the following are a must:
- A puzzle design portfolio, game demo, or other project demonstrating a keen sense for great puzzle design.
- A strong technical or puzzle background (i.e. you're good at math, programming, or puzzle-solving)
- Exceptional problem-solving skills
- Ability to rapidly learn new technologies and work with unfamiliar tools
- Passion for puzzle games.

You will need a fast Windows PC that can run modern games at high settings. Lunarch can help with hardware upgrades if necessary.

Tools we use (familiarity with these is not required, but helpful):
- Unreal Engine for game development
- Microsoft Visual Studio for C++ development
- Git for revision control
- Discord for team management and communication

If you have experience with procedural puzzle creation or grid-based logic puzzles (similar to Nikoli logic puzzles or those found in The Witness or Picross), those would also be a huge bonus.

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Logic Puzzle Contributor

- **Contract**
- **Payment for each accepted puzzle**

We believe that the video game industry (particularly at the AAA level) massively underuses the talents of the world's greatest puzzle designers.

Are you one of them?

Would you like your work to be included in a major multiplayer puzzle game for PC and consoles?

If so, this is your chance.

- You'll design grid-based logic puzzles, similar those found in
  - Paper logic puzzles like Nikoli, Grandmaster Puzzles, or Logic Masters
  - Games like The Witness or Picross
- You'll work within a modular system of rules and constraints. You'll be able to mix and match different rules, constraints, and grid symbols to create unique and original works (our logic puzzle system aims to be 10x as expressive as the one in The Witness).
- Puzzles must have a unique solution reachable through a clear logical path, must be original, and must be low to medium difficulty (aim for average solvers taking 30s to 180s per grid).
- You'll submit puzzles using a web-based tool similar to puzz.link or penpa-edit.
- You'll be paid a flat rate per accepted puzzle after our curators have reviewed and test-solved your submissions. Puzzles may be rejected for any reason but we aim to accept most good original submissions (we're not ultra-selective like the NYT crossword).

How to apply:
- Email puzzles@lunarchstudios.com and include a portfolio or links to your original puzzles.
- If you are newer to nikoli-style logic puzzles but specialize in other genres of logic puzzles (e.g. sudoku, chess puzzles, puzzlehunt logic puzzles, math puzzles) then you're still welcome. We're familiar with all of the above and we know talent when we see it.

Co-op Student, Intern, or New Grad

- **Hiring for 4-month or 8-month co-op terms or internships**
- **Remote**
- **Special consideration to Ontario co-op students or PEYs**

At Lunarch, we love working with fresh talent, and we're keen to hire for a number of roles for the project (software engineers, 3d artists, QA, etc.)

Ideal candidates are highly intelligent, passionate about games, and capable of getting lots of work done quickly with new and unfamiliar tools. We use Unreal Engine so any experience with it (or similar software like Unity) is a huge bonus. Possible projects could include network programming, AI, graphics, procedural generation, puzzle design, maps/environments, gameplay programming, 3d modeling/animation, UI/UX, player analytics, backend dev, etc..

Key responsibilities:
- Assist with the development of a high-fidelity PC/console video game
- Design puzzles or other gameplay features
- Contribute to the creative process of building a large open world puzzle game
- Document and fix bugs
- Get a lot of work done in a remote environment

Possibly some of the following, depending on your skills and experience:
- Gameplay programming using C++ or Unreal Blueprints
- Implementing AI behaviour or procedural puzzle generation
- Developing maps (terrain sculpting, foliage placement, environment art, lighting, etc.)
- 3D modeling or animation in Blender/Maya/etc.
- UI development using UMG or Slate
- Multiplayer programming in C++
- Development of effects and particle systems using Cascade or Niagara
- Performance optimization using debuggers and profiling tools

Applicants are not expected to be experts in everything, but they must be able to make a meaningful contribution over a short period of time.

Experience in the game industry is not required, but the following are a must:
- A strong technical or artistic background (i.e. you're incredible at math, programming, or art)
- Exceptional problem-solving skills
- Ability to rapidly learn new technologies and work with unfamiliar tools
- Passion for gaming

Tools we use (familiarity with these is not required, but helpful)
- Unreal Engine for game development
- Microsoft Windows and Microsoft Visual Studio for C++ development
- Git for revision control
- Discord for team management and communication

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