

Kiev Studio Announcement Q&A

1. Could you provide more details about what encouraged you to choose Kiev as a studio location?

Kiev has an excellent educational system, quality IT infrastructure, a significant number of talented local programmers, while simultaneously offering an environment with cost-effective overhead.

2. Do you have any specific relationship with the Ukraine government?

No we do not.

3. What will be the studio's first project?

The studio's first project will be a collaboration with Ubisoft Bucharest on Tom Clancy's HAWX for PC.

4. When exactly do you plan to reach 50 people?

We anticipate reaching 50 people by the end of the year.

5. What percentage of employees will be from the city of Kiev itself?

Although we welcome candidates from throughout the region, we anticipate that the majority will come from Kiev itself.

6. Will that strategy be problematic given the country's small population and the existence of competing studios?

The country's numerous local development studios prove that there is enormous interest locally for the video game industry. Furthermore, its extensive post-secondary educational system has thousands of engineers graduating each year, ensuring the continuous arrival of talents for all the game companies in the region.

7. But won't there still be a lot of competition to hire the most promising talents?

Competition is nothing new to us- everywhere we have studios we are faced with competition in various forms. It is the working environment and opportunities that Ubisoft offers that allow us to successfully attract and retain promising talents in the face of competition. As an international developer and publisher with studios worldwide, we encourage our teams to share their knowledge amongst each other and facilitate opportunities for people to integrate a studio in a different country on a short or long-term basis.

8. Will you be in direct competition with companies like Crytek who have already established themselves in the region?

As in any country, our studios are in competition with all technology companies seeking qualified and talented graduates in engineering, graphics, etc., not just video game companies.

9. After almost 15 years with just one studio in Eastern Europe, why has Ubisoft suddenly decided to expand in the region?

Ubisoft has always put in-house development studios at the forefront of its strategy, and the Bucharest studio was the very first studio it opened abroad in 1992. With the recent growing interest in the video game industry and its rapid growth over the past few years, we decided to study the potential opening of new studios more aggressively, in anticipation of our future needs. We have been investigating possible locations all around the globe, including the Asia-Pacific region as can be seen by our recent expansion into Singapore and Chengdu. In June 2006 we established a studio in Sofia, Bulgaria and having witnessed how quickly it has become a significant contributor to the company, it was only natural for us to study other locations in Eastern Europe.

10. Could you provide a recap of your presence in Eastern Europe?

- Bucharest, Romania.

- Established 1992
 - Team of 500 (80% in Development and Testing studios)
 - MD: Sebastien Delen
 - Current projects include Tom Clancy's HAWX (Xbox 360, PS3, PC)
 - Prior projects include: Silent Hunter IV: Wolves of the Pacific (PC), Blazing Angels: Secret Missions of WWII (Xbox 360, PS3, PC), Chessmaster: Grandmaster Edition (PC)
 - In 2007 it was ranked among Romanian Top Capital's 100 Hundred Companies to Work For.
- Sofia, Bulgaria
 - Established 2006
 - Team of 50
 - Manager: Ivan Balabanov
 - Current Projects: unannounced DS titles
 - Prior projects include: Chessmaster XI (PSP, DS, XBLA,), CSI (PS2), Rayman Raving Rabbids 2 (PC)
 - Kiev, Ukraine
 - Established 2008
 - Team of 12
 - Current projects: collaboration with Ubisoft Bucharest on Tom Clancy's HAWX PC

11. What is the nature of the relationship between the Kiev and Bucharest studios?

We encourage our established studios to become involved with the development of our new studios, particularly with regards to the training of the initial team. The proximity of Bucharest, Sofia and Kiev make it natural for them to develop a collaborative relationship.

12. Could you elaborate on your recruitment objectives for these studios? Are you looking for seniors or juniors?

Sofia: We hope to reach 80 people by early 2009.

Kiev: We plan to hire about 40 new people within the next year.

Bucharest: We have about 80 new openings in development, for both experienced people and young graduates.

13. What types of jobs are you recruiting? Do you have a preference for specific educational backgrounds?

We have opportunities for engineers, either with a relevant specialized training (artificial intelligence, Render, Network, etc.) or generalist, as well as graphic artists and animators. We are also hiring for videogame-specific positions such as level designers and game designers. Although specific educational training in videogames is not required, we look for a solid training, a capacity to learn and adapt quickly, and an interest for working in game development.