



# Candidate Handbook

An introduction and guide to our studio, hiring process, and living in The Netherlands.

We are an independent development studio dedicated to exploring how new technologies can change the way we make virtual worlds.

Our hybrid team of game developers, researchers and artists are building the tools and technology necessary to create massive scale multiplayer sandboxes.

PLAYERUNKNOWN Productions was founded in February 2019 by Brendan "PlayerUnknown" Greene, widely regarded as the father of the battle royale genre. Our mission is to make realistic multiplayer worlds where thousands of people can build, explore, and simply live.





We are currently working with technologies such as Machine Learning, Data-Oriented Design and Large-Scale Parallel Processing to create the foundation for the engine that will power these worlds.

Our first public project will be [Prologue](#), a tech demo designed to show off our Machine Learning-enabled terrain generation technology, creating 64 X 64 km maps at runtime that players will be able to explore with a simple game loop.

Our studio is based in Amsterdam, The Netherlands. Our employees come from all over the world and from different industries, whether that's gaming, technology or academia.



Our team collaborating on technical ideation.



While we are currently expanding our team, our aim is to remain small and flexible. We value the ability to communicate easily and work holistically with everyone in the team.

As a hybrid research and development team, we are simultaneously researching new technologies and applying them to our own projects. Our tech, research, art, design, and production teams are all dedicated to creating realistic sandbox worlds at scale, with hundreds of kilometers and thousands of people.



# Projects

Pushing the envelope of what is possible  
with open worlds in gaming.



# Artemis

A massive-scale sandbox experience with realistic maps thousands of kilometers wide. An ever evolving world populated by thousands of players that will grow deeper and change over time.

- A world, not a game
- A large-scale simulation that exists independent of the player, defined by layered, interlocking systems
- A toolbox designed to enable player creativity in unexpected and unpredictable ways







# Prologue

The first public-facing project of Player Unknown Productions. A pay-what-you-will tech demo designed to show off our terrain generation technology, generating a new 64 X 64 km map every play session.

A simple game loop where players must survive a winter storm and make their way across the generated landscape to an extraction point.











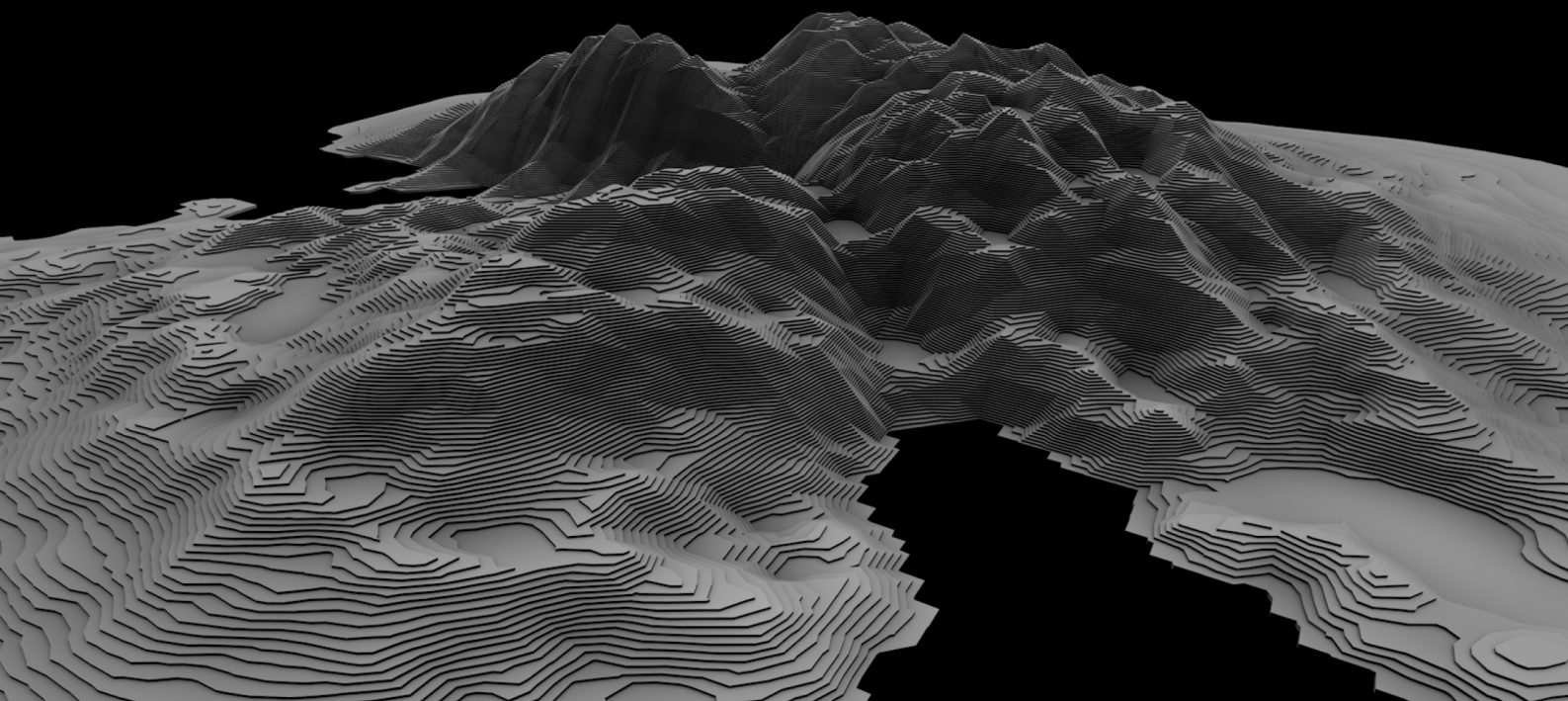
# Key technologies

How we are building the next generation  
of games with dynamic and real world  
systems.

# Machine Learning

Our maps are generated using a series of neural networks trained to create realistic terrain and environments at runtime.

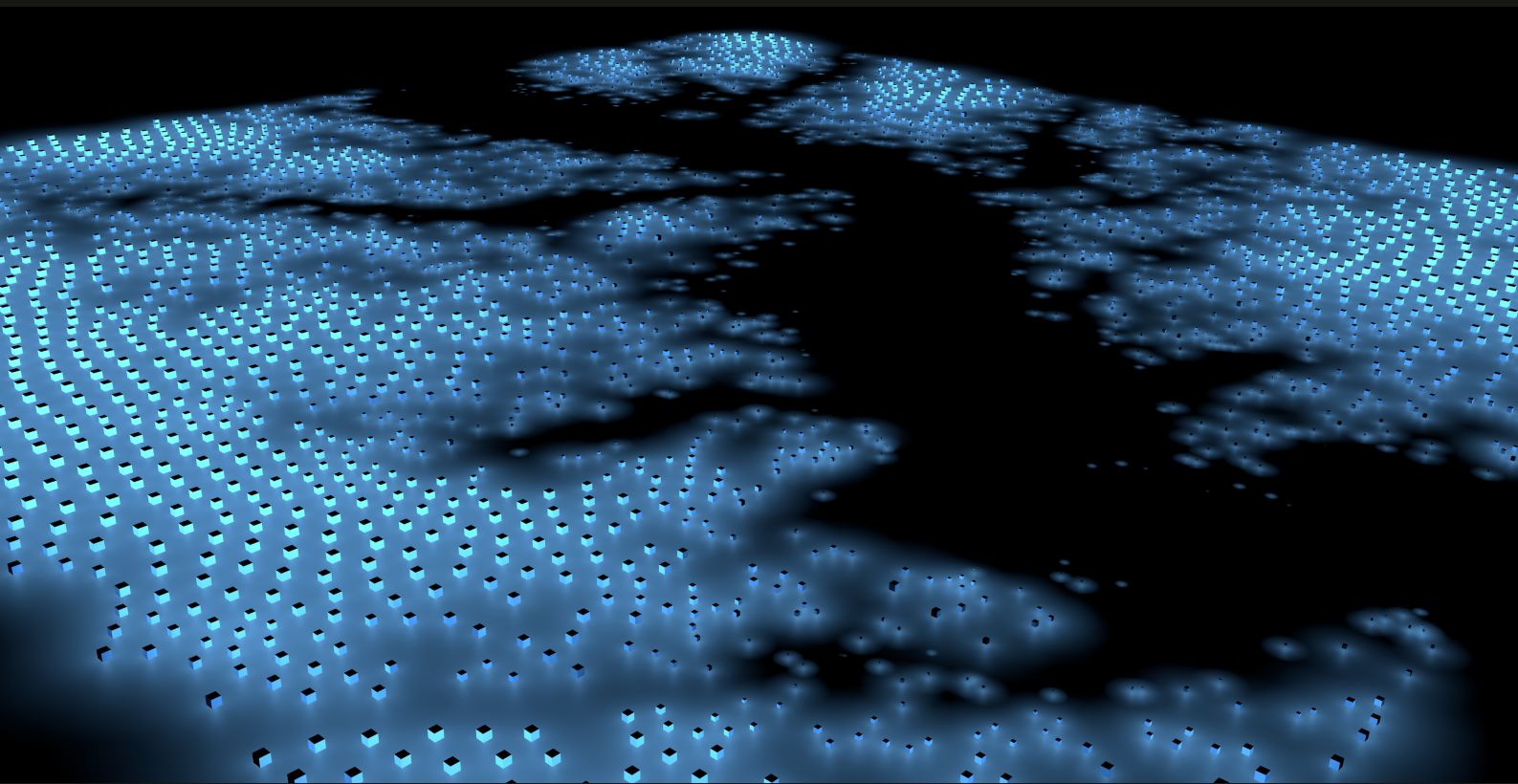
Over time, these networks will be able to produce a range of different biomes and environments based on different inputs.



Building massive-scale sandbox worlds.

# Data Oriented Design

An Entity Component System (ECS) forms the bedrock of our engine, Project Melba. The goal is to create a system that is scalable, flexible and efficient, with a modular design that allows for a wide range of modding and user-generated content.



The ECS defines all the individual things in our world.



# Benefits

We aim to create a welcoming environment dedicated to exploring new ways of creating games and the tools behind them.



## What we offer

An innovative work environment with an international team of passionate and talented individuals.

We take pride in cultivating a close-knit team culture and a strong company vision. We believe that games should be played, shared and enjoyed by everyone. We aim to nurture a welcoming environment dedicated to exploring new ways of creating games and the tools behind them.



### **Going Dutch**

Join our group of talented and passionate people from all over the world working towards building the future of gaming through worlds and ecosystems.

### **Comprehensive benefits**

We provide a contribution to your health insurance and pension as well as a work from home allowance - we got you covered!

### **Flexible Schedule**

You are free to work and hang out with us every day in our Amsterdam Studio. If you prefer to work from home, you can take advantage of our three work-from-home days a week.

### **All you can eat**

No need to worry about drinks, snacks, and lunch while in the studio.

### **Vacation**

You will have 25 days off and 3 extra studio days off throughout the year. You can also celebrate your birthday with an extra day off!

### **13 Months of Salary**

Enjoy a 13th month of salary at the end of the year for a little extra holiday money. If you haven't been with us a full year, you'll still get a pro-rata bonus based on how long you've been employed.

### **International Assistance**

If you're coming to work for us from abroad, we're happy to make your transition to living and working in the Netherlands as smooth as possible. This includes but is not limited to relocation funds, assistance with work permits, BSN applications and other official processes. We can also point you towards agencies that will help you find a place to live.

## Living in The Netherlands

Our studio is located in Amsterdam, but there's a lot more to the Netherlands than its most famous city.



Our employees live all over the area in a range of other beautiful cities and villages. The office is easily accessible from the entire region by public transport or bike.

The Netherlands is a small and flat country, it's very well organized, you can hop on a train and get everywhere and you don't need to own a car. All the cities and village are easily walkable and bike-friendly.





Moving to another country might be scary but The Netherlands is famously welcoming to newcomers. Everyone speaks English, and you even sometimes receive the official letters translated in English. If you like a challenge you can participate in Dutch classes but it's not necessary.

Almost every small town in the Netherlands has everything you need shops, cafes, restaurants, sport clubs, cinemas, and so on.

Work life balance & flexibility is really important for the Dutch people. We start work at around 09:00 and there is always a 30 minute/1 hour lunch break. Work finishes at around 17:00, so you can get home for an early dinner.



The Netherlands has an excellent healthcare system, you pay a small contribution that may vary depending on your health needs and you're covered for everything! You'll get € 275 from us so most of your healthcare is already covered.



Tax rates are different depending on your salary but you may also be eligible for a 30% tax discount for new arrivals.

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# Recruitment Process

Hiring information and resources for  
potential candidates.

## Recruitment process

### Screening

- 30-45 minutes
  - Video call
  - In-house recruiter
  - Sharing information about the studio, game and the role itself
  - Discussing your experience, motivation, and expectations (try to think already about your salary expectations, potential start date or relocation)
  - NDA (sent via DocuSign)
- 

### Interview

- 1h
  - Video call
  - Team lead/manager
  - Explaining technical details of our research and game production
  - Discussing your experience and technical knowledge as well as how your expertise will fit in the team, answering your questions related to project, team, and role
  - In some cases we may ask you to complete a short home assignment for us
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### Final Interview

- 1h – 1,5h
  - Video call
  - HR manager and/or Team session
  - Checking out what you already know about us and tell more or answer your questions
  - Discussing your experience, ability to deal with different things and people at work
  - Discussing the logistics
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### Offer

- Reference check (prepare two contact details)
- Letter of intent and offer

## Extra information

- We use Microsoft Teams
- We don't have a dress code, wear something you feel comfortable in

You can always contact our Recruitment team if you have any general enquiries: [recruitment@pp.studio](mailto:recruitment@pp.studio)

Or if you have a question for one of our recruiters specifically, please feel free to get in touch with:

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<https://www.linkedin.com/company/playerunknown>  
<https://playerunknownproductions.net>  
<https://playprologue.com>  
<https://twitter.com/pprod>

### Useful links to learn more about life in the Netherlands

<https://www.iamexpat.nl/expat-info> - all necessary information about insurances, taxation, moving to the Netherlands

<https://www.numbeo.com/cost-of-living> - comparison for cost of living in different countries/cities