

QA Tester

A quality assurance (QA) tester is responsible for ensuring that video games meet established quality standards and functionality without issues. This involves repeatedly playing and testing the game to find any problems, such as bugs or glitches, and then clearly documenting these issues for the development team. The detailed reports created by QA testers help developers and other team members recreate and fix the identified problems. QA testers act as advocates for players, focusing on fixes that make the game better. They talk with different teams to point out important problems, making sure the final game is high quality and offers a smooth user experience.

Top three responsibilities



Find bugs

Test games on different devices (like PC, consoles, and mobile phones) to find bugs and glitches by playing the game in different ways.



Report bugs

Document bugs and issues in a bug tracking system, giving clear steps on how to reproduce them.



Re-test fixes

Once developers fix the bugs, QA testers retest these fixes to make sure the issues are really solved. They also do regression testing to ensure old bugs don't come back.

Top three skills



Reading comprehension

Understand the various documents related to software requirements, functional specifications, design documentation, and test plans.



Writing ability

Write detailed and precise bug reports. These reports need to clearly explain the issue, the steps to reproduce it, and any other relevant information.



Critical thinking

Thoroughly analyze the root causes of bugs in games, which often requires interpreting complex scenarios and how different components of the software interact.

Career Stage

Entry level

No professional experience required.



0-2
years

3-5
years

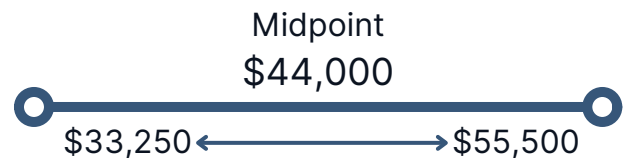
5+
years

junior

mid

senior

Pay Range



Note: These ranges are not reflective of Unity's compensation ranges for the same or similar roles, but are intended to be broad ranges to encompass all US geographies and company types. The pay data shown in this document is sourced from a variety of resources, including Glassdoor, ZipRecruiter, Global Game Dev Salaries, and Talent. This information is not to be shared with any person as a means to inform them about Unity's compensation ranges or philosophy.

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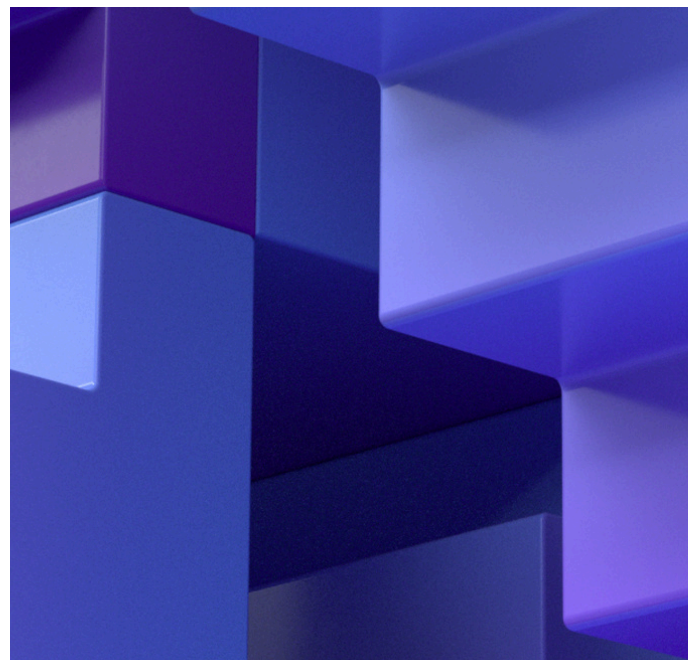
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Job overview

The role of QA tester is unique in the game industry, as it's one of the few truly entry level roles that require no previous experience or specialized education. New hires are typically trained on the job, learning the necessary tools, techniques, and industry standards while working with more experienced testers. This makes it an ideal position for early career professionals or career transitioners who might not yet have the experience to qualify for other game industry roles.

Even though industry-specific skills aren't required to get started, this doesn't mean that just anyone can land the job. Ideal QA testers have strong soft skills: they're naturally curious and great at problem-solving, which helps them spot and investigate bugs. Clear communication, both written and verbal, is key since QA testers need to document bugs so developers can easily understand and fix them. QA testers are also expected to be adaptable and quick learners, continually improving their testing processes and procedures. Being detail-oriented, organized, and able to juggle independent tasks as well as team efforts helps them thrive in a fast-paced, team-oriented environment. They bring a positive attitude, reliability, and the ability to handle pressure, all of which are crucial for delivering a high-quality gaming experience to players.



Key terms

The game industry, like any industry, has its own set of words and phrases that might seem confusing to outsiders. QA testers will come across specific terms that are important for doing their job well and working with others. Below is a list of important terms commonly encountered in a QA testing career.

Closed box testing (also known as black box testing): This testing method involves evaluating a game based solely on its outputs without any knowledge of its internal workings or code structure. QA testers primarily focus on this method by examining the user experience, playability, and functionality to ensure the software meets specified requirements.

Open box testing (also known as white box testing): This approach involves testing the internal structures or workings of a game, often performed by developers or QA engineers. Open box testing requires a deeper understanding of the codebase, allowing for the assessment of specific components to ensure they function as intended.

ISTQB Certified Tester: An internationally recognized certification for software testers, the ISTQB certification demonstrates knowledge of testing practices and principles. The ISTQB Certified Tester qualification is particularly relevant for those aiming for advanced roles like QA lead or QA analyst.

Automated testing: The use of specialized tools and scripts to conduct tests on a software application without human intervention. Automated testing is suitable for repetitive tasks and can include regression and load testing.

Manual testing: A process where QA testers manually execute test cases without using automated tools. Manual testing is crucial for exploratory, usability, and ad hoc testing scenarios.

Positive test cases: These are designed to test the software's functionality by providing valid inputs and verifying that the expected output occurs.


Negative test cases: These cases involve providing invalid inputs or unexpected user behaviors to ensure the software can handle errors gracefully and maintain functionality.

Smoke tests: A form of preliminary testing, smoke tests check the core functionality of a software build to ensure it's stable enough for further, more detailed testing. This minimizes time spent on builds that have major issues that could hinder progress.

Regression testing: Regression testing involves re-testing a software application following modifications (like bug fixes or feature updates) to ensure that existing functionality has not been adversely affected by the changes. QA testers verify that fixed bugs remain resolved and no new issues have been introduced.

Responsibilities

QA testers typically have their daily tasks assigned through a structured process managed by senior team members, such as QA leads or QA managers. Although it may differ from company to company, a QA tester's primary tasks generally will involve executing predefined test plans, reporting bugs, conducting regression tests, and providing constructive feedback on the game's performance and user experience:



Follow test plans: QA testers use the test plans and checklists made by their leads to make sure every part of the game is tested well.

Find bugs: Test games on different devices (like PC, consoles, and mobile phones) to find bugs and glitches by playing the game in different ways.

Report bugs: Document bugs and issues in a bug tracking system, giving clear steps on how to reproduce them.

Retest fixes: Once developers fix the bugs, QA testers retest these fixes to make sure the issues are really solved in a process known as regression testing.

Keep documentation: Create and keep detailed records of test cases, processes, and any problems found, making sure everything is clear and organized.

Check performance: Test the game's performance to meet required standards by completing various checks.

Give UX feedback: Provide feedback on the game's playability, balance, and fun factor by exploring levels, completing side quests, and finding unintended gameplay tricks.

Work as a team: Collaborate with different teams like developers, senior testers, and test leads to prioritize and fix critical issues, ensuring smooth communication.



Share feedback: Participate in team meetings and share useful feedback on both the game and the testing process, helping improve the game overall.

Keep learning: Stay updated with new testing methods, tools, and industry trends to continuously improve testing skills and processes.

Improve processes: Actively help refine QA workflows by suggesting and implementing better ways to work for greater efficiency and effectiveness.

Personal Responsibilities

Beyond the core responsibilities, QA testers should also focus on personal growth and skill development:

Skill building: QA testers should keep building their skills and knowledge for their desired career path if they plan on moving to a different area of the game industry. If they want to stay in QA, they should spend time learning new tools, programming languages, and testing methods. Your first job is just the beginning; learning is a continuous process that you are responsible for. Everyone in junior positions must keep working to understand more about the industry they are in and improve their skills.



Required skills

While no previous game industry experience is required for a role in QA, many of the essential skills needed are often referred to as “soft skills.” They may not be very technical, but soft skills are key to doing well in any game industry job and can help build a strong career. Having these skills makes you a better worker and a good team member, which benefits everyone on the project.

Communication:

- Excellent writing skills for documentation and internal communications
- Ability to communicate issues verbally in clear language
- Excellent reading comprehension

Analytical skills:

- Great observational skills and attention to detail
- Ability to think abstractly and conceptually
- Analytical skills and critical thinking
- Strong organizational skills
- Methodical approach to problem-solving

Personal work skills:

- Positive attitude
- Ability to work independently
- Willingness to learn new skills and grow
- Resilience in the face of rapidly changing circumstances and requirements
- Willingness to persist through long and detailed work processes
- Reliability in achieving project results and deadlines
- Ability to learn from both successes and challenges





Teamwork skills:

- Ability to work in a team
- Ability to resolve conflicts diplomatically
- Empathy with others in order to foster trust and respect
- Ability to give and receive feedback in a positive and helpful way

Technical proficiency:

- Familiarity with the basics of PC hardware, software, and game consoles
- Familiarity with popular word processing software, such as Google Docs or Microsoft Word
- Familiarity with popular spreadsheet software, such as Google Sheets or Microsoft Excel
- Familiarity with popular task management software, such as Jira or Trello
- Familiarity with common project management methods, such as agile and waterfall
- Familiarity with Key Performance Indicators (KPIs) and Objectives and Key Results (OKRs)
- Understanding of basic QA terminology and processes
- Ability to troubleshoot common office computer problems

Gaming expertise:

- Experience and passion for playing video games, including AAA titles
- Knowledge of video game systems, controllers, and general gaming terminology
- Strong understanding of the current video game landscape
- Knowledge of different video game genres

Personal development:

- Ability to manage your time well to balance work, personal life, and relaxation for a healthy lifestyle
- Habits for handling stress, such as mindfulness practices, to cope with the busy game industry.
- A growing professional network in the game industry, cultivated by joining forums, attending conferences, and going to meetups

Tools used

In the game industry, QA testers use a large variety of tools for different tasks throughout the testing process. Many of the tools that QA testers use are developed in-house, and candidates will not be expected to know the specifics of the tool itself. Instead, demonstrating an understanding of how and why a category of tools is used is more important than knowing the specific programs a company uses.

Bug tracking tools: These tools are most likely to be in-house products, however there are many popular publicly available tools as well, such as **Jira** or **Bugzilla**. Bug tracking tools give QA testers a systematic way to find, document, track, and fix issues in games.

Documentation tools: Documentation tools such as **Confluence** are essential for thorough documentation, efficient teamwork, and easy knowledge sharing. They help streamline the testing process, making it more organized and effective.

Productivity and collaboration suites: Software suites like **Microsoft Office** and **Google Suite** are important for accurately documenting test results, clearly reporting bugs, effectively communicating with the team, and managing testing tasks. Regardless of the specific programs used by a company, QA testers need to know how to use **word processors**, **spreadsheets**, and **presentation** software.

Project management and communication tools: Tools like **Jira**, **Trello**, and **Asana** are used to track tasks, collaborate with team members, and update everyone on the project's progress. Communication tools like **Slack** and **Microsoft Teams** enable real-time communication and teamwork within the development team.

Version control systems: Version control systems like **Git** or **SVN** are vital for collaboration and code management. These tools are used to track changes, manage code branches, and collaborate with other team members. Depending on the studio, QA testers may need to be familiar with these systems in order to get access to current builds of a game.



Collaboration

QA testers typically collaborate with several departments and teams within a game studio to ensure the quality and functionality of the games under development. The following list includes common individuals and groups that QA testers may work with:

QA management and senior testers: QA testers report to QA leads or managers and collaborate with senior testers to refine testing strategies and ensure consistency across testing efforts. They may also seek guidance and support from senior testers when encountering complex issues.

Development and engineering teams: QA testers interact frequently with developers and engineers to communicate identified bugs, glitches, and issues. They provide detailed bug reports and collaborate on solutions to ensure errors are addressed and resolved effectively.

Design teams: Collaboration with game designers is essential to understand the intended mechanics and features of the game. QA testers provide feedback to designers regarding gameplay balance, playability, and user experience.

Production teams: QA testers may work with production teams to align testing schedules with development milestones and ensure timely delivery of testing feedback. They often coordinate with producers and project managers to prioritize tasks and deadlines.

Localization and compliance teams: In larger studios, QA testers might work with localization teams to ensure language accuracy and cultural appropriateness in localized versions of the game. They also collaborate with compliance teams to verify that the game meets regulatory standards and platform certification requirements.

Collaboration across these teams and departments is crucial for the QA testers to ensure comprehensive testing coverage, accurate bug documentation, and successful resolution of issues, ultimately contributing to the production of high-quality games and software applications.



Career progression

QA testing serves as an excellent entry point into the gaming industry, offering multiple opportunities for specialization and growth based on the individual's skills, interests, and career aspirations. QA testers have various career progression opportunities both within the QA field and in other areas of game development and production. Here are some common paths a QA tester can pursue:

Within the QA department:

Senior QA tester: After gaining experience as a QA tester, you can progress to a senior QA tester role where you will take on more complex testing tasks and mentor junior testers.

QA analyst: A QA analyst role involves analyzing bug reports and testing data to identify patterns, potential risks, and areas for improvement. This role may also involve developing testing strategies and plans.

QA lead: As a QA lead, you will oversee a team of QA testers, coordinate testing efforts, and ensure that testing activities align with project goals and timelines. You would also communicate with other departments to prioritize and address issues.

QA manager: QA managers are responsible for managing the entire QA team, setting quality standards, and ensuring the overall quality of the software. They work closely with other departments to integrate QA processes into the development lifecycle.

Specialized QA roles: Depending on the company and its focus, QA testers might specialize in areas such as compliance testing, localization, multiplayer/network testing, or automation testing.





Outside the QA department:

Game designer: QA testers often interact with game design teams and can transition into design roles by leveraging their deep understanding of the gaming systems and player experience.

Game developer/engineer: With additional skills in programming and software development, QA testers can move into development roles, contributing to coding and game mechanics.

Production roles: QA experience provides a strong foundation for roles in production, such as producers or project managers, where you manage the development lifecycle and coordinate between various teams.

Art and animation roles: Some QA testers with visual and creative skills may transition into roles related to art and animation within game development.

Industry list

Although most often associated with games, QA testing is essential for any type of software development. As companies outside the gaming industry increasingly utilize game development tools and engines, QA testers with expertise in gaming are becoming increasingly sought after in other industries. Below is a list of industries currently integrating game technology into their productions:

- Aerospace and defense
- Animation, media, film, and entertainment
- Architecture, engineering, and construction (AEC)
- Automotive
- Education and training
- Energy and natural resources
- Games
- Healthcare
- Manufacturing and engineering
- Marketing and advertising
- Retail and ecommerce



The application process

Prepare for the job hunt

After learning about what it takes to be a great QA tester, it's time to head down the next important pathway - finding your perfect job. Part two of this guide serves as your roadmap, steering you through the challenging process of job applications and interviews.

This section will delve into creating resumes and cover letters and optimizing your LinkedIn profile to attract prospective employers. Additionally, it shares vital insights on how to prepare for interviews and present yourself positively.

This part of the guide also offers meaningful strategies and tips to fine-tune your job search, helping you zero in on the roles that resonate with your career aspirations. A major point of focus here is the development of resilience in the face of job rejections, while guiding you on how to utilize these experiences to refine your strategy.



Resume

A resume is a vital tool for anyone seeking employment in the games or broader creative industries. Even when you're starting out in the industry and have little experience to showcase, your resume is an opportunity to highlight your skills and knowledge, and also serves as a place to point employers to your work samples. You will often be asked to provide a resume in addition to filling out information about yourself in an application. Having a resume already prepared will help save you time during your job search.

When preparing a resume, be sure to include the following information:

- Name and contact information:** This should be the full name you go by in a professional setting. If you are concerned about your contact information being publicly available, it's okay to minimize the information you include. However, you must have at least one contact method, such as an email, through which an employer can contact you to arrange an interview.
- Desired title:** This should align with the job you're applying for (in other words, QA Tester).
- Skills:** List your technical skills, such as specific scripting languages and software packages, in bullet format.
- Projects:** Any projects you have worked on, and your specific role in them if on a team. Projects that you worked on while in a training/academic program are fine to list here. If you have any relevant work that has been published, be sure to include it.
- Links to your work:** Relevant links to your LinkedIn, portfolio, github, or other work samples
- Education:** School or other forms of training, if applicable.
- Certifications/certificates:** Anything you earned during the course of your learning for this role that is formally recognized, if applicable.
- Internships/apprenticeships:** Any formalized training experience you participated in, if applicable. Be sure to include information on the company that managed your internship/apprenticeship.
- File name:** Ensure that the file name of your resume is simple, descriptive, and most importantly contains your full first and last name.

Automated Tracking Systems (ATS)

An important aspect of resume preparation to keep in mind is that today most employers make use of applicant tracking systems (ATS), which are a type of software that help companies manage the recruitment process. An ATS automates the process of sorting and filtering resumes to help identify likely candidates for a human reviewer. While it might seem frustrating that a computer reviews your resume before a person does, this enables recruiters and hiring managers to spend more time on resumes and potential job candidates than they would be able to otherwise. Because the first step of the application process is managed by computers, it's extremely important that you format your resume so that it's optimized for an ATS.

When preparing your resume for an ATS, be sure to review:

- Keywords:** Include relevant keywords in your resume that match the job listing. ATS often scans for specific words or phrases to determine the relevance of an application. For example, if the job listing is looking for experience with Unreal Engine, and you know both Unity and Unreal, do not list "various game engines", but explicitly list the engines by name.
- Formatting:** Use a clean and simple format. Avoid complex layouts, images, or graphics that may confuse the ATS. It's a general best practice to avoid including any images, especially a photo of yourself in your resume.
- File format:** Submit your application in a format that the ATS can easily read, such as plain text or a common document format like .docx or .pdf. It's a good idea to have your resume ready in multiple formats ahead of time. Most word processing programs allow you to export to multiple formats. When uploading your resume to an application page, take special care to upload using the recommended format.
- Section headings:** Clearly label sections of your resume (for example, "Work Experience", "Education", "Skills", etc.) to help the ATS categorize information accurately. Don't use specialized terms or uncommon acronyms in headers.
- Bullet points:** Present information using bullet points for clarity. ATS systems often prefer straightforward, concise content.
- Special characters:** Minimize the use of special characters, symbols, or unusual fonts, as these may not be interpreted correctly by the ATS. Default fonts found in most word processing programs are generally a safe choice.

Sample resume

Below is an example of a resume that follows the guidelines outlined above.

Alex Ample

QA Tester

(123) 456-7890 | alex@example.com | linkedin.com/in/alexample | aaportfolio.com

Education

Bachelor of Arts, Game Design
Example University, City, State
GPA: 3.9 | June 2024

- Relevant Coursework: Game QA Testing and Analysis, Interactive Storytelling, Level Design, User Experience Design
-

Technical Skills

- Game Engines: Unity, Unreal Engine
- Testing Tools: Jira, Bugzilla
- Programming Basics: C#, Python
- Documentation tools: Google Sheets, Google Docs, Confluence
- Design Tools: Adobe Creative Suite, Blender, Autodesk Maya

Other Skills

- Attention to Detail
 - Strong Analytical Skills
-

Experience

Game Design Intern Innovative Games Co., City, State | June-September 2023

- Collaborated with the QA team to identify, document, and track bugs throughout the game development lifecycle.
 - Participated in playtesting sessions to gather user feedback and suggest design improvements.
 - Assisted in refining game mechanics based on user experience test results.
-

Projects

Puzzle Adventure Testing Project | Lead Tester | Unreal Engine, Jira | [Portfolio Link](#)

- Designed and executed comprehensive test plans to verify game functionality and user interface integrity.
- Coordinated with developers to implement fixes and enhancements based on testing feedback.
- Automated regression tests using Jira and scripted essential test cases for efficiency.

User-Centric Design Project | QA Analyst | Unity, Google Sheets | [Portfolio Link](#)

- Conducted usability testing sessions to identify design inconsistencies and improvement opportunities.
- Documented issues and collaborated with design and dev teams to ensure seamless gameplay experience.
- Analyzed player feedback to make data-driven recommendations for game feature updates.

Cover letters

While often considered one of the most time consuming aspects of applying for a job, cover letters are the first chance you have to introduce yourself to a company using your own words, and therefore represents an important opportunity. While an ATS may scan your cover letter for keywords much in the same way it does your resume, it's far more likely that an actual person will be reading your cover letter. It's common for people just entering the industry to create generic cover letters or even skip them entirely, so taking the time to craft a meaningful cover letter will help the reader remember you, and this may lead to an increased chance of getting an interview. Take care to make a positive and meaningful first impression.

While you may be able to reuse some content between cover letters, such as a personal introduction or an overview of your skills, most of a cover letter should be written specifically for the company you're sending it to. A cover letter should express why you would be a good candidate for the role, what specifically drew you to the job, and any interesting anecdotes or additional information that might pique the reader's interest.

A cover letter should be one page or less, and should contain the following information:

- A brief introduction of yourself
- What interests you about the company
- What made you want to apply for the role
- What makes you uniquely qualified for this specific job
- Thank the reader for their time



LinkedIn profile

In the game industry the importance of having a robust LinkedIn profile can't be overstated, a fact that new job seekers sometimes overlook. Contrary to common misconceptions, LinkedIn is a thriving hub within the game community, very often used by recruiters who consider it a primary resource for initial candidate assessments. The absence of a LinkedIn presence may draw negative attention, as having a LinkedIn profile has become the norm rather than the exception. A well-crafted LinkedIn presence not only enhances your professional visibility, but also serves as an important tool for navigating the job market.

When creating your LinkedIn profile, remember the following:

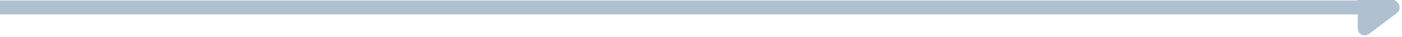
- It is a professional space:** While LinkedIn can be considered a social media site, it's one for professional use exclusively. Use LinkedIn with the expectation that potential employers will see everything you post and include on your profile.
- Create your resume first:** Having your resume created first will significantly speed up the process of creating your LinkedIn profile.
- Customize your LinkedIn URL:** Personalize your LinkedIn URL to make it easy to share. A good rule of thumb is to make your URL your name.
- Join and participate in groups:** Join LinkedIn groups that align with your interests to connect with fellow professionals in the industry you wish to join. Engage in discussions and share your insights in a respectful, professional manner.
- Including a professional photo is normal:** Unlike on a resume, LinkedIn profiles can include a personal photo. This should be a professional, clear image of yourself, not a group shot. Essentially, choose a picture that would be suitable for a school or work ID.



Application Tips

- Spell check:** Carefully check your resume, cover letters, and LinkedIn profile for spelling errors. If possible, have your documents reviewed by another person to help identify any words that are spelled correctly, but that are used in the wrong context (for example, do you actually have a “Skulls” header in your resume, rather than a “Skills” header?)
- Find the hiring point of contact:** When applying for a job, make an effort to identify and connect with the hiring manager or recruiter overseeing the application process. This can be achieved by checking the company's website or using LinkedIn. After applying, reach out to this person to let them know of your interest in the role and your application, to show that you're proactive. This not only puts you on the hiring manager's radar, but also establishes a positive impression. By showcasing your genuine enthusiasm and seeking guidance when needed, you not only enhance your visibility, but also align yourself with the common goal of finding the right fit for the role. This personal touch increases the likelihood of your resume standing out and being remembered during the review process.
- Ask questions during the interview:** Be ready to pose questions of your own during the interview process. This demonstrates your genuine interest in the position and your desire to grasp the complete scope of the role. It also provides an opportunity to gain a deeper insight into expectations and the company culture. Having no questions to ask during the interview might make you appear disinterested or unprepared.



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- Follow up:** Be sure to stay on top of any communication you have with people involved in the application process. In addition to showing that you're polite and value people's time, it reinforces your interest in the role. Respond to emails and phone calls in a timely manner, but don't feel pressured to respond outside of standard working hours. Send follow-up emails to thank people for their time or advice, depending on the situation. A follow-up email post-interview can also be used to ask any additional questions that might have come up, or confirm your understanding of next steps.

 - Assess company fit:** An interview is like a two-way street: just as the company is figuring out if you're a good fit for them, you should also decide if it's a place where you'd enjoy working. Sometimes situations might make it tempting to grab any job available, but think about the time and effort you're investing in your job search. If you take a job that doesn't really suit you, you might end up job hunting again sooner than you'd like. So, during interviews, consider if the company aligns with your values and work style for a more satisfying and stable career.

Navigating job rejection

Don't take rejection personally: Job hunting can be challenging, especially when faced with rejection, lack of interviews, or unanswered applications. It's crucial not to tie these setbacks to your worth or skills. Rejections are often part of the process and are not indicative of your abilities or personal value.

Recognize the numbers: Job openings frequently attract a large pool of applicants, making it easy for resumes to be overlooked. Understand that the competition is fierce, and rejection doesn't necessarily reflect on your qualifications. Sometimes, it's a matter of timing, and your application might not align with the current needs of the company.

Appreciate the complexity of decisions: Companies often encounter situations where they have multiple qualified candidates but can only choose one. This means rejection doesn't always correlate with your capabilities; sometimes, it's about finding the best fit within a pool of strong contenders. Don't let such decisions undermine your confidence.

Persistence is key: Job hunting is, in many ways, a numbers game. Consistency and persistence often yield positive results. Rejection is a natural part of the journey, but it doesn't define your worth or potential success. Use each setback as an opportunity to refine your approach, learn from the experience, and continue applying with confidence.

Seek feedback: If possible, consider reaching out to recruiters or hiring managers for constructive feedback on your application. This can provide valuable insights and help you tailor future applications. Remember, the aim is not only to secure a job, but also to find the right fit for both you and the employer.

Focus on self-improvement: Use the downtime between applications to enhance your skills, update your resume, or explore new opportunities for professional development. This proactive approach not only boosts your confidence but also demonstrates to potential employers that you are committed to continuous growth.



Preparing for an interview

Moving to the interview stage is a pivotal moment for your job search and can often come with nervousness or stress. Proper preparation is key to presenting yourself as a confident and capable candidate. This section will provide some essential steps to ensure you navigate the interview process seamlessly and leave a lasting positive impression on potential employers.

- Respond promptly:** When contacted by a hiring manager or recruiter for an interview, respond promptly. Don't feel pressured to respond outside of regular working hours, however, demonstrate your enthusiasm and commitment by acknowledging their outreach in a timely manner.


- Share your availability:** Many companies use special applications that allow you to self select your availability, but if this isn't the case, provide a range of dates and times for the interview within the upcoming weeks. If dealing with different time zones, specify your current time zone to avoid scheduling confusion.

- Time your availability strategically:** Whenever possible, schedule the interview on a date and at a time when you have few or no other commitments. This minimizes stress and allows flexibility for the interview to extend if needed.

- Present yourself professionally:** Regardless of the interview format (in person or online), present yourself professionally. While game industry dress codes may lean towards casual, research the company's expectations and opt for business casual attire if uncertain.

- Practice interview:** If you feel nervous, consider conducting a practice interview. This helps familiarize yourself with common questions and boosts your confidence. This can be done with a trusted friend or family member, or simply by answering example interview questions out loud by yourself.




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- Online interview etiquette:** If your interview is online, be sure to implement the following guidelines:
 - Choose a quiet location to avoid interruptions.
 - Test your camera, microphone, and audio in advance to prevent technical issues.
 - Keep your phone and computer plugged in, or have your device chargers nearby.
 - Pay attention to the background, ensuring it is neat and presentable.
 - Consider using a professional digital background if necessary.

 - Stay positive:** Avoid excessive negativity, even if your job search has been challenging. Present yourself as genuinely excited about the opportunity, focusing on a positive mindset; remember, this interview might lead to a job offer.

The STAR interview method

The STAR method, which stands for Situation, Task, Action, and Result, is a common approach where interviewers often frame questions to be best addressed using this structured format.

Watch for questions that prompt you to describe past situations, discuss specific challenges, or detail achieved results. When responding, structure your answers to articulate the situation or task, the actions you took, and the positive outcomes attained. This method provides a systematic way to highlight your problem-solving and decision-making skills, aligning seamlessly with the industry's interview expectations. Utilizing the STAR method enables you to stay focused, respond succinctly, and demonstrate your skills with the interviewer's preferred format, leaving a lasting positive impression.



The interview process

The interview process for a QA tester role is typically designed to assess a candidate's technical abilities, attention to detail, communication skills, and cultural fit within the company. Here's a general overview of what such an interview process might include:

Initial screening: A hiring manager or recruiter conducts an initial screening to assess the candidate's basic qualifications, interest in the role, and understanding of the gaming industry. This stage may involve a review of the candidate's resume and a preliminary phone or video interview.

Technical and situational interview: Candidates may participate in interviews with the QA Lead, producers, or senior team members. These discussions often involve situational questions that explore how candidates would approach specific testing scenarios. Example questions might include logic puzzles or situational tasks, such as explaining how they would guide someone to make a sandwich, to assess attention to detail and problem-solving abilities.

Playtest or practical assessment: Some companies might include a practical component where candidates are asked to play a game or software build and identify bugs or issues. The candidate may be expected to find several bugs, document them, and prepare a concise report. This assessment offers insight into the candidate's ability to apply their critical thinking and observational skills in a real-world setting.

Cultural fit and team Interaction: Interviews often include informal conversations with multiple team members across departments to evaluate interpersonal skills and cultural fit. Interviewers assess the candidate's communication abilities and collaboration skills, as QA testers frequently interact with various teams, including development and design.

Throughout the interview process, companies look for candidates who demonstrate strong technical skills, effective communication, and a genuine passion for gaming and quality assurance. Preparing by learning about the company, its products, and its culture, and by providing detailed, real-world examples during interviews can help candidates stand out.



Resources for career development

Job boards

While traditional job boards can feature game industry jobs, job seekers will often have better luck using industry specific boards. These platforms concentrate on gaming-related positions ranging from development and design to quality assurance and production. These industry specific boards are invaluable tools for both emerging professionals and experienced individuals seeking new opportunities that are fine-tuned to their expertise. Below is a list of a few industry specific boards:

- [Amir Savat's Games Community](#)
- [Gamesindustry.biz jobs board](#)
- [Games Jobs Direct](#)
- [Grackle HQ](#)
- [Hitmarker](#)
- [Work With Indies](#)



Internships

Though not always widely recognized, the gaming industry does provide internship programs, often hosted by larger studios. These internships deliver vital hands-on experience and serve as a gateway to entry-level positions. Industry internships are generally seasonal. Interested candidates should begin searching for openings as early as February to ensure their applications align with the recruitment timelines for summer programs. Information about internships can typically be found on company websites, and once available, these opportunities are often listed on job boards like [Hitmarker](#).

Several game studios offer regular internship programs, providing opportunities for students and recent graduates to gain industry experience. Here are a few notable ones:

[Activision Blizzard](#) - Known for franchises like Call of Duty and World of Warcraft, Activision Blizzard offers internships in game development, data analysis, and business operations.

[Electronic Arts \(EA\)](#) - EA offers a range of internships across various departments, including game development, design, and business operations.

[Epic Games](#) - The studio behind Fortnite offers internships in software engineering, game design, and more.

[Insomniac Games](#) - Creators of games like Spider-Man and Ratchet & Clank, Insomniac offers internships in various disciplines.

[Niantic](#) - Creator of augmented reality games like Pokémon GO, Niantic offers internships in fields such as software engineering, game design, data science, and user experience design.

[Riot Games](#) - Creators of League of Legends, Riot Games provides internships in areas such as game design, software engineering, and art.

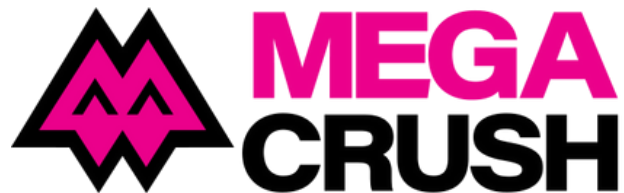
[Sony Interactive Entertainment](#) - Offers internships in game development and business functions through PlayStation.

[Ubisoft](#) - With internships available in multiple countries, Ubisoft offers roles in game design, programming, art, and marketing.

Acknowledgements

The development of this Universal Job Profile was made possible by the expertise and support of the Employer Advisory Board (EAB). Composed of professionals from leading companies in the real-time 3D landscape, the EAB serves as dedicated subject matter experts for the initiative, offering invaluable insights into the in-demand job roles within their respective industries. We extend our sincere thanks to each member of the EAB for their commitment to the success of the Universal Job Profiles. Their dedication not only showcases their professionalism, but also highlights their significant investment in shaping a brighter future for the games and creative 3D industries. We appreciate the collaborative spirit and contributions of the EAB, which have played a crucial role in advancing careers and opportunities within these dynamic fields.

Employer Advisory Board Members



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With special thanks to:

Alex Boyce, Koby Broomfield, Alex Delamaire, Richard Drozdik, Hamna Faisal, Jaz Johnson, Lianna Johnstone, Lyle Maxton, Neil Martinez, Ryan Nolan, Katie Nelson, John Philipson, David Read, Nico Ruan, Jackson Stevens, and Mike Wutherick

About the Universal Job Profiles

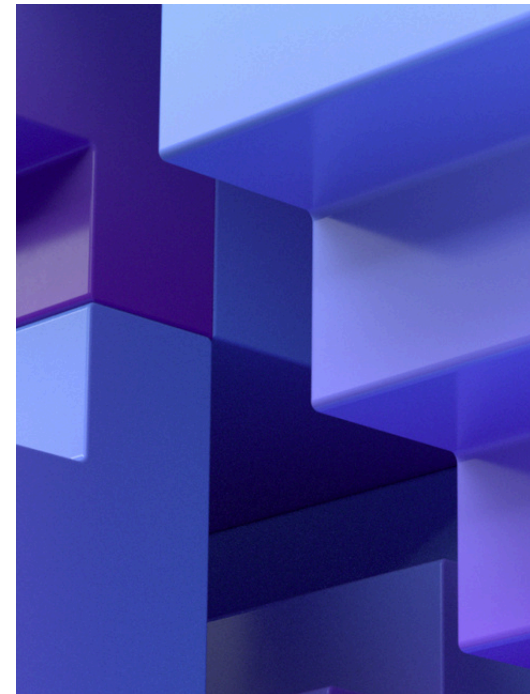
The Universal Job Profiles are developed as part of **Elevate**, a Unity initiative dedicated to facilitating the entry of new talent into the games and creative 3D industries by establishing robust and open lines of communication among job seekers, educators, and employers.

Universal Job Profiles have been created to provide a unified framework for defining job roles within the games and creative sectors. The goal of this document is to serve as a handbook for anyone seeking a job, aiming to create a learning experience, or vetting candidates. By standardizing job roles, aspiring professionals can confidently acquire the necessary skills, educational institutions can design comprehensive learning experiences covering the full spectrum of each job, and employers can easily evaluate job candidates.

The data for Universal Job Profiles was gathered using the expertise of the Employer Advisory Board: a group of experts from industry-leading companies across all parts of the creative landscape, including games, media, training, and more. The board serves as our subject matter expert resource, providing crucial industry insights about in-demand job roles. By collaborating with the Employer Advisory Board, we ensure that the information shared in the Universal Job Profiles is up-to-date, accurate, and representative of actual industry needs.

These documents have been created in service to the games and wider creative 3D industries, aiming to enable more diverse and talented individuals to secure jobs in this dynamic field. As such, Universal Job Profiles will always be freely available for public use.

[To learn more, check out the Elevate page.](#)





Contributing to the Universal Job Profile

All Universal Job Profiles are living documents: they are reviewed by the EAB twice annually to ensure that they remain accurate and up to date with the latest needs of the games and creative 3D industries. We also welcome any suggestions from the community to help improve the overall quality and usability of these documents.

If you have any suggestions, questions, or feedback regarding this Universal Job Profile, please let us know by filling out this form:

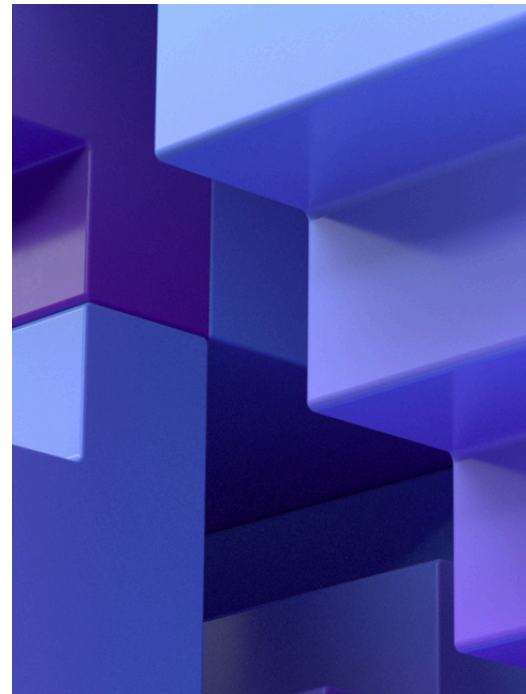
[Universal Job Profile Feedback](#)

If you or your company has created a career development resource, such as a learning experience, certification or mentorship program that aligns with this Universal Job Profile and would like to have it included in this document, please fill out this form:

[Universal Job Profile course submission](#)

The Employer Advisory Board is actively recruiting new members. This is a volunteer board for companies that use game engines and other 3D tools to ship their products and personally employ staff that use these tool sets as part of their day-to-day job. Members of the EAB advise on industry standards, provide subject matter experts for informational interviews, and help determine what Universal job profiles should be made next. If your company is interested in learning more and potentially joining the board, please fill out this form.

[Employer Advisory Board Membership Application](#)



CHANGELOG



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