



QUEST FOR FOR NEW EMPLOYERS

Recruiting legendary candidates for studios
to unlock their games' full potential.

2023 - 2025



YOUR GATEWAY TO GAMING EXCELLENCE

In the dynamic world of video games, the Video Game Agency (VGA) stands at the forefront, revolutionizing the recruitment process in game development. Our journey began with a dedication to exploring the gaming industry's thrilling nexus of creativity and technology. Fueled by a profound love for gaming and a sharp talent-spotting acumen, VGA partnered with over 50 top-tier AAA Studios throughout the rich gaming landscapes of North America and Europe.

At VGA, we transcend the traditional role of recruiters; we are Gaming Agents, trailblazers in championing talent within the gaming sphere. Our influence has shaped a portfolio of games that collectively garnered over \$650 million in funding, reflecting our unwavering commitment to quality. Our core values are built on innovation, excellence, and steadfast integrity, ensuring our collaborations go beyond mere staffing to forge legendary partnerships.

Our agency is about understanding the heart and soul of gaming and matching that passion with the right talent. Our commitment to innovation and excellence is unparalleled and it's that dedication that has established the VGA as a pivotal player in shaping the future of recruitment.

So whether you're in search of a Narrative Designer, adept at weaving compelling stories and rich game lore, an AI Programmer with a proven track record in creating dynamic behaviors for AAA titles, or a Lead Animator who has mastered the art of bringing characters to life and is poised for the next leap in her career, chances are we already have the ideal candidate in mind. We're ready and enthusiastic about connecting you with the talent that can transform your gaming visions into reality.



CHIEF GAMING OFFICER
DYLAN LAVIS



LEVERAGE THE POWER OF A GLOBALLY RECOGNIZED BRAND

Over 2,000 applicants were interviewed, all within the top 5% of their respective industries. A member of our team, Dylan Lavis, was chosen to be a certified Forbes.Jobs Executives Recruiter will lead the global recruitment efforts, marketing & executive coaching initiatives throughout the gaming industry.

The added benefit of our partnership with Forbes.Jobs is our exclusive access to a network of specialized recruiters from other industries like cybersecurity, software engineering, and finance, giving any client access to not only one executive recruiter but 75+ recruitment professionals across the globe.

Stage 1



Initial Consultation and Needs Assessment

VGA begins with a detailed consultation to understand the client's specific gaming project needs, goals, and preferences.

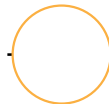
Stage 2



Strategic Planning and Matching

Utilizing insights from the initial meeting, VGA crafts a bespoke strategy and uses its global network to match the client with the most suitable gaming professionals.

Stage 3



Introduction and Collaboration Setup

VGA facilitates introductions and sets up the collaboration framework between the client and selected candidates, including contract negotiations and communication protocols.

Stage 4



Ongoing Support and Relationship Management

VGA provides continuous support and manages the client relationship, ensuring smooth project progression and adjusting strategies as needed for long-term success.

QUEST FOR TALENT:

LEVEL UP YOUR STUDIO WITH THE VIDEO GAME AGENCY

Just like strategizing for a complex in-game mission, our first step is to understand your studio's unique quest in talent acquisition. VGA's Gaming Agents are equipped to offer a spectrum of recruiting support, adaptable for studios at any level - from indie developers just spawning into the industry to established AAA game creators. By tailoring our approach, we ensure efficiency in recruitment, translating to significant cost savings in both time and resources.

LEVEL 1: CONTINGENCY QUEST

Think of our Contingency Search as a side quest where you only reward the completion. We delve into the vast world of talent to find the hero your team needs. Fees are akin to in-game currency - you only pay once the candidate joins your team. Our success rate in this model typically leads to a 30-40% reduction in hiring time, saving your studio valuable development hours.

LEVEL 2: RETAINED SEARCH/RPO - THE EXPANSION PACK

When your hiring needs resemble an epic campaign, our Retained Search/RPO is your expansion pack. Offering a custom-fitted, plug-and-play recruitment module, it's designed for larger-scale and more complex recruitment quests. We offer dedicated support, forging a recruitment strategy akin to a well-planned game development roadmap. This approach has been shown to enhance hiring accuracy & ensuring that each recruit contributes effectively to your studio's success narrative.

LEVEL 3: EXECUTIVE SEARCH - LEGENDARY MODE

Embark on a quest for your team with our Executive Search. This mode is for those seeking legendary artists, developers, and engineers. VGA offers an exclusive, discreet approach, scouting the gaming universe for individuals who don't just join your team but transform it. Our method ensures that your studio's unique story and opportunity resonate with the best in the industry. By streamlining this process, we've seen studios achieve up to a 25% increase in leadership effectiveness, directly impacting game development and studio reputation.

EAGER TO REVOLUTIONIZE YOUR GAMING PROJECT WITH TOP-TIER TALENT?

Connect with us at the Video Game Agency, where our expertise in recruitment and our strategic partnership with Forbes.jobs converge to elevate your game development aspirations.

Let's discuss how our unique four-step onboarding process can seamlessly integrate with your needs, bringing unparalleled value to your project. Reach out today for a partnership that promises to transform your gaming venture, blending our recruitment prowess with the expansive network of Forbes.jobs.



DYLAN LAVIS

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