

Flying Bark Productions is working on exciting projects such as the recently announced Avatar: The Last Airbender feature film, Netflix's Stranger Things animated series, Marvel Studios' What If...?, Disney Marvel's Moon Girl and Devil Dinosaur, as well as our productions of 200% Wolf movie and Tales From Outer Suburbia by Sean Tan.

For our newly opened Madrid office, we will need to fill the following roles:

ANIMATION SUPERVISOR

Description:

The Animation Supervisor's role is to guide and supervise the animation crew, together with the Animation Director, to ensure that the Clients' creative vision for animation is realised and delivered to the technical & creative standards required by the Production Company.

Key Responsibilities:

All duties and responsibilities as reasonably required by the Production Company of an Animation Supervisor, including:

- Work closely with the Client and Animation Director to establish and drive the look of performance for all characters;
- Work with the Animation crew to create a library of poses and cycles in order to set the style and benchmark for the teams;
- Collaborate with the Rigging Supervisor and provide feedback on character rigs and ensure they meet the creative requirements for animation;
- Work with the Client and VFX Supervisor to provide solid creative performance briefs for animators;
- Supervise and mentor the Animation crew to ensure that the Director's creative vision for animation is realised and delivered;
- Offer leadership to all members of the Animation crew by leading by example;
- Ensure continuity of performance (quality and look) across characters and sequences;
- Participate in daily animation reviews and offer creative and constructive feedback to artists;
- Clearly understand the creative requirements of the project and help develop workflows and techniques that will ensure that these requirements are met;
- Participate in on-box animation reviews and briefings;
- Work closely with Animation TDs and Pipeline crew to ensure tools are developed and applied correctly;
- Identify areas of inefficiency within the workflow and work with the CG Supervisor, Pipeline crew and Animation Coordinator to rectify these;

- Help to maintain administrative and pipeline tools as required;
- Participate in regular production meetings to inform the Producers, VFX Supervisor and production crew on animation progress including any concerns that may impact the delivery of final animation;
- Work with relevant Production Coordinator/s to inform and establish shots and sequences ready for Client review;
- Work with relevant Production Coordinator/s to ensure the status of each shot is known, allowing them to track the progression of shots;
- Work with the relevant Production crew to establish and maintain scheduling for the Show and ensure the team is hitting their deadlines and is working within the budget;

Key Measures of Success:

- Director's vision for the animation is carried throughout the project;
- Storytelling and audience connection with the characters is enhanced by the animation;
- Establishment of successful working relationships with key members of production and animation crew;
- Ability to successfully take and interpret a creative brief, whether a verbal or visual brief;
- Be adaptable, flexible and responsive to changes;
- Complete tasks within production deadlines.

Skillset:

- Strong sense of composition, animation timing and narrative storytelling;
- Strong understanding of traditional 2D Animation, with proved 2D and 3D animation experience.
- Extensive experience and understanding of Maya in a production-based environment;
- Extensive experience in character animation, animation workflows and rigging (as it relates to animation) in a production-based environment;
- Ability and enthusiasm for leading and mentoring an animation team;
- Ability to consistently meet deadlines;
- Excellent communication skills and willingness to share information in a team environment;
- Flexibility and ability to be responsive to change;
- Passion for great storytelling and animation

ANIMATION LEAD

Description:

The Animation Lead's role is to guide and lead the animation crew, together with the Animation Supervisor, to ensure that the creative vision for animation is realised and delivered to the technical & creative standards required by the Production Company. Animators produce the motion and performance of three-dimensional computer graphic characters, creatures, objects and crowds for high-end animation.

Responsibilities:

- Lead a team of animators on a show
- Be the key contact for production and supervisor/s. Maintain clear communication, deal with creative challenges, provide solutions and adapt to changes in production & scheduling
- Set and manage team assignments in collaboration with the animation supervisor
- Have a good understanding of the animation tasks the team will be working on and the potential technical and creative challenges involved
- Be prepared to deputise for the animation supervisor if necessary
- Be aware of workflow templates, methodology and documentation; provide to the team where necessary
- Work with technology teams to ensure that department tools are available for the team and properly set up for the show
- Inform supervisors and Head of Department (HOD) of any advances made on a project for integration into other shows
- May be required to work with HOD and supervisors on bids when requested
- Effectively manage team to avoid potential conflict or disagreement
- Maintain positive relationships with all other departments and address any issues promptly
- Attend dailies and present the work of your team; guide artists on how to present their work
- Coach, share knowledge and assume some responsibility for the progression of more junior members of the team
- Provide regular feedback to the team to ensure that work is always delivered on time to the highest possible standard
- Work with the technical animators to ensure that show wikis are kept up to date
- And all other duties and responsibilities as reasonably required by the Production Company

Skillset:

- Previous experience mentoring or leading a team
- Thorough knowledge of Maya
- An understanding of physical motion, weight, balance, texture and form

- An understanding of rigs and typical rigging set-ups, animation pipelines and transferring data between tools
- The proven ability to work under pressure
- Being open to direction and able to embrace change
- Attention to detail
- Reliable, with good time keeping and the ability to meet deadlines
- Excellent organisation, communication and interpersonal skills
- A demonstrable commitment to creative collaboration within a team and with other departments
- Adaptability and the willingness to learn new processes and technical skills
- Working knowledge of modeling, rigging and Mel/Python scripting
- Knowledge of human and animal anatomy as well as life drawing skills

3D ANIMATOR (All levels)

Description:

The 3D Animator is responsible for bringing life to the characters of the project, with an emphasis on enhancing the story and audience connection with the characters and narrative. Additionally, working to, and maintaining, the creative and technical requirements for animation for the project as required by the Animation Director; and to the production and shot schedule provided by the Production Company.

About you:

- Production experience in 3D animated films and/or animated episodic;
- Demo Reels showcasing excellent facial performance & body mechanics;
- Portfolios with mature, graphic stylization of reality preferred. Somewhat in the vein of Spiderverse, Entergalactic, Arcane and The Witness [Love, Death, Robots];
- Good sense of narrative storytelling, comic timing and emotive visual language;
- Excellent experience with character animation including lip sync and key posing in a CG animation environment;
- BONUS: Quadruped animation experience;
- BONUS: Previous experience with 2.5D workflows.
- Solid experience and understanding of Maya in a production based environment;
- Solid knowledge of animation workflows, character rigs and storyboard interpretation;
- Experience creating animated sequences of characters, objects, and cameras,
- Able to collaborate with the animation team to achieve the Art Director & Show Director's vision
- Proficient with keyframe animation and have strong fundamentals such as posing, timing, and pacing;
- Ability to rough out animation blocking for review, then revise and polish to completion;
- Strong understanding of the principles of animation;
- Passion for animation and storytelling.

Key Measures of Success:

- Ability to take direction from a Supervisor and be team oriented;
- Ability to take feedback from director and lead animator and apply to shots accordingly;
- Ability to take and successfully interpret a verbal or visual creative brief;
- Excellent communication skills and willingness to share information in a team environment;
- Ability to consistently meet deadlines;
- Ability to take direction and be flexible and responsive to change;

- Ability to work independently as well as under direct supervision;
- Fast problem solving and implementation of solutions;

COMPOSITOR (All levels)

Description:

The Compositor is responsible for enhancing the look of CG Renders through Compositing techniques. Additionally, working to, and maintaining, the creative and technical requirements for final images of the Program/s as required by the VFX Supervisor; and to the production schedule provided by the Production Company.

Key Responsibilities:

- Using Nuke Compositing software, meet the brief for the Program/s that fulfils the creative standards of the project as advised by the VFX Supervisor and Compositing Lead;
- Ability to tackle shots creatively, whilst keeping an eye on continuity and taking responsibility for their final look;
- Responsible for ensuring a high level of quality by having a good eye for detail and crosschecking renders are up to standard;
- Ability to think of creative solutions to enhance shots, without overshadowing the overall story point or animation, including but not limited to, the addition of adding atmos, vignettes, depth of field;
- Able to be organised and methodical, dealing with large amounts of shots, tracking versions and render management;
- Producing final shots with neat and well labelled node network, with reference to files in correct locations and easy to navigate filing systems;
- Being proactive and communicative with the upstream teams and production, ensuring the efficient delivery of animation layers to compositing;
- Communicate with the Pipeline team and aid in implementing improvements to the Comp pipeline;
- Able to take direction from the Supervisor/s and Lead/s, and address notes appropriately;
- An understanding of film colour space, grading, and a superior eye for composition, colour, mood and lighting;
- And all other duties and responsibilities as reasonably required by the Production Company.

Key Measures of Success:

- Able to take direction from the Supervisors, Leads and client and address notes appropriately;
- Work independently to satisfy the brief;
- Ability to work in a team environment and follow guidance from creative and technical supervisors;
- Ability to maintain a consistent level of productivity while meeting deadlines and producing high quality work to quota;
- Ability to take and successfully interpret a verbal or visual creative brief;

- Ability to multi-task, prioritize and problem solve;
- Ability to consistently meet deadlines;
- Ability to be adaptable, flexible and responsive to changes

COMPOSITOR LEAD

Description:

The Compositing Lead assists the Compositing Supervisor and/or VFX Supervisor and Producer to bid, schedule and execute the compositing production schedule. Day-to-day, they assign and delegate work to the team and monitor shot progress. Additionally, working to, and maintaining, the creative and technical requirements for final images of the Program/s as required by the VFX Supervisor; and to the production schedule provided by the Production Company.

Key Responsibilities:

All duties and responsibilities as reasonably required by the Production Company of a Compositing Lead including:

- Lead a team of compositors and evaluate the creative and technical approach for assigned shots.
- Meet the brief for the Program/s that fulfils the creative standards of the project as advised by the VFX Supervisor/s and the client;
- Ability to think of creative solutions to enhance shots, without overshadowing the overall story point or animation;
- Ensure that consistency of compositing is maintained across all shots;
- Ability to think of creative solutions to enhance shots, without overshadowing the overall story point or animation, including but not limited to, the addition of adding atmos, vignettes, depth of field;
- Responsible for ensuring a high level of quality by having a good eye for detail and crosschecking renders are up to standard;
- Be organised and methodical, dealing with large amounts of shots, tracking versions and render management;
- Produce renders and elements for delivery with a neat and well labelled node network, while maintaining reference to files in correct locations and easy to navigate filing systems;
- Aid team in creation and use of templates;
- Be proactive and communicative with the upstream teams and production;
- Communicate with the Pipeline team and aid in implementing improvements to the Comp pipeline;

Key Measures of Success:

- Ability to multitask, prioritise and problem solve. Ability to be adaptable, flexible and responsive to changes;
- A superior eye for composition, colour, mood and lighting;
- A passion & infectious enthusiasm for creating outstanding visuals on an international stage;

- Ability to work in a team environment and provide supervision and guidance for other crew members;
- Ability to maintain a consistent level of productivity while meeting deadlines and producing high quality work to quota;
- Ability to take and successfully interpret a verbal or visual creative brief;

PRODUCTION MANAGER

Description:

The Production Manager is responsible for the management, and delivery of all aspects of the Assets, Layout, Animation, FX, Lighting and Compositing for the project.

Key Responsibilities:

- Oversee daily operations of the production team and artists to ensure efficient flow of work through the facility;
- Create and maintain the Global Schedule. Working closely with front end and back end production, supervisors;
- Work with the Line Producer creating and maintaining an efficient schedule for the assets and shot production;
- Organise and run daily LFL reviews, to ensure shots move into downstream departments;
- Supervise the Production Coordinators to schedule and update progress of tasks in the production tracking system, ensuring it is updated daily;
- Work closely with Render Supervisor and show render wranglers to ensure shots move through the render farm efficiently;
- Participate in show planning meetings with supervisors and technology teams through both development and shot production phases of the project;
- Supervise production crew to ensure that client reviews, dailies, supervisor walkthroughs, production meetings and other priorities are effectively planned and managed;
- Manage the pipeline team to ensure pipeline development milestones are met and maintained throughout production, and adjust priority as determined by the needs of the show;
- Work closely with the Line Producer to ensure all client requirements and approval milestones are met for the project, as well as maintaining a strong relationship with the client at all times;
- Conduct daily production meetings to stay abreast of the status of each department;
- Liaise and schedule client reviews and briefs ahead of time;
- Ensure deadlines for client deliveries are always met and communicate with the Line Producer about any delays ahead of time;
- Create status reports and reports to the Producers with project updates;
- Assist HR, Line Producer and Producer with recruitment of crew as and when the needs arise;
- Undertake any additional production duties and responsibilities as requested by the Producer / Line Producer;
- And all other duties and responsibilities as reasonably required by the Production Company.

Skillset:



- High level experience in animation production, series production or equivalent.
- Experience with all parts of the animation production pipeline, from story department to final delivery in a professional production environment.
- Experience with all aspects of production management, including schedule management, personnel and performance management.
- Expert organisational skills.
- Superior personnel management and team building skills.
- Excellent communication and interpersonal skills, particularly the ability to use positive tone and attitude to diffuse conflict, provide solutions, and cultivate a fun and productive working environment.
- Ability to anticipate and deal with an ever-changing production environment.
- Ability to handle sensitive and confidential material.
- Ability to work well under pressure/deadlines.
- Ability to pull together and focus diverse teams of artists.
- Working knowledge of Microsoft Word and Excel, and Autodesk Flow Production Tracking (Shotgrid)

PRODUCTION COORDINATOR

Description:

The Production Coordinator will coordinate with the Producer and production team in the efficient running and delivery of the show to meet creative and production schedules. The role has a responsibility to raise any concerns for production delays and ensure all communication and job requirements are kept for as long as the Production Company requires.

Key Responsibilities:

All duties and responsibilities as reasonably required by the Production Company of Production Coordinator including:

- To coordinate the daily running of the department and serve as the liaison and main hub of information between The Head of the department, Production, the artists and supervisors;
- Prioritise department/crew tasks in line with schedule requirements and consistently checking-in with the artists, leads and supervisors on a frequent basis with an emphasis on ensuring that the department is delivered on time as per the Project/s schedule;
- Ensure crew are aware of deadlines and have all necessary information or materials in order to achieve deadlines;
- Coordinate meetings, rounds and reviews, and ensure the approvals process runs smoothly. Follow-up afterwards internally and with other departments;
- Tracking shot approval and coordinating delivery of shots to and from editorial;
- Be mindful of deliveries to and from other departments internally or externally as required;
- Keep communications flowing internally and with other departments with a focus on ensuring that the production crew are aware of all relevant updates;
- Weekly reporting of department status and progress to Producer;
- Attend department meetings as necessary, as well as take and distribute notes to the appropriate parties, enter and maintain notes in the database;
- Autodesk Flow Production Tracking (Shotgrid) updating and maintenance
- Assist in developing reporting and tracking templates when required;
- Administering general artist requirements and new starters as requested;
- Notify the Production Manager of any issues within the team or delays/overages and help resolve issues;
- Support the artistic crew and the production management team;
- Able to deal with and resolve conflict with a capacity for suggesting well-reasoned solutions within an atmosphere of passionate and creative egos;
- Liaising with the Production crew regarding scheduling the Director's time for review;

- And all other duties and responsibilities as reasonably required by the Production Company.

Skillset:

- The ability to deal with Confidential information and material in a discrete and professional manner at all times;
- Excellent diary management skills;
- Excellent written and verbal communication skills;
- Good knowledge of Microsoft Office;
- Patient and empathetic nature while dealing with artistic personalities
- High level organisational skills-experience in administration and managing files, producing and formatting documents and updating spreadsheets;
- A good level of formatting and document preparation and presentation skills desirable;
- The ability to work to deadlines and under pressure;
- Be available, proactive and a problem solver;
- Have a flexible approach and able to take on extra tasks when required

MID PIPELINE TD

Description:

The Pipeline TD collaborates with the Pipeline team to design, implement and create tools and systems and sustain continued pipeline support to the different teams throughout production.

Responsibilities:

- Development of tools, procedures and interfaces to optimise the internal Flying Bark pipeline;
- Ensure company and pipeline conventions and processes are followed throughout productions;
- Assist in the creation and maintenance of studio wide pipeline solutions;
- Provide consistent technical support to different Flying Bark departments;
- Continually supply information to the Pipeline Lead/Supervisor, IT and production teams to facilitate communication and expectations in both directions;
- Attend pipeline project meetings and internal pipeline meetings to gather department technical requirements, issues and priorities;
- Assist with training and documentation of department tools and pipeline procedures.

Necessary skills:

- •3+ years of experience in a production environment.
- •Knowledge of Autodesk Flow Production Tracking (Shotgrid) Toolkit and API is required;
- •Python and/or API/programming experience a must;
- •Good knowledge of git workflows, or any other code version control system is required.
- •Understanding structures of Asset Management Systems;
- •Ability to learn quickly and comprehend custom in-house production tools;
- •Ability to prioritise tasks and work successfully in a fast paced environment;
- •Ability to communicate technical issues to the Production team in a clear manner;
- •Must work well in a team, with strong communication skills and attention to detail.

Highly desirable skills:

- •Animated Feature Films, TV Series and VFX production experience
- •Toom Boom Harmony API
- •Autodesk Maya Python API
- •Side FX Houdini API

- The Foundry Katana API
- The Foundry Nuke API
- Familiar with Cloud systems and APIs, ie. AWS S3, AWS Lambda, Boto Python API
- Familiar with CI/CD systems

ANIMATION TA

Description:

The Animation TA is responsible for providing technical support for the crew for the Project with a focus on the Animation team under the guidance of the supervising technical crew and Production.

Key Responsibilities:

- Daily technical support to the Animation and Layout crews,
- Animation library maintenance and updating;
- Reviewing and resolving bug reports;
- Quality control for shots delivered from Layout and preparation for delivery to

Animation;

- Quality control of final animation;
- Preparation of characters poses for surfacing;
- Preparation of character range of motion set ups;
- Postculpting characters as required by the QC process;
- Assistance with set, prop and character rigging when required;
- And all other duties and responsibilities as reasonably required by the Production Company.

Key Measures of Success:

- Establishment of successful working relationships with key members of production and crew;
- Take direction from a Supervisor as required as well as an ability to seek guidance if unsure;
- Be adaptable, flexible and responsive to changes;
- Complete tasks within production deadlines.

Skillset:

- Enthusiasm and willingness to learn;
- Attention to detail;
- Ability to script using Python and / or Mel (a bonus);
- An understanding of Maya (software) in a production based environment;
- Ability to consistently meet deadlines;
- Excellent communication skills and willingness to share information in a team environment;
- Flexibility and ability to be responsive to change;
- Passion for animation and storytelling.

RENDER TA

Description:

The Lighting/Render TA is responsible for providing technical support for the crew for the Project/s with a focus on Lighting and Compositing teams under the guidance of the supervising technical crew and Production. They effectively support our rendering infrastructure and ensure basic help desk and IT support is being provided to the artists.

Key Responsibilities:

- Daily technical support to the Lighting and Compositing team (and other dept crew);
- Identify and diagnose failing renders and malfunctioning render machines and notify the artists;
- Monitor the render queue to maximise resource efficiency and handle job priorities;
- Monitor and report resource utilisation such as disk space, node usage, job saturation, etc;
- Reviewing and resolving bug reports with the help of other system engineers;
- Quality control for shots delivered from upstream departments for delivery to Lighting;
- Quality control of Lighting Renders;
- Respond to rendering-related support requests;
- Working understanding of 3D packages like Katana, Maya and Nuke
- And all other duties and responsibilities as reasonably required by the Production Company.

Key Measures of Success:

- Establishment of successful working relationships with key members of production and crew;
- Take direction from a Supervisor as required as well as an ability to seek guidance if unsure;
- Ability to adapt to a high pressure, fast-paced, dynamic environment with shifting priorities;
- Be flexible and responsive to changes;
- Complete tasks within production deadlines.

Skillset:

- Enthusiasm and willingness to learn;
- Attention to detail;

- Ability to script using Python and / or Mel (a bonus);
- An understanding of Maya (software) in a production based environment;
- Ability to consistently meet deadlines;
- Excellent communication skills and willingness to share information in a team environment;
- Flexibility and ability to be responsive to change;
- Passion for animation and storytelling.

IT SYSTEMS ENGINEER

Description:

The Systems Engineer is responsible for providing user helpdesk support and maintaining the production desktop systems. It will be your responsibility to ensure that helpdesk requests are addressed in a timely fashion, provide support to the junior team members and identify which issues need to be escalated and reviewed by the Systems Engineering team...

A significant part of your day to day responsibilities will be troubleshooting base computer hardware and OS issues as well as VFX software issues.

You will perform installation/configuration, operation, and maintenance of systems hardware not only for client workstation systems, but also for dedicated render farm nodes, storage, networking, and other infrastructure systems, as needed and instructed by Senior IT staff. As such a key responsibility is to ensure that workstation images are up to date at all times and that the proper images are being used to deploy workstations.

You will be required to manage the automation of the onboarding and offboarding of users to IT systems, creating user accounts systems that adhere to company protocol, ensuring that they have the correct access rights to data on the company system. You will ensure proper record keeping and tracking of users, systems and software, regularly reconciling tracking with utilisation, inventory control, user licences, or computer access to the network.

You will also participate in technical research and testing in conjunction with the IT Team, with an expectation that when you identify deficiencies or opportunities for improvement you take this to the project stage to implement the improvement.

Key Responsibilities:

- Install and deploy new and/or rebuild existing workstations, configure hardware, peripherals, services, and settings in accordance with standards and project/operational requirements;
- Ensure all facets of deployments are completed properly, including workstation patching, and provisioning of proper peripheral equipment;
- Ensure onboarding and offboarding is performed according to procedure and continuously improve the processes and tools toward that goal. Ensure that Active Directory objects are correctly located within OU structure and ensure that related documentation is maintained accurately;
- Troubleshooting Active Directory, Identify workstation issues, along with server and/or network-network services issues. Participate in troubleshooting for internally developed applications, as well as problem resolution for VFX applications such as Nuke and Maya;

- Maintain & Update both the asset management systems for Hardware & Software assets and DevOps wiki resource, ensuring accuracy for the end of week and prepare monthly reporting for other Business Units;
- Support: Physical security systems and ensure proper functioning, both in-house and cloud application configuration and usage, asset tagging and tracking data to ensure best management of computing resources;
- Perform periodic performance reporting to support capacity planning;
- Participate in supporting other team initiatives;
- Other duties and projects as assigned.

Education/Experience:

- Formal education and/or certification in computer systems preferred – such as A+ credentials;
- Experience in Media/VFX or High throughput Computing environments preferred.

Skills/Abilities/Certifications:

- Solid experience and fluency in Linux and Windows required. Experience or background with Linux systems is preferred;
- Two to Four years system helpdesk experience in a Media/Entertainment environment;
- Experience with Visual Effects applications strongly preferred; these applications include Nuke, Maya, Houdini, After Effects, and Tractor;
- Experience administering Active Directory;
- Working knowledge of basic TCP/IP and its standard administration (DNS, DHCP/Static, etc.) required;
- Basic experience with Layer 1 – 3 networking required, including configuration of static IP addresses, configuration of switches, standard cabling and patching (copper/fiber) techniques and ability to make cables;
- Good understanding of VLAN's and basic firewall operations;
- Experience with floating license servers (FlexLM, RLM, etc.);
- RHEL and/or Windows, and/or CCNA certification preferred;
- Basic scripting experience in Bash, Windows CMD/PowerShell, or Python.