JOB POSTING 1

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| **Marketing Director (Esports, Gaming, and Events)** | |
| Our client, a rapidly growing organization in the gaming and Esports space, is currently recruiting for an experienced Marketing Director to drive strategy for Marketing, PR, Advertising, Digital, Social. The successful candidate will have a proven track record leading a team while developing and implementing breakthrough marketing strategies and running corresponding campaigns across relevant channels including owned, influencer-led, and paid media.  The Marketing Director will develop, manage, and execute the global communication strategy to increase the authenticity of the brand, extend the reach, and build awareness in key markets, ensuring that the integrity of the brand is maintained and promoted at all times.  We are looking for a strategic leader who will define and drive the brand to a range of stakeholders, tailoring messaging and developing marketing campaigns and activities.  This is a great opportunity for an ambitious professional willing to become part of a successful team in one of the most dynamic companies in the world. | |
| **Overall Responsibilities** | * Develop and oversee the delivery of key marketing strategies to build the organization’s brand and reputation across all channels. * Provide fresh structure and framework to implement branding and marketing materials from which your team can develop marketing activity to support the organization’s activities, including market and audience-based research, sales collateral, and advertising. * Design strategies for all marketing activities, including digital, advertising, and communications. * Prepare and manage monthly, quarterly, and annual budgets for the Marketing Team. * Continue the development of the brand as a modern, unique, and exciting international organization in Esports. * Increase the authenticity of the brand, extend the reach, and build awareness. * Create ticketing, positioning, and pricing strategies, working closely with our Commercial Team on a concise B2B methodology. * Ensure our brand message is strong and consistent across all channels and marketing efforts (like events, email campaigns, web pages, and promotional materials). * Contribute knowledge and experience from the marketing and communication spheres. * Collaborate closely with the senior leadership team and take an active role in contributing knowledge and analysis to management. * Lead and motivate the Marketing Team to spread knowledge internally and drive development. * Attract and recruit new team members as the company expands. |
| **Personal Specification** | * 5-10 years of proven experience in either Live Events / Broadcast & Film / Lifestyle / Gaming Industries as Marketing Manager or Director of Marketing, but preferably with a focus on Esports/gaming. * Excellent track record of launching and running successful marketing and influencer-led campaigns. * Experience from leading and developing a strong entrepreneurial organization with a focus on expansion within a similar brand. * Proven experience of managing communication teams across PR, campaign activation, social media, and content. * Demonstrated experience of conceptualizing and executing impactful, engaging creative campaigns across platforms, including digital, social, and retail with an emphasis on ticket sales and attendance. * Able to understand and articulate a strategic/360 creative brief. * Excellent leadership and organizational skills. * Exceptional communication and people skills. * Entrepreneurial mindset and a willingness and understanding to take onboard more responsibilities where required. * Esports/Gaming/Entertainment/Sports/ Events background is a must. * Preferred marketing experience of 5 years. |
| **Job Type** | Full-time |
| **Salary** | $80,000.00 - $120,000.00 per year, plus potential bonus pay |

JOB POSTING 2

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| **Creative Producer** | |
| Beyond the Summit is a broadcast production company that creates Esports events, tournaments, content, and campaigns. Our company’s mission is to bring our authentic, humorous style to new gaming communities, to showcase the people and personalities behind the names, and to build viewer engagement on another level from traditional Esports events.  Our company is seeking a talented and driven Creative Producer to join our team. If you have experience producing live shows, geek out about efficiently executing projects, and love creating cool content, this is the job for you! You will work closely with clients and our internal teams to bring their visions to life by participating in the creative process, organizing our internal teams, and ensuring we hit key milestones for our projects.  The ideal candidate is zealous about creating evergreen content that lives on in the hearts and minds of the audience long after initial release and takes pride in pushing the envelope of what is possible in the worlds of live streaming, Esports, gaming, and production.  *Beyond the Summit is a small, agile company, and you may be expected to be able to help with a variety of other responsibilities outside of those detailed below.* | |
| **Overall Responsibilities** | Show Design   * Concept product look, feel, and theme * Sets, backgrounds, and decorations * Overlays, graphics, and photos * Video themes and subjects * Write run-of-shows and scripts * Work with clients, graphics, and production teams to develop creative concepts * Select, manage, and give feedback to on-air talent   Live Show Production   * Construct sets, backgrounds, and decorations * Oversee photo and video shoots and post-production * Work with video editors to review and improve video concepts * Execute live show creative vision * Improvise new concepts during show   Community Outreach   * Research and study various communities to understand audience * Read and analyze community social media * Watch and analyze previously successful content * Respond and interact with viewers and community members * Address concerns and answer questions on social media platforms |
| **Personal Specification** | * Creativity and understanding of Twitch culture and humor * Passion for gaming, Esports, and live streaming * Superb time management and organizational skills * High level of responsiveness and great communication skills * Calm and focused in crises; excellent ability to triage under pressure * Adapt quickly to change * Experience managing multiple priorities in high-stress, time-sensitive environments * Willingness to work long and unusual hours, including weekends and occasional overnight shows, when necessary * Prefer a degree in film studies, cinematography, or related field * Prefer experience within Esports, gaming, and/or entertainment * Prefer experience with Monday.com, Slack, Discord, and/or Google Suite (Gmail / Sheets / Docs) * Prefer proficiency in Google Suite (Docs, Sheets, Gmail, etc.) |
| **Job Type** | Full-time |
| **Salary** | $55,000-$65,000 per year |

JOB POSTING 3

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| **Esports/Commercial Transactions Attorney** | |
| KRAFTON, Inc. is a collective of independent game development teams responsible for various entertainment properties, including PUBG: BATTLEGROUNDS, ELYON, and TERA. The name, which is derived from the word craftsmanship, is an acknowledgement of the company's never-ending pursuit of innovation and commitment to creating engaging experiences.  KRAFTON currently consists of PUBG Studio, Striking Distance Studios, Bluehole Studio, RisingWings, and Unknown Worlds. KRAFTON is rapidly growing and seeking a Counsel who will be full-time in the Los Angeles area or the Bay Area, California. This is a great opportunity to think independently, take the initiative in legal affairs, and work in one of the most exciting industries in the world. As Legal Counsel, you will be part of a fast-growing legal department and will report directly to the Head of Global Legal. | |
| **Overall Responsibilities** | * Collaborate with other members of the Esports team to help build, shape, and enhance the company's Esports and community/influencer competition programs. * Advise on the legal aspects of all phases of our global and regional Esports and community/influencer competition programs for PUBG, Battlegrounds Mobile India, PUBG: New State and other properties. * Provide domestic and international regulatory advice and support to the company's business and compliance teams on issues related to Esports, sponsorships, gambling, games of skill, sweepstakes, and events. * Research topics to evaluate and mitigate legal risk. * Draft, negotiate, advise, and review Esports-related agreements, including tournament operation licenses and services agreements, broadcast licenses and services agreements, competition participation agreements, rulebooks, sponsorships, etc. * Draft, negotiate, advise, and review other commercial agreements including services, marketing, licensing, technology, and data privacy-related agreements, etc. * Provide hands-on counsel to all levels of the organization and assist in managing the operations of the legal department globally. * Ensure that company communications, contracts, documents, filings, and press releases undergo legal review. * Review changes to law and regulations and advise regarding any impact to the business * Engage and coordinate with outside counsel as well as the legal team in HQ in Seoul for certain matters. * Other relevant legal duties as assigned. |
| **Personal Specifications** | * Juris Doctorate from a top accredited law school * Admission to the California Bar (preferred) * 4-6 years of experience in a major law firm or in a videogaming/Esports/entertainment/gambling industry company * Experience with Esports, traditional sports, fantasy sports, gambling regulations, or related regulatory considerations * Experience with video game/software technology matters * Experience with linear TV or other entertainment industry matters (e.g., talent, production, broadcast agreements) * Knowledge of Korean a plus, but not required * Must have a sense of humor and interest in gaming/Esports * Must have a strong sense of customer support and excellent interpersonal/communication skills |
| **Job Type** | Full-time |
| **Salary** | $171,000 to $216,000 per year |

JOB POSTING 4

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| **Tik Tok Product Counsel, Games** | |
| TikTok is the leading destination for short-form mobile video. Our mission is to inspire creativity and bring joy. TikTok has global offices, including Los Angeles, Mountain View, New York, London, Paris, Berlin, Dubai, Mumbai, Singapore, Jakarta, Seoul, and Tokyo. Our global legal team provides key support for all of TikTok’s innovative initiatives, state-of-the-art products, and integrated platforms servicing our global video market. We help our technological and business teams enable their vision by providing integrated legal guidance and support.  The TikTok team is growing fast and is seeking a mid-level attorney with strong legal fundamentals and experience counseling on data-driven products and transactions. The role will support the monetization product and business teams in innovating new products and forging partnerships to grow revenue for TikTok. This is an opportunity to be part of the leading edge of privacy-led innovation in advertising technologies. The following describes the responsibilities and requirements for the role. | |
| **Overall Responsibilities** | * Serve as the lead North America legal counsel on all gaming-related initiatives, including review of new mobile applications, assessment of monetization features such as in-app advertisements and subscription models, and drafting related documentation such as terms of service, rules, and disclaimers for marketing and promotional opportunities. * Develop templates, guidelines, frameworks, and processes and provide general legal advice and risk mitigation strategies for all phases of the product development life cycle, from in-house game development, game licensing to studio partnerships. * Coordinate and collaborate with global cross-functional partners in legal, privacy, public policy, product, and engineering to help ensure consistency in compliance standards across various gaming verticals and global publishing teams. |
| **Personal Specification** | * Bachelor’s degree plus a Juris Doctorate from an ABA-accredited law school * Member in good standing of the California or New York bar or eligible to register as Registered In-House Counsel. * 3 to 7 years of experience, preferably a combination of law firm and in-house experience at an interactive gaming or technology platform. * Preferred experience in mobile app counseling, privacy (COPPA and CCPA), marketing, and online consumer protection, and familiarity with virtual currencies, loot boxes, and contests/sweepstakes/gambling laws. * Bonus: Proficiency in Mandarin, avid gamer |
| **Job Type** | Full-time |
| **Salary** | $119,000 to $151,000 per year |

JOB POSTING 5

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| **Esports Manager** | |
| Over the past six years, GamerSpeak has been building player-first communities for various game publishers and working with superusers to create a better player experience. In 2022, GamerSpeak has pivoted to become a Play-to-Earn Gaming Guild for blockchain games. We are creating opportunities for millions of gamers to earn money while playing games. We are looking for a driven and organized Esports Manager to join us in our journey growing our P2E Gaming Guild and unlocking limitless opportunities in the Metaverse. | |
| **Overall Responsibilities** | * Lead all areas of the organization and operations of the guild’s Esports team. * This includes, but is not limited to selecting team members, managing player contracts, organizing team schedules, preparing the team for tournaments, building team dynamic, and overseeing team performance. * Stay current on the P2E gaming industry and competitive Esports scene within the P2E gaming industry. * Find and enter external tournaments for the guild’s Esports team to participate in. * Create, plan, and execute GamerSpeak tournaments for current partnered games with a competitive aspect. * Analyze team performance, recommend potential Axie teams that perform best in the competitive scene, and work with team leaders to improve team strategy. * Manage sponsorship acquisition and develop sponsor relations for the Esports team. * Maximize the Esports team’s financial opportunities. * Explore potential collaborations and partnerships with external organizations in the Esports and P2E industry such as tournament platforms, streaming platforms, and more. * Recommend and execute additional opportunities to expand the team's Esports program and reach. |
| **Personal Specification** | * 1-3 years of experience in Esports Management and Event/Project Management * Familiarity with competitive gaming industry and Esports team operations * Fluent in English * A strong performance history * Ability to work autonomously * Time Management, attention to detail, and organizational skills * Strong communication and interpersonal abilities, including mediation and conflict * Prefer bachelor’s degree in related discipline * Prefer bilingual (fluent in Tagalog - optional, but a huge plus) * Prefer knowledge and experience in NFT/blockchain Gaming space, especially with P2E Gaming Guilds * Prefer start-up experience, will be prioritized   + We are a small high-capacity team that needs someone who can take initiative, get things done without being asked, and have a structured mindset to keep our important projects on schedule |
| **Job Type** | Full-time |
| **Salary** | $60,000-$70,000 per year |

JOB POSTING 6

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| **Technical Architect** | |
| LeagueSpot is an Esports league competition platform that makes it easy to run leagues and tournaments of all shapes and sizes. Whether you’re a youth/academic coordinator creating an Esports program in your organization, a marketer creating a 50,000-person competitive event, or just a group of friends, LeagueSpot will work for you - Your League, Your Way. Our team is full of passionate, collaborative individuals who are dedicated to improving our platform. We are eager to build the best products for both our users and our venue partners, optimizing the mobile concession journey from beginning to end. | |
| **Overall Responsibilities** | * Passionate and hard-working team member who strives to build outstanding tech products. * As a Technical Architect at LeagueSpot, expect to spend your day building and mentoring a team. * Maintaining database and API development. * Designing slick user interfaces and building integrations with external technology vendors and partners. You will be writing a lot of code - but more importantly you will be helping shape the future of our Esports competition platform. * Our ideal candidate is an excellent communicator and a curious problem-solver, excited to ideate and develop new features across our suite of products. We're on a modern stack, leveraging React and .NET 5 on Azure PaaS infrastructure. * On our team, we know that everything we build won't be perfect. With a focus on usability and rapid feature development, we are in a unique position to develop quickly, test out new ideas, learn from our mistakes, and improve our customer satisfaction in the process. |
| **Personal Specification** | * Passionate and hard-working team member who strives to build outstanding tech products * Stellar communication skills with the ability to take loose requirements and collaborate to define and implement new features * Curiosity to ask great questions and constantly identify areas of improvement * Full-stack (web, API, database) development experience * 3+ years of building JavaScript web applications (React preferred) * 3+ years of building server-side applications (C# preferred) * 2+ years of SQL experience * Strong desire to learn on the job and continuously grow as an engineer |
| **Job Type** | Full-time |
| **Salary** | $119,000 to $151,000 per year |

JOB POSTING 7

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| **Front-End Developer** | |
| Who are we? We are the Knights, a pro Esports team and gaming lifestyle brand that develops innovative events and products to inspire competition and create community. Founded in 2017, the Knights is forging a new path in disrupting the current Esports industry landscape by using data to help drive business success. By championing our values of excellence, sportsmanship, and a fighting spirit, the Knights strive to thrive and transform into a recognized category leader.  The Opportunity:  Do you have a passion for making connections with others and managing relationships? Do you love to transform big challenges into business opportunities? Are you someone who thrives when working in a fast-paced collaborative environment? If your answer is yes, you could be a perfect fit for our Front-End Developer role available at the Knights, where you will make a real impact through your work on projects and involvement in the gaming community. In this role, you will work alongside our graphic design team to ensure all elements of web creation are consistent and meet the user experience standards. | |
| **Overall Responsibilities** | * Maintain and improve web pages * Develop fully responsive web pages * Ensure user experience determines design choice * Optimize web pages for maximum efficiency * Maintain brand consistency throughout all web pages * Develop features to enhance user experience * Ensure web design is easy to navigate on a mobile device * Use a variety of markup languages to write web pages * Build reusable code for future use * Collaborate with other team members and stakeholders * Optimize application for maximum speed and scalability * Follow new and emerging technologies * Troubleshoot and debug applications |
| **Personal Specification** | * Degree in computer science or related field * 2 years of experience as a front-end developer * Ability to handle multiple tasks and prioritize goals * Knowledge in:   + React   + Java Script   + HTML   + CSS   + SEO   + Adobe creative (Adobe XD and/or photoshop) or FIGMA * Excellent communication skills, both oral and written * Ability to work evenings and weekends, based on business needs * Able to take the initiative, multi-task, and independently complete tasks and projects * Fluent in English * Prefer quick-thinking self-starter with a passion for games * Prefer an individual active in the esports community * Prefer an individual comfortable working in a fast-paced startup environment * Prefer an independent person who likes to create new initiatives and see them come to life |
| **Job Type** | Full-time |
| **Salary** | $54,000 to $68,000 per year |

JOB POSTING 8

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| **Business Marketing Manager, Gaming** | |
| Snap Inc. is a camera company. We believe that reinventing the camera represents our greatest opportunity to improve the way people live and communicate. Our products empower people to express themselves, live in the moment, learn about the world, and have fun together. The Marketing Team at Snap articulates and brings to life who we are as a brand, why we exist, who we serve, and what value we have to offer. We are on a mission to build a best-in-class international marketing organization. With functions spanning global business and consumer marketing, consumer insights, creative, brand marketing, and marketing operations, the team creates marketing initiatives across the entire Snap Inc. ecosystem. We’re looking for Business Marketing Managers to join our NA Business Marketing team. You’ll lead B2B marketing initiatives for Gaming (Console, Mobile, Real Money, Esports) in North America and scale them globally to other markets around the world. In this role, you’ll partner with several other teams at Snap in developing integrated marketing programs that educate and inspire advertisers to invest with Snapchat. | |
| **Overall Responsibilities** | * Create and execute marketing programs that deliver on Snap’s business strategy for the industry via integrated marketing campaigns, content development, thought leadership, industry partnerships, educational workshops, and events (virtual, and in-person). * Develop industry strategy and marketing creative (narratives, videos, thought leadership, and success stories) to educate and inspire advertisers. * Amplify efforts across digital marketing channels owned and paid (Snapchat for Business Blog, YouTube, Twitter, and LinkedIn among others). * Partner with other senior leaders and cross-functional teams, including Insights, Creative Strategy, Product Marketing, Comms, Marketing Science, and Sales to ensure our marketing delivers on Snap’s overarching business goals. * Engage with the advertising community and act as the external face of Snapchat by presenting industry thought leadership on stage at internal and external events. * Partner with marketing teams in Europe, the Middle East, and Asia Pacific to scale the industry marketing strategy, programs, and content globally. * Manage marketing budget and measure the effectiveness and ROI of industry marketing programs. |
| **Personal Specification** | * Demonstrated success building creative, integrated marketing campaigns * Proficiency in storytelling with specific experience translating industry insights and product recommendations into marketing content * Superb track record for operating at a fast pace and managing multiple projects simultaneously * Experience guiding creative development and production of campaigns, sales content, presentations, websites, and videos * Initiate and drive projects to completion with minimal guidance and to work independently and collaboratively in a team environment. * Gaming experience required * A passion for Snapchat and creativity * 7+ years of marketing experience developing integrated marketing campaigns, including strategy, positioning messaging and creativity, for a brand or product in a marketing organization * 3+ years’ experience in Gaming Industry |
| **Job Type** | Full-time |
| **Salary** | $86,000 to $109,000 per year |

JOB POSTING 9

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| **Community Marketing Manager** | |
| Launched in 2011, Twitch is a global community that comes together each day to create multiplayer entertainment: unique, live, unpredictable experiences created by the interactions of millions. We bring the joy of co-op to everything, from casual gaming to world-class Esports to anime marathons, music, and art streams. Twitch also hosts TwitchCon, where we bring everyone together to celebrate, learn, and grow their personal interests and passions. We're always live at Twitch. Stay up to date on all things Twitch on LinkedIn, Twitter, and on our Blog. | |
| **Overall Responsibilities** | * Manage a team that executes Community Marketing campaigns, encompassing local, national, and international marketing plans, including MeetUps, Creator Camp, formal events, Original Community marketing campaigns and other engagements. * Help support new opportunities to engage the Twitch community using brand and content. * Work closely with Partnerships and Marketing teams on Creator discovery and promotion by maintaining communication with creators during project lifecycles. * Collaborate with Product, Content, Influencer, and Brand Marketing teams, and Events to guide a narrative across the creator community, specifically related to project management and organizational needs. * Develop communications and public-facing documentation for both education and campaign outreach. * Aid in the support of creators as it pertains to coordinating event activities, email marketing campaigns, and creator-centric surveys. * Work with the Community Marketing team at a local level with true understanding and support of creator needs. |
| **Personal Specification** | * 4+ years of account management, program management, operations, business development, developer relations, or other relevant client management experience and experience with data-driven decision making * Experience tracking project deliverables * Experience obtaining and analyzing established goals and measurements * Deep knowledge of game developers, Twitch streamers, and the games industry * Experience with the Twitch platform from viewer and broadcaster points of view * Experience creating a detailed roadmap and transparently communicating changes and expectations to collaborators * Understand team needs and summarize feedback into applicable solutions * Ability to travel to conventions approximately 30 days per year * Prefer experience in the gaming and Content Creator space * Prefer deep knowledge of the games industry and games media * Prefer familiarity with Twitch as a user and broadcaster * Prefer strong existing relationships within the gaming community |
| **Job Type** | Full-time |
| **Salary** | $120,000 to $140,000 per year |