



The International Committee of the Red Cross (ICRC) is an impartial, neutral and independent organization whose exclusively humanitarian mission is to protect the lives and dignity of victims of armed conflict and other situations of violence and to provide them with assistance. The ICRC also endeavours to prevent suffering by promoting and strengthening humanitarian law and universal humanitarian principles. Established in 1863, the ICRC is at the origin of the Geneva Conventions and the International Red Cross and Red Crescent Movement. Please visit [www.icrc.org](http://www.icrc.org) for more information.

## Vacancy Notice

The ICRC Regional Delegation in Bangkok seeks to fill the following position:

### Unreal Engine Game Developer, (Virtual Reality Programmer), based in Bangkok

We are looking for a spirited team player with a can-do attitude to join our dynamic team.

The Game Developer contributes to the design, planning, and implementation of interactive digital and virtual reality projects in coordination with the Bangkok based team, working closely with Head Office in Geneva and collaborating with other teams and partners globally. The role supports the delivery of high quality Unreal Engine based applications and immersive experiences and contributes to representing the organisation externally through technical collaboration, ensuring solutions effectively support organisational objectives and stakeholder engagement.

#### **ACCOUNTABILITIES AND RESPONSIBILITIES:**

- Design, develop, and oversee the production of Unreal Engine 5 applications and interactive experiences, from initial concept and technical design through implementation, testing, optimisation, and final delivery. Ensure all projects meet required quality, performance, and usability standards and align with organisational objectives.
- Plan and manage technical workflows and development pipelines with minimal supervision, coordinating timelines, resources, and deliverables in line with project priorities and technical guidelines. Contribute to estimating development effort and supporting project planning in coordination with regional and headquarters teams.
- Optimise and maintain Unreal Engine projects across multiple platforms, including desktop and virtual reality, ensuring stable performance, efficient asset management, and scalability for different hardware targets.
- Provide technical expertise and hands-on support to internal teams and partners, including integration of 3D assets, implementation of gameplay or simulation systems, troubleshooting technical issues, and supporting deployment and on-site technical requirements when needed.
- Collaborate with designers, artists, subject-matter experts, and project managers to translate operational, training, or communication objectives into effective interactive and immersive experiences, including simulations, serious games, or VR applications.
- Research, evaluate, and apply new technologies and techniques related to Unreal Engine development, virtual reality, motion capture, artificial intelligence, user interfaces, and real-time rendering to improve project quality and development efficiency.
- Contribute to technical documentation, knowledge sharing, and capacity building, including documenting systems and workflows, supporting training sessions for staff and partners, and ensuring continuity and maintainability of developed projects.
- Act as a technical focal point for collaboration with external partners and vendors, providing guidance on Unreal Engine implementation, technical standards, and integration requirements, and supporting coordination across regional projects as required.

#### **YOUR PROFILE:**

- A strong, demonstrable portfolio is essential and carries more weight than formal qualifications. Candidates must provide playable Unreal Engine 5 projects with clear explanation of individual responsibilities, technical challenges solved, and design or engineering decisions made. Shipped projects, polished prototypes, or production quality vertical slices are all acceptable.
- Bachelor's degree preferably in Computer Science, Game Development, Software Engineering, or a related field and/or equivalent professional experience, with 3 or more years of game development.
- Expert level proficiency in Unreal Engine 5, including gameplay systems, engine workflows, and performance considerations.
- Advanced Blueprint development skills and preferably solid C++ programming experience for Unreal Engine (gameplay, systems, and optimisation).
- Strong understanding of game design principles, including player interaction, feedback systems, and usability.
- Experience with performance optimisation, level streaming, LODs, lighting, and asset management for large-scale environments.
- Virtual Reality development experience, including optimisation for VR performance and comfort.
- Ability to collaborate effectively with designers, artists, producers, and external partners.
- Experience building and packaging projects for desktop platforms (Steam or similar distribution platforms is a plus).
- Additional programming or technical skills (e.g. shaders, tools development, AI, UI systems, networking) are an advantage.
- Excellent command of spoken and written English and Thai; knowledge of additional regional languages is an asset.

#### **WE OFFER:**

- Dynamic and challenging work in the humanitarian sector and international environment.
- Competitive salary with benefits, good working conditions and in-house training/development.
- Open-ended resident contract (subject to organizational requirements)

Preferred starting date: **ASAP**

Submission deadline for applications: **05 January 2026**

Qualified applicants are requested to submit their comprehensive **CV** and **letter of motivation** in English, as well as **salary expectations**, following this format for the subject line: **POSITION – First Name Surname** by email only to:

[ban\\_recruitment\\_services@icrc.org](mailto:ban_recruitment_services@icrc.org)

*Kindly note that only short-listed candidates will be invited for the interview and the ICRC will not keep the files of applicants who were not shortlisted.*