

Position 23025 - Game Designer - United Kingdom

An individual contributor that designs games at the interface, content and engineering levels. Match incumbents with responsibility for narrative design and/or combat design to this position. Experienced in area of specialization. Develops concepts and treatments for specific games. May design level layouts. Writes treatments, storyboards, flow charts and game scripts. Participates in developing prototypes. Executes games designs and revisions. Updates design documents. Communicates ideas with various product development personnel to solicit feedback and ensure support during prototype development. Within team, provides input into defining creative vision and technical specification for assigned software games. SCOPE: Implements defined tasks of unit / team / projects. ROLE IN STRATEGY / PLANNING: Supports attainment of some short- and mid-term objectives of assigned unit / team / projects. KNOWLEDGE / PROBLEM SOLVING: Solves semi-complex problems in effective ways. NEGOTIATIONS / INTERACTIONS: Interacts with internal and external peers and/or managers to exchange semi-complex information related to assigned activities. ASSIGNMENT OF WORK: Receives work in the form of short- and mid-term assignments that sometimes require use of independent judgment outside of established procedures. Supports the determination of approaches and the development of new or enhanced technical tools. Mentors less experienced members of the team. OVERSIGHT RECEIVED: Work is subject to regular supervisory review at regular intervals. Operates within the context of generally defined procedures. EXPERIENCE: Typically has 3 to 6 years of progressively complex related experience.

POSITION INFORMATION

# of Incumbents Reported	100	Match: Greater: 0%	Equal: 100%	Less: 0%
# of Companies with Match	10	Total Supervised (Mean): 10		

SHORT-TERM INCENTIVE ("STI") PLANS

Companies Offering		Incumbent Eligibility			
% of Companies Offering:	50%	% of Incumbents Eligible:	50%		
PD-Specific Plan	50%	PD-Specific Plan	50%		
PD-Specific Plan + Company STI	0%	PD-Specific Plan + Company STI	0%		
Company STI Only	50%	Company STI Only	50%		
Varying Plan Type by Incumbent	0%	% of Eligible Incumbents Received:	50%		
Reported Awards at Target (as % of Base)					
Incentive Plan Type	n	25th	50th	Mean	75th
All Plan Types	10	10%	10%	10%	10%
PD-Specific Only	5	10%	10%	10%	10%
PD-Specific + Company STI Plan	0				
Company STI Only	5	10%	10%	10%	10%

LONG-TERM INCENTIVE ("LTI") PLANS

LTI Eligibility	% of Companies Offering: 50%	% of Incumbents Eligible: 50%
LTI Awards Received	% of Eligible Incumbents Received: 50%	

PAIRED COMPARISON: YEAR-TO-YEAR

# of Companies with Match in Both 2020 and 2019	100					
Paired Comparison	Base Salary	50th: 103%	Mean: 103%	Actual TCC	50th: 103%	Mean: 103%
	TDC	50th: 103%	Mean: 103%			

TOTAL DIRECT COMPENSATION (in GBP Thousands)

TOTAL DIRECT COMPENSATION	INCUMBENT						COMPANY				
	n	25th	50th	Mean	65th	75th	n	25th	50th	Mean	75th
All Incumbents											
Base Salary	100	£100.0	£100.0	£100.0	£100.0	£100.0	10	£100.0	£100.0	£100.0	£100.0
Target Total Cash Compensation	100	£110.0	£110.0	£110.0	£110.0	£110.0	10	£110.0	£110.0	£110.0	£110.0
Actual Total Cash Compensation	100	£110.0	£110.0	£110.0	£110.0	£110.0	10	£110.0	£110.0	£110.0	£110.0
Actual Cash Awards as % of Base Salary	100	10%	10%	10%	10%	10%	10	10%	10%	10%	10%
Target LTI Awards	100	£50.0	£50.0	£50.0	£50.0	£50.0	10	£50.0	£50.0	£50.0	£50.0
Annualized Value of LTI Awards	100	£50.0	£50.0	£50.0	£50.0	£50.0	10	£50.0	£50.0	£50.0	£50.0
Target Total Direct Compensation	100	£160.0	£160.0	£160.0	£160.0	£160.0	10	£160.0	£160.0	£160.0	£160.0
Actual Total Direct Compensation	100	£160.0	£160.0	£160.0	£160.0	£160.0	10	£160.0	£160.0	£160.0	£160.0
LTI as % of Base Salary	100	50%	50%	50%	50%	50%	10	50%	50%	50%	50%
Annualized Value of LTI Awards - Ongoing	100	£45.0	£45.0	£45.0	£45.0	£45.0	10	£45.0	£45.0	£45.0	£45.0
Actual Total Direct Compensation - Ongoing	100	£155.0	£155.0	£155.0	£155.0	£155.0	10	£155.0	£155.0	£155.0	£155.0
LTI as % of Base Salary - Ongoing	100	45%	45%	45%	45%	45%	10	45%	45%	45%	45%

TOTAL DIRECT COMPENSATION (in GBP Thousands)

TOTAL DIRECT COMPENSATION	INCUMBENT						COMPANY				
	n	25th	50th	Mean	65th	75th	n	25th	50th	Mean	75th
Business Model - Studio											
Base Salary	100	£100.0	£100.0	£100.0	£100.0	£100.0	10	£100.0	£100.0	£100.0	£100.0
Target Total Cash Compensation	100	£110.0	£110.0	£110.0	£110.0	£110.0	10	£110.0	£110.0	£110.0	£110.0
Actual Total Cash Compensation	100	£110.0	£110.0	£110.0	£110.0	£110.0	10	£110.0	£110.0	£110.0	£110.0
Actual Cash Awards as % of Base Salary	100	10%	10%	10%	10%	10%	10	10%	10%	10%	10%
Target LTI Awards	100	£50.0	£50.0	£50.0	£50.0	£50.0	10	£50.0	£50.0	£50.0	£50.0
Annualized Value of LTI Awards	100	£50.0	£50.0	£50.0	£50.0	£50.0	10	£50.0	£50.0	£50.0	£50.0
Target Total Direct Compensation	100	£160.0	£160.0	£160.0	£160.0	£160.0	10	£160.0	£160.0	£160.0	£160.0
Actual Total Direct Compensation	100	£160.0	£160.0	£160.0	£160.0	£160.0	10	£160.0	£160.0	£160.0	£160.0
LTI as % of Base Salary	100	50%	50%	50%	50%	50%	10	50%	50%	50%	50%
Annualized Value of LTI Awards - Ongoing	100	£45.0	£45.0	£45.0	£45.0	£45.0	10	£45.0	£45.0	£45.0	£45.0
Actual Total Direct Compensation - Ongoing	100	£155.0	£155.0	£155.0	£155.0	£155.0	10	£155.0	£155.0	£155.0	£155.0
LTI as % of Base Salary - Ongoing	100	45%	45%	45%	45%	45%	10	45%	45%	45%	45%
Platform - Console / PC											
Base Salary	100	£100.0	£100.0	£100.0	£100.0	£100.0	10	£100.0	£100.0	£100.0	£100.0
Target Total Cash Compensation	100	£110.0	£110.0	£110.0	£110.0	£110.0	10	£110.0	£110.0	£110.0	£110.0
Actual Total Cash Compensation	100	£110.0	£110.0	£110.0	£110.0	£110.0	10	£110.0	£110.0	£110.0	£110.0
Actual Cash Awards as % of Base Salary	100	10%	10%	10%	10%	10%	10	10%	10%	10%	10%
Target LTI Awards	100	£50.0	£50.0	£50.0	£50.0	£50.0	10	£50.0	£50.0	£50.0	£50.0
Annualized Value of LTI Awards	100	£50.0	£50.0	£50.0	£50.0	£50.0	10	£50.0	£50.0	£50.0	£50.0
Target Total Direct Compensation	100	£160.0	£160.0	£160.0	£160.0	£160.0	10	£160.0	£160.0	£160.0	£160.0
Actual Total Direct Compensation	100	£160.0	£160.0	£160.0	£160.0	£160.0	10	£160.0	£160.0	£160.0	£160.0
LTI as % of Base Salary	100	50%	50%	50%	50%	50%	10	50%	50%	50%	50%
Annualized Value of LTI Awards - Ongoing	100	£45.0	£45.0	£45.0	£45.0	£45.0	10	£45.0	£45.0	£45.0	£45.0
Actual Total Direct Compensation - Ongoing	100	£155.0	£155.0	£155.0	£155.0	£155.0	10	£155.0	£155.0	£155.0	£155.0
LTI as % of Base Salary - Ongoing	100	45%	45%	45%	45%	45%	10	45%	45%	45%	45%
Platform - Mobile											
Base Salary	100	£100.0	£100.0	£100.0	£100.0	£100.0	10	£100.0	£100.0	£100.0	£100.0
Target Total Cash Compensation	100	£110.0	£110.0	£110.0	£110.0	£110.0	10	£110.0	£110.0	£110.0	£110.0
Actual Total Cash Compensation	100	£110.0	£110.0	£110.0	£110.0	£110.0	10	£110.0	£110.0	£110.0	£110.0
Actual Cash Awards as % of Base Salary	100	10%	10%	10%	10%	10%	10	10%	10%	10%	10%
Target LTI Awards	100	£50.0	£50.0	£50.0	£50.0	£50.0	10	£50.0	£50.0	£50.0	£50.0
Annualized Value of LTI Awards	100	£50.0	£50.0	£50.0	£50.0	£50.0	10	£50.0	£50.0	£50.0	£50.0
Target Total Direct Compensation	100	£160.0	£160.0	£160.0	£160.0	£160.0	10	£160.0	£160.0	£160.0	£160.0
Actual Total Direct Compensation	100	£160.0	£160.0	£160.0	£160.0	£160.0	10	£160.0	£160.0	£160.0	£160.0
LTI as % of Base Salary	100	50%	50%	50%	50%	50%	10	50%	50%	50%	50%
Annualized Value of LTI Awards - Ongoing	100	£45.0	£45.0	£45.0	£45.0	£45.0	10	£45.0	£45.0	£45.0	£45.0
Actual Total Direct Compensation - Ongoing	100	£155.0	£155.0	£155.0	£155.0	£155.0	10	£155.0	£155.0	£155.0	£155.0
LTI as % of Base Salary - Ongoing	100	45%	45%	45%	45%	45%	10	45%	45%	45%	45%
U.K. Region - London											
Base Salary	100	£100.0	£100.0	£100.0	£100.0	£100.0	10	£100.0	£100.0	£100.0	£100.0
Target Total Cash Compensation	100	£110.0	£110.0	£110.0	£110.0	£110.0	10	£110.0	£110.0	£110.0	£110.0
Actual Total Cash Compensation	100	£110.0	£110.0	£110.0	£110.0	£110.0	10	£110.0	£110.0	£110.0	£110.0
Actual Cash Awards as % of Base Salary	100	10%	10%	10%	10%	10%	10	10%	10%	10%	10%
Target LTI Awards	100	£50.0	£50.0	£50.0	£50.0	£50.0	10	£50.0	£50.0	£50.0	£50.0
Annualized Value of LTI Awards	100	£50.0	£50.0	£50.0	£50.0	£50.0	10	£50.0	£50.0	£50.0	£50.0
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LTI as % of Base Salary	100	50%	50%	50%	50%	50%	10	50%	50%	50%	50%
Annualized Value of LTI Awards - Ongoing	100	£45.0	£45.0	£45.0	£45.0	£45.0	10	£45.0	£45.0	£45.0	£45.0
Actual Total Direct Compensation - Ongoing	100	£155.0	£155.0	£155.0	£155.0	£155.0	10	£155.0	£155.0	£155.0	£155.0
LTI as % of Base Salary - Ongoing	100	45%	45%	45%	45%	45%	10	45%	45%	45%	45%

TOTAL DIRECT COMPENSATION (in GBP Thousands)

TOTAL DIRECT COMPENSATION	INCUMBENT						COMPANY				
	n	25th	50th	Mean	65th	75th	n	25th	50th	Mean	75th
U.K. Region - Outside London											
Base Salary	100	£100.0	£100.0	£100.0	£100.0	£100.0	10	£100.0	£100.0	£100.0	£100.0
Target Total Cash Compensation	100	£110.0	£110.0	£110.0	£110.0	£110.0	10	£110.0	£110.0	£110.0	£110.0
Actual Total Cash Compensation	100	£110.0	£110.0	£110.0	£110.0	£110.0	10	£110.0	£110.0	£110.0	£110.0
Actual Cash Awards as % of Base Salary	100	10%	10%	10%	10%	10%	10	10%	10%	10%	10%
Target LTI Awards	100	£50.0	£50.0	£50.0	£50.0	£50.0	10	£50.0	£50.0	£50.0	£50.0
Annualized Value of LTI Awards	100	£50.0	£50.0	£50.0	£50.0	£50.0	10	£50.0	£50.0	£50.0	£50.0
Target Total Direct Compensation	100	£160.0	£160.0	£160.0	£160.0	£160.0	10	£160.0	£160.0	£160.0	£160.0
Actual Total Direct Compensation	100	£160.0	£160.0	£160.0	£160.0	£160.0	10	£160.0	£160.0	£160.0	£160.0
LTI as % of Base Salary	100	50%	50%	50%	50%	50%	10	50%	50%	50%	50%
Annualized Value of LTI Awards - Ongoing	100	£45.0	£45.0	£45.0	£45.0	£45.0	10	£45.0	£45.0	£45.0	£45.0
Actual Total Direct Compensation - Ongoing	100	£155.0	£155.0	£155.0	£155.0	£155.0	10	£155.0	£155.0	£155.0	£155.0
LTI as % of Base Salary - Ongoing	100	45%	45%	45%	45%	45%	10	45%	45%	45%	45%
U.K. Region - South East (England)											
Base Salary	100	£100.0	£100.0	£100.0	£100.0	£100.0	10	£100.0	£100.0	£100.0	£100.0
Target Total Cash Compensation	100	£110.0	£110.0	£110.0	£110.0	£110.0	10	£110.0	£110.0	£110.0	£110.0
Actual Total Cash Compensation	100	£110.0	£110.0	£110.0	£110.0	£110.0	10	£110.0	£110.0	£110.0	£110.0
Actual Cash Awards as % of Base Salary	100	10%	10%	10%	10%	10%	10	10%	10%	10%	10%
Target LTI Awards	100	£50.0	£50.0	£50.0	£50.0	£50.0	10	£50.0	£50.0	£50.0	£50.0
Annualized Value of LTI Awards	100	£50.0	£50.0	£50.0	£50.0	£50.0	10	£50.0	£50.0	£50.0	£50.0
Target Total Direct Compensation	100	£160.0	£160.0	£160.0	£160.0	£160.0	10	£160.0	£160.0	£160.0	£160.0
Actual Total Direct Compensation	100	£160.0	£160.0	£160.0	£160.0	£160.0	10	£160.0	£160.0	£160.0	£160.0
LTI as % of Base Salary	100	50%	50%	50%	50%	50%	10	50%	50%	50%	50%
Annualized Value of LTI Awards - Ongoing	100	£45.0	£45.0	£45.0	£45.0	£45.0	10	£45.0	£45.0	£45.0	£45.0
Actual Total Direct Compensation - Ongoing	100	£155.0	£155.0	£155.0	£155.0	£155.0	10	£155.0	£155.0	£155.0	£155.0
LTI as % of Base Salary - Ongoing	100	45%	45%	45%	45%	45%	10	45%	45%	45%	45%