

Game Designer

2CGaming is seeking a game designer to write and develop fantasy games, mechanics, and content for existing and custom-ideated tabletop roleplaying game, board game, and video game systems.

The designer will be expected to work on several projects and with several project leads concurrently and be expected to design and demonstrate thoughtful, unique, “easy to learn, hard to master” systems and mechanics that support the design goals of the project and project lead. The designer will be expected to produce variations on these and other designs and be comfortable defending design decisions.

Finally, the designer shall be expected to write content supporting these designs, both with excellent technical presentation and prose, and present such content to the reader clearly, effectively, concisely, and in entertaining fashion.

Job Details and Schedule

This position is a full-time, fully remote position with flexibility in working hours. The designer is expected to work a consistent schedule 40 hours weekly. The manager and designer will discuss and agree on a schedule meeting the needs of each, but this schedule will be tailored to the designer’s preferences.

Primary Responsibilities

- Design, critique, and review elements from game mechanics in existing RPG systems
- Design, critique, and review game mechanics consistent with existing RPG systems
- Design, critique, and review new RPG systems
- Write content, both technical and prose, supporting a provided prompt or theme
- Develop and critique prompts or themes from other designers or writers
- Develop art direction consistent with themes presented in writing
- Meet with clients to design and scope game design contract projects

Additional Responsibilities

- Update knowledge of industry trends in tabletop, game, and design space
- Provide reasonable estimates and schedule adjustments for deliverable completion
- Advise writing director, management, and project leads on decisions relating to design and writing

About 2CGaming

2CGaming produces tabletop roleplaying game written and multimedia content as third-party developers for the industry’s most popular game systems, and for their own game systems, platforms, and presentations. A small, 100% remote-work company, 2CGaming has published more than a dozen books and products, primarily through crowdfunding efforts, since 2014. We are committed to raising the industry standard for tabletop roleplaying games. 2CGaming is an equal-opportunity, US-based employer.



Required Qualifications

- Previous published game design experience
- Deep hobby or professional experience with pen-and-paper tabletop roleplaying games
- Excellent personal time management and ability to maintain consistent schedule
- 4+ years in game design OR 2+ years of experience in game design and a writing-related degree from an accredited post-secondary institution

Preferred Additional Qualifications

- 1+ year as freelance or self-employed game designer
- Experience developing as a game designer and writer without formal guidance
- Experience writing story, narration, and prose
- Understanding of the manuscript revision process
- Experience designing mechanics consistent with alternate media (board games, video games, etc.)

Additional Requirements

- Able to perform work remotely from a home or office environment
- Must be a US citizen authorized to perform work and be employed in the US
- Proficient in English

Compensation & Benefits

Annual Salary: \$35,000 - \$45,000 USD, +10% possible bonus (company performance)

Sick Leave: 5 days annual (hourly increments)

Paid Time Off: 20 days annual (no holidays, hourly increments)

Paid Sabbatical: 5 days annual, including some education expenses

Other Benefits: 401(k) match, health insurance options, fully remote



“The Small Print”

Physical Demands and Work Environment

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this position. Reasonable accommodations may be made to enable individuals with disabilities to perform the functions.

While performing the duties of this position, the employee is regularly required to talk or hear. The employee frequently is required to use hands or fingers, handle or feel objects, tools, or controls. The employee is occasionally required to stand, walk, sit, and reach with hands and arms. The employee must occasionally lift and/or move up to 25 pounds. Specific vision abilities required by this position include close vision, distance vision, and the ability to adjust focus. The noise level in the work environment is that of the employee’s remote work environment but may be requested to be reduced to low noise level to accommodate calls, meetings, or similar.

Note

This job description in no way states or implies that these are the only duties to be performed by the employee(s) incumbent in this position. Employees will be required to follow any other job-related instructions and to perform any other job-related duties requested by any person authorized to give instructions or assignments. All duties and responsibilities are essential functions and requirements and are subject to possible modification to reasonably accommodate individuals with disabilities. To perform this job successfully, the incumbents will possess the skills, aptitudes, and abilities to perform each duty proficiently. Some requirements may exclude individuals who pose a direct threat or significant risk to the health or safety of themselves or others. The requirements listed in this document represent the minimum levels of knowledge, skills, or abilities. This document does not create an employment contract, implied or otherwise, other than an “at will” relationship.