

A **VETERAN'S GUIDE** TO **ACTIVISION** | **BLIZZARD**[®]



YOU SERVED THE COMMON INTEREST
EVERY DAY. YOU BROUGHT **PASSION,**
CORE VALUES, AND **TALENT** TO
YOUR SERVICE. WE BELIEVE THOSE
ELEMENTS ARE ESSENTIAL TO
SUCCESS AT ACTIVISION BLIZZARD.

YOU CAN MAKE US BETTER.

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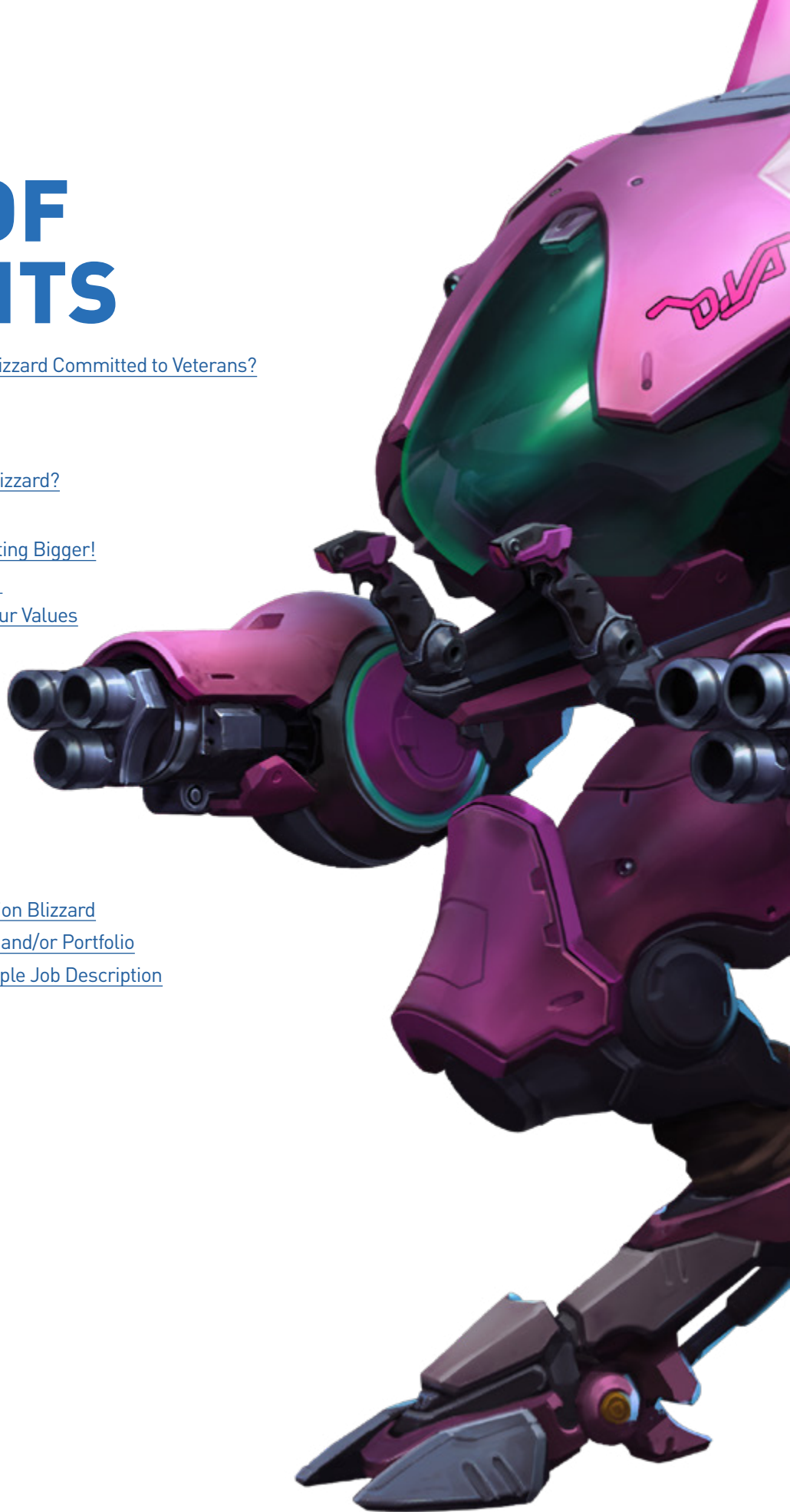
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WHY IS ACTIVISION BLIZZARD COMMITTED TO VETERANS?



ACTIVISION BLIZZARD BELIEVES IN VETERANS.

You are not just patriots; you are assets to our economy and society. We've learned this through our work supporting The Call of Duty™ Endowment, which funds the placement of Veterans into high-quality jobs. As of April 2021, we've worked with the Endowment to place over 85,000 Veterans into high quality jobs across the economy. We've also learned this through the Veterans Day of Service (VDOS), an Activision Blizzard global volunteering event giving back to local veteran communities across the globe. Last year, more than 1,000 employees participated in VDOS.

We're also looking to hire qualified Veterans ourselves to help carry out our mission of **making epic entertainment for the world**.

Research shows that Veterans are uniquely positioned to drive high impact performance in businesses like ours.

- **Leadership.** Compared to your non-Veteran peers, you're better at defining and organizing goals, understanding roles and responsibilities, and developing plans of action.
- **Loyalty.** The military instills loyalty, and Veterans tend to bring this attribute to the workplace. As a Veteran, you are more likely to stick around and contribute to the company's mission.
- **Teamwork.** Virtually every successful effort in the military requires teamwork, and that is critical to the collaborative business of creating epic entertainment that sells.
- **Resilience.** Compared to non-Veterans, you adapt to adversity and bounce back faster after setbacks. Because of this, you're well-suited to the fast-paced battle rhythm of our industry.
- **Technical Acumen.** As a Veteran, you're more likely to have been exposed to information technology and its practical applications.
- **Cross-cultural Experience.** It's likely you've traveled internationally, developed some language skills, and have higher cross-cultural sensitivity than your peers without military service. Our studios and offices collaborate across more than 20 countries, and our mission to entertain is the same everywhere.

Unfortunately, there aren't as many Veterans working in our industry as we'd like to see. We believe that by providing an insider's guide to our company, you'll have some insight of the best way to explore opportunities in our world. In this guide, you'll discover who we are, what we do, and how to join our team.

WHO IS ACTIVISION BLIZZARD?

WE ARE COMMITTED TO HIRING VETS. PERIOD. WE HOPE BY READING THIS, YOU'LL BE BETTER PREPARED TO JOIN OUR RANKS!

WE GO BIG!

Our mission, to connect and engage the world through epic entertainment has never been more important. Through communities rooted in our video game franchises we enable hundreds of millions of people to experience joy, thrill and achievement. We enable social connections through the lens of fun, and we foster purpose and a sense of accomplishment through healthy competition. Like sport, but with greater accessibility, our players can find purpose and meaning through competitive gaming. Video games, unlike any other social or entertainment media, have the ability to break down the barriers that can inhibit tolerance and understanding. Celebrating differences is at the core of our culture and ensures we can create content for players of diverse backgrounds in the 190 countries our games are played.

As a member of the Fortune 500 and as a component company of the S&P 500, we have an extraordinary track record of delivering superior shareholder returns for more than 30 years.



Our enduring franchises are some of the world's most popular, including Call of Duty®, Crash Bandicoot™, World of Warcraft®, Overwatch®, Hearthstone®, Diablo®, StarCraft®, Candy Crush™, Bubble Witch™, Pet Rescue™ and Farm Heroes™. Our sustained success has enabled the company to support corporate social responsibility initiatives that are directly tied to our franchises. As an example, as of April 2021, our Call of Duty Endowment has helped find employment for over 85,000 veterans.

AND WE'RE ONLY GOING BIGGER!

Video games were a nearly \$180B industry in 2020, surpassing box office and sports combined. Our industry is expected to continue growing at nearly 10% annually through 2024. Opportunities abound for developers and publishers, and most especially those with the biggest intellectual property in the business. With its incredible portfolio of IP, Activision Blizzard is positioned to expand entertainment along the hottest industry trends including mobile, next generation consoles, cross-platform, augmented reality, cloud gaming, linear media, and esports. We need the best talent to bring epic entertainment to players, creators, and spectators wherever they are. In 2021, we announced plans to hire more than 2,000 people over the next two years, and we hope one of them is you!

WE BUILD AWESOME

Interactive entertainment has become part of our global culture. Games challenge us, inspire us, and bring us together.

[Here are some recent facts about our franchises:](#)

CALL OF DUTY

- **Call of Duty** had over 250M unique players in 2020, more than tripling versus two years prior.
- **Call of Duty Mobile** was released in China at the end of 2020, and has now surpassed 450M downloads.
- **Call of Duty: Warzone** has brought in over 100M lifetime players.
- **Call of Duty League** successfully completed its first season in 2020 with the Champs Weekend breaking records for the highest viewership of any Call of Duty esports event. In 2021, fans will get to enjoy even more large-scale competitive play as the league's 12 city-based teams compete in a new tournament-style format in the Black Ops Cold War era.



- **Candy Crush** franchise has been experienced by more than half a billion players since launch.
- **Candy Crush** titles have around 200M monthly active players.
- **Candy Crush** was again the top grossing franchise in U.S. app stores in 2020.



- **Diablo IV** will bring players back to the world of Sanctuary to battle Lilith in an open-world, social game world
- **Diablo II: Resurrected** brings the most celebrated ARPG ever created to modern consoles and PC with updated 4K graphics and enhanced gameplay features.
- **Diablo Immortal** is the most anticipated mobile ARPG experience ever with massive multiplayer online action and an ambitious competitive community experience.



- **World of Warcraft** net bookings in 2020 grew to the highest level in nearly a decade.
- **World of Warcraft Shadowlands** is the fastest selling Blizzard PC game as of 2020 – with 3.7M games sold on launch day, and is the most ambitious **World of Warcraft** expansion to date.
- **Warcraft** franchise has multiple initiatives underway across more platforms than ever before.



- **Overwatch 2** is set to expand the **Overwatch** universe with new PvE and PvP modes, new maps, and new heroes set in an ambitious world, an epic story, and an upgraded game engine.
- The 2020 season of the **Overwatch League** concluded with the Grand Finals as the most-watched event in the league's history, and the 2021 season is already well underway.



WE ARE DRIVEN BY OUR VALUES

The secret sauce of Activision Blizzard is our unified core values combined with a unique set of distinct operating units and studio cultures.

Our core values should make you feel at home as a military Veteran. These values keep us aligned across our company in how we do business while our operating unit and studio cultures drive our creativity and esprit de corps. And while we are a company of many cultures, passion for our products is universal. We take pride in saying our biggest fans come to work for us, every day.

Without a doubt, this is the most promising time in Activision Blizzard's history. We can now deliver our products to virtually every country in the world, on every device including desktops, mobile and console - and across platforms. Our employees have a wider range of opportunities to embark on new challenges, build new skills, and play a role in charting the course of the company and our industry.

As we lead the way in creating epic entertainment, one thing remains consistent: our enduring commitment to our people who are the most talented, passionate, and dedicated teams in all of entertainment.

CORE VALUES

ACTIVISION BLIZZARD'S SUCCESS RELIES UPON THE APPLICATION OF OUR CORE VALUES, FROM THE CEO DOWN TO THE MOST JUNIOR EMPLOYEE. WHILE EACH BUSINESS UNIT AND STUDIO OPERATES INDEPENDENTLY AND MAINTAINS THEIR OWN UNIQUE CULTURE, WE ARE ALL BOUND BY THE ACTIVISION BLIZZARD CORE VALUES:

RESPONSIBILITY

See it, do it, own it.

Take the lead, jump in, lend a hand, own both the problem and the solution.

CREATIVITY

Find the best way.

Ours is a business of ideas. In every aspect of our business we seek to create new and meaningful value.

INTEGRITY

Do the right thing.

Achieve our goals honestly and ethically. Treat all people with respect.



OUR COMMITMENT TO VETERANS

CALL OF DUTY ENDOWMENT:

The Call of Duty Endowment is a 501(c)(3) nonprofit co-founded by our CEO, Bobby Kotick, and supported by Activision Blizzard and our employees. The Endowment helps Veterans find high-quality careers by identifying and funding the most efficient and effective organizations that share our mission of helping unemployed and underemployed Veterans. Since 2009, the Endowment has supported high performing non-profits that prepare veterans for the job market and raising awareness of the value vets bring to the civilian workplace. To date, the Endowment has donated more than \$53 million to the cause, funding the placement of more than 85,000 veterans into high quality jobs across the economy. The Endowment's goal is to place 100,000 veterans by 2024. Activision Blizzard funds 100% of the Endowment's operating costs, so every cent raised through Endowment-themed in-game items, partnerships, and events goes directly to the mission.



VETERANS DAY OF SERVICE:

Inspired by the Call of Duty Endowment's meaningful work, the Activision Blizzard Veterans Day of Service (VDOS) was established in 2014 and is the company's premier employee volunteering program. It offers employees across all parts of the organization an opportunity each November to step away from their regular daily work and volunteer to support veterans, active duty military and their families.

[Click here to learn more about VDOS](#)



COOL FACTS:

- Individual volunteer participation doubled from **516 in 2014** to **1,201 in 2020** with **16 global offices** supporting **19 veteran nonprofit charities** by creating **2,640 high need items**.
- The first VDOS in 2014 was held at **2 locations** within the United States and grew to **15 locations in 4 countries in 2020** including locations in the United States, Canada, Australia, and United Kingdom.
- Across seven years, employees have filled **6,602 volunteer slots** serving **153 volunteer sites**.

WHY EMPLOYEES VOLUNTEER:

"Meeting several Veterans at the offsite, getting to know them and hear their stories, and then be able to see how my work was going to benefit them."

"Being able to give back to a community that gives so much to us, and being able to do that with my co-workers."

Hey, did you know that if you're a Reservist or Guardsman called to active duty, our company will make up the difference between your Activision Blizzard and military pay during this period?

ONE PURPOSE, MANY CULTURES

ABOUT ACTIVISION BLIZZARD:

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ACTIVISION:

Headquartered in Santa Monica, Calif., Activision is a leading global producer and publisher of interactive entertainment. Activision maintains operations throughout the world and is a division of Activision Blizzard, an S&P 500 company. More information about Activision and its products can be found on the company's website, www.activision.com or by following @Activision. Working for Activision is like working no place else. This is fun. This is passion. This is debating. And listening. And caring. And never giving up. This is creating something breakthrough. Something awesome.

This is changing pop culture on a mass scale. We approach our work with tremendous rigor, and we believe that the more we love what we do, the more our fans will love what we make. This is working at Activision, where our success comes from people like you creating the most engaging entertainment experiences on earth.

BLIZZARD ENTERTAINMENT:

Best known for blockbuster hits including World of Warcraft®, Hearthstone®, Overwatch®, the Warcraft, StarCraft®, and Diablo® franchises, and the multifranchise Heroes of the Storm®, Blizzard Entertainment, a division of Activision Blizzard, is a premier developer and publisher of entertainment software renowned for creating some of the industry's most critically acclaimed games. Blizzard Entertainment's track record includes twenty-three #1 games* and numerous Game of the Year awards. The company's online gaming service, Battle.net®, is one of the largest in the world, with millions of active players. More information about Blizzard Entertainment can be found on the company's website, www.blizzard.com or by following @Blizzard_Ent.

KING:

King is the game developer behind the world-famous Candy Crush franchise, as well as mobile game hits including Farm Heroes, Bubble Witch and Pet Rescue. Candy Crush is the top-grossing franchise in US app stores, a position it has held for the last two years, and King's games are being played by 240 million monthly active users as of Q4 2020. King, which is part of Activision Blizzard since its acquisition in 2016, employs nearly 2,000 people in game studios in Stockholm, Malmö, London, Barcelona and Berlin, and offices in San Francisco, New York, Chicago, Los Angeles and Malta. Please visit the company's website, www.king.com, or follow @King_Games for more information.

OUR COMMITMENT TO VETERANS

ACTIVISION BLIZZARD ESPORTS:

Our esports vision is to be the most innovative, scalable, and valuable developer of global competitive entertainment. Our professional gaming properties include the Overwatch League™, the Call of Duty League™, Hearthstone® Grandmasters, and the World of Warcraft® Arena World Championship, among others. We are the world's first esports to establish city-based franchising and aim to compete with and unseat "traditional sports." In 2020, we set viewership records across our Overwatch and Call of Duty professional broadcasts.

ACTIVISION BLIZZARD CONSUMER PRODUCTS:

We deliver world-class licensing and innovative products to our fans across the globe. We build long-lasting, trans-media connections with our franchise fans and create brand ambassadors. Examples of our most recent world-class team-ups include diverse category licensees with Astro, KontrolFreek, Scuff, DRKN for Call of Duty, Days of Wonder/Asmodee for World of Warcraft, Dark Horse Digital, Mattel's Hot Wheels, Scholastic, illustrator Koyorin, for Overwatch, and Jeff Staple collaboration x Overwatch League.

ACTIVISION BLIZZARD MEDIA:

We connect brands and players with fan-first integrated advertising experiences across gaming and esports to level up brand awareness and performance. We are passionate about bringing quality content to our players, engaging with fans at peak moments, generating positive perceptions for our brands, and optimizing our entertainment products for success.





WE ARE A TEAM

ACTIVISION BLIZZARD IS A COMMUNITY OF PEOPLE WHO LOVE TO HAVE FUN TOGETHER, AND OUR EMPLOYEE CAMARADERIE IS FUELED BY OUR PASSION FOR CREATING THRILLING ENTERTAINMENT EXPERIENCES.

Similar to the “why we fight” notion that unites service members on active duty, our employees come to Activision Blizzard to make great games, but stay because of the esprit de corps. Much like we do for our consumers and fans, Activision Blizzard cultivates a place where our people experience the very best of play, competition, and community.

Make no mistake, the work is challenging, and sometimes the hours are long, but much in the way that service members are mission-focused and fight for one another, so too do our employees embrace a common purpose and form tight bonds with one another. It’s common that our employees form friendships for life, even when some of them move onto other workplaces.

We value a wide range of perspectives and experiences. This is why we place such a high premium on the diversity you bring to the culture during the hiring process – and this is also why we believe Activision Blizzard is a perfect place for many Veterans to start (or continue) their second career.

OUR OPPORTUNITIES

There are two broad career tracks at our company – Content Development and Business Operations (or corporate roles). This breakdown is analogous to maneuver and support, line and staff, or expeditionary and HQ. At Activision Blizzard, studios and operating units produce the game and media content while other parts of the company handle functions like marketing, finance, legal, IT, infrastructure, and support.

It's at our studios where the rubber meets the road in creating entertainment franchises. This is where some of the highest grossing and most iconic contemporary interactive video games are created. There are no set paths towards obtaining a studio job, though it does take technical expertise, passion, commitment, and, in some cases, a devastatingly good portfolio.

We have Veterans in every area of Activision Blizzard, from entry level to senior executives (for example, our vice chairman is a Veteran of the Austrian military helicopter corps and our Chief Administrative Officer was a Ranger qualified U.S. Army infantry officer). That said, we've noticed that we tend to see clusters of Veterans in the following areas:

ART | INFORMATION TECHNOLOGY | PRODUCTION | QUALITY ASSURANCE | ENGINEERING



IF YOU ARE ARTISTIC...

WE HAVE LOTS OF ROLES YOU MAY FIND INTERESTING.

On the marketing side, artists are responsible for creating assets that promote our games through first party distributors (e.g., Sony, Microsoft, Google, Apple, etc.), retail, public relations, and social media. The art team creates trailers, epic imagery, and other materials to help fans get excited about our games!

On the developer side, our artists take a game's aesthetic concept and convert it into 2D or 3D computer art. In the concept stage, artists sketch storyboards to evoke the designer's ideas. Artists draft the artwork from specifications, including characters, worlds, weapons, and icons. Animators then add their skills by bringing our worlds to life. All artists work under the direction of an artistic lead.

HERE ARE SOME EXAMPLES OF SPECIFIC ROLES IN THIS REALM:

DO YOU WANT TO WORK ON GAMES?

#Artistic #Experienced

- **Character Artist and Animator** – creates the in-game appearance of characters that the animators bring to life. Sometimes, the character artist is also the animator and handles both tasks.
- **Background Artist and Modeler** – be it a battlefield or castle, the background artist builds the world of each game.
- **Concept Artist** – sketches, ideates, and iterates visually cohesive concepts with fellow artists, collaborating closely with writers, animators, and game engineers.

DO YOU WANT TO HELP FANS GET EXCITED ABOUT OUR GAMES?

#Artistic #Entry-Level

- **Capture Artist** – supports marketing efforts with screen and video capture for trailers, social media, packaging, and other promotional usage.
- **Account Coordinator (Marketing)** – responsible for all the day-to-day tasks and communications required to kick-off, progress, and complete art assets, involving both the creative teams and all external partners.

#Artistic #Experienced

- **Video Artist** – using software, the artist is responsible for editing/assembling recorded raw material into finished product ready for consumers. The material may include camera footage, dialogue, sound effects, graphics and special effects.
- **Graphic Designer** – creates digital and print marketing assets that promote the games in-store and at home.
- **GFX/Motion Graphics Artist** – creates animations, visual effects, and computer-generated imagery to communicate messages through animated designs.



IF YOU ARE A VERSATILE LEADER WITH A PASSION FOR OUR INDUSTRY...

Game Production might be a perfect fit! Here are some of the typical roles you'll find here:

DID YOU HELP PLAN EVENTS AND MANAGE TIMELINES?

#Entry-Level

- **Production Assistant** – supports the development teams with logistics, scheduling, and related administrative services on specific titles.

Were you a leader who ensured mission accomplishment? Did you manage teams/resources, plan events, and have out-of-the-box problem solving skills?

#Experienced

- **Producer** – keeps the trains running on time and works with other departments. Ensures project milestones are being met and team has resources it needs to succeed.
- **Product Manager** – manages game development through all key phases of the product lifecycle, especially from a business and consumer standpoint.

ARE YOU DETAIL-ORIENTED AND EXCEL AT WORKING BOTH INDEPENDENTLY AND IN A TEAM?

#Entry-Level

- **Quality Assurance (QA)** – tests different technical aspects of the game throughout the development process, so that our games are technically-sound and players enjoy them.
- **Human Resources (HR)** - serves as a strategic business partner to business leaders in the hiring, development, and engagement of our people. Human Resources also oversees compensation, benefits, HR systems, operations and reporting.
- **Project Management** - leads teams to achieve project goals and meet success criteria within specified time and given constraints.
- **Tech/Engineering** - There are associate/entry-level opportunities within engineering and technical teams across Activision King for candidates with basic programming and/or engineering, and IT skills acquired through military experience, 2-4 year collegiate programs, coding bootcamps, or self-taught training. A strong passion for gaming and game play is required.

#Artistic #Technical

- **Designer** – helps create core gameplay systems and levels that players interact with.
- **Engineer** – roles can vary depending on project focus. An Engineer can create the interactive elements of the game a player can see or engage with such as gameplay, graphics, UI, and audio. Engineers can also work behind the scenes and develop the building blocks of the game, such as tools, core systems, network, and engine programming.

IF YOU ARE SEEKING A BUSINESS ROLE...

you might consider Business Operations/Corporate roles. These jobs mirror other Fortune 500 organizations, with a premium on formal education, experience, and sector certificates. Below are a few examples of our corporate job titles:

- **Consumer Marketing Specialist**
- **Purchasing Coordinator**
- **Product Marketing Associate**
- **Project Manager, Security**
- **Financial Analyst**
- **Player/Customer Support Specialist**
- **Social Media Manager**
- **Data Analyst**
- **Human Resources Generalist**
- **Public Relations Manager**
- **Recruitment Coordinator**
- **And many more!**

NOTHING HERE INTERESTS YOU...

consider our [Call of Duty Endowment](#) best-in-class partners who can help you get ready for the job market, such as [Hire Heroes USA](#).



YOUR PATH TO ACTIVISION BLIZZARD

IN SOME CASES, EDUCATION IS KEY

For our studio positions, we've found success with the schools listed on the right. As much as we value education though, for some roles, our studios have hired self-taught talent without formal industry education because they exhibited truly exceptional skills through other companies, mods and/or portfolios. Also, be advised that higher education art programs fall in and out of favor depending on ebb and flow of their administrations and priorities. If you choose to attend an art program with the expressed goal of working at Activision Blizzard, it's a great idea to ensure that your program maintains contact with the Activision Blizzard Early Careers Recruiting Team. Doing this will ensure you're on the right track and will expedite an interview/portfolio review upon completion of your program.

In alphabetical order, here are some schools that we frequently work with:

- **Carnegie Mellon University**
- **Columbia College**
- **DigiPen**
- **Drexel University**
- **Full Sail University**
- **Georgia Institute of Technology**
- **Hampshire College**
- **Massachusetts Institute of Technology**
- **Rensselaer Polytechnic Institute**
- **Ringling College of Art and Design**
- **Rochester Institute of Technology**
- **Savannah College of Art & Design**
- **University of California, Berkeley**
- **University of California, Irvine**
- **University of California, Los Angeles**
- **University of Central Florida**
- **University of Utah**
- **University of Southern California**



BE A LIFELONG STUDENT!

There is no one “right way” to get a job at Activision Blizzard. That said, there’s plenty that you can do to make sure you’re moving in the right direction and learning about the gaming/creative industries. Here are some of the books, podcasts and other sources of information that our employees recommend:

BOOKS:

[Agile Game Development](#)

by Clinton Keith

[All Your Base Are Belong](#)

To Us by Harold Goldberg

[Console Wars](#)

by Blake Harris

[Creativity, Inc.](#)

by Ed Catmull and Amy Wallace

[Game Over](#)

by David Sheff

[Hooked: How to Build Habit-Forming Products](#)

by Nir Eyal

[Masters of Doom](#)

by David Kushner

[One Up](#)

by Joost van Dreunen

[Reality is Broken or Super Better](#)

by Jane McGonigal

[The War of Art](#)

by Steven Pressfield

PODCASTS:

[Deconstructor of Fun](#)

[Elite Game Developers](#)

[The Game Informer Show](#)

[The Game Maker’s Notebook](#)

YOUTUBE CHANNELS:

[Digital Foundry](#)

[Game Developers Conference](#)

[Game Maker’s Toolkit](#)

WEBSITES:

[Gameasutra](#)

[Gamesindustry.biz](#)

[IGN](#)

SUBREDDITS:

[r/buildapcforme](#)

[r/gamedev](#)

[r/gaming](#)

[r/pcgaming](#)

[r/ps5](#)

[r/XboxSeriesX](#)

BUILD YOUR RESUMÉ, COVER LETTER AND/OR PORTFOLIO

NOW THAT YOUR RESEARCH IS COMPLETE, IT IS TIME TO PUT A GREAT RESUME, COVER LETTER AND/OR PORTFOLIO TOGETHER AND EARN THE CHANCE TO MEET WITH US.

Your resume is a document that represents you as a professional, and it is your primary tool for getting a foot in the door. It should be clear, straightforward, tailored, and comprehensive. Be proud of your military experience but highlight what is pertinent to the role you're seeking. Truth is, there are many ways to write a resume – but if you're still not confident in yours after you've done your best, take it to someone who can help. Throughout the country there are **free** resources to get help—we do not recommend paying for these services. The [Call of Duty Endowment](#), will happily connect you with the best non-profits in the US and UK that do this work.

IT'S IMPORTANT TO ALWAYS CUSTOMIZE YOUR RESUME TO EACH JOB YOU PURSUE.

To be successful in breaking through the first line of defense (recruiters), your relevant work experience must mirror the responsibilities and requirements in the job description. Remember, the recruiter is NOT the person who performs this role on a daily basis, and they don't know the ins and outs of the work itself. Recruiters support hiring managers to help find candidates who best fit the qualifications needed by the person to whom you would be reporting. Refine the below sections of your resume to tailor the document and make it easy for recruiters see why you're a great fit. The ultimate goal of your resume is to get you an interview.



RESUME EXAMPLES

<div><div>JOHN DOE</div><div>City, State Ph: 310.123.4567 johndoe@gmail.com</div><div>PROFESSIONAL SUMMARY:</div><div>Accomplished and driven military officer with a solid history of managing and streamlining coordination of efforts across multiple organizations. Seasoned leader with strong organizational and prioritization abilities. Areas of expertise include project management, collaborating teams within a dynamic environment, and performing under pressure.</div><div>SKILLS:</div><div><div>Proficiency with multiple Project Management Excellent oral and written communicator roles</div><div>Highly adaptable and capable of performing under pressure</div></div><div><div>Collaborative and very team oriented</div><div>Complex problem solving and time management skills</div></div><div><div>Physically and mentally fit, motivated, and incredibly receptive to feedback</div><div>MS Office programs; Word, Excel, Powerpoint</div></div><div>EXPERIENCE:</div><div><div>Air Force Chief, Analysis Division</div><div>Nov 2017 -Present</div><div>City, State</div></div><div><div>United States Air Force</div><div></div><div></div></div><div><ul style="list-style-type: none">Supervised and led the Air Force Analysis intelligence function, directly reporting to the Air Force Intelligence Chief for all operations on the Korean Peninsula.Directly managed three senior technical experts in the areas of Antiterrorism/Force Protection Analysis, Cyber Intel Analysis, and Intel Training Programs.Oversaw team of eight Intelligence Professionals and provide daily deliverables to higher leadership as a focal point for senior leaders to cross-organization and ally partners in a joint coalition environment.Facilitating collaboration between stateside organizations and international counterpart to strengthen shared mission objectives while seeking to limit redundancy of effort across the whole Intelligence enterprise on the peninsulaConducted training and collaborated with multiple shops and offices to unite effort of labor, facilitate meetings and supply leadership with accurate theater situational awareness and project development timelines.Supported weekly sync ups to General officer staff meetings to provide increased strategic level situational awareness of adversarial activity outside of the daily Indications and Warning updates.Planned and hosted an annual Korea Tactics Analysis Team conference.Managed Commander's Priority Intel Requirements and provided Intel decision support in armistice and contingency operations.Provided Intel reporting on international developments in support of exercise and contingency planning.Responsible for coordinating and facilitating multiple VIP visits to our Sensitive Compartmented Information Facility spaces across multiple offices to enable greater support to our operations from external organizations seeking to sync with the Korean theater.</div></div>	<div><div>JOHN DOE</div><div>City, CA</div><div>310.123.4567 johndoc@gmail.com</div><div>LinkedIn Profile: John Doe</div></div> <div><div>PROFESSIONAL SUMMARY</div><div>Experienced Project and Program Manager Military Veteran with a Top Secret Security Clearance and 10 years of proven leadership in the United States Air Force. Accomplished measurable results while leading teams of up to 40 in dynamic, fast - paced environments. Possesses a comprehensive background in Information Technology, Operations Management and Intelligence Analysis derived from conducting domestic and global operations. Managed risk upon multiple lines to protect assets, property, and equipment valued over \$4M while meeting expectations of senior leadership. Possess practical knowledge in Quality Assurance Testing and product design. Career supported by a Bachelor of Arts in Sociology from University in 2010 and an Agile methodologies SCRUM Mastery certification in 2019. Possesses an active TS/SCI Security Clearance til 2023.</div><div><div><div><ul style="list-style-type: none">Briefings/PresentationsLogistics/ResourcingData AnalysisUI/UX Design Familiarity</div><div><ul style="list-style-type: none">Quality Assurance/ControlTraining and DevelopmentProcess ImprovementCollaborative Facilitator</div><div><ul style="list-style-type: none">Risk Analysis/MitigationServant Leadership/ManagementInformation Management3D Print and Design hobbyist</div></div></div><div><div>PROFESSIONAL EXPERIENCE</div><div><div>United States Air Force – City, State</div><div>2018 – 2020</div><div>Senior Program Manager</div><div><ul style="list-style-type: none">Served as Program Manager of the newly formed Combined Forces Space Component Command (CFSCC) in response to Space Force operations; established guidance for tracking, evaluating, and responding to space-related targets in orbit and terrestrial systems.Provided guidance to shape executive organizational restructure for targeting oversight during strategic level coordination boards across multiple services to support senior leadership and General officer level staff.Coordinated with a multitude of Subject Matter Experts across the Intelligence Community to develop strategic level guidance for coherent integration of non-traditional target methodologies for nonlethal unconventional actions for the space theater; integrated 58 units to fall in line with CFSCC efforts.Directly managed team of 16 personnel for four annual global scale exercises for space operations and intelligence support to overseas theaters; team identified and awarded top performers in last 2019 exercise.Drove the database migration from Strategic Command to Space Force; over 100 targets identified and processed to our new targeting list for Space Force ownership to allow data ownership and maintenance.Organized base counter COVID Personal Protective Equipment efforts by 3D printing 300+ mask extenders for base and local community, and over 30 face shields for medical screening teams.Managed two government purchase program accounts as Unit Approving Official; controlled \$30K budget directly annually and enabled supplies and organizational compliance for 2020 without discrepancies.</div></div><div><div>United States Air Force – City, State</div><div>2017 – 2018</div><div>Senior Project Manager – Analysis Division</div><div><ul style="list-style-type: none">Senior Project Manager for Strategic organization's Intelligence analysis; directly supported the most senior Air Force Intelligence leadership in theater for ongoing and emerging threats to United States Forces.Oversaw a team of 8 intelligence professionals that provided daily deliverables to higher leadership as a focal point for senior leaders to cross-organization and ally partners in a joint coalition environment; responsible for force protection analysis, cyber intelligence analysis and intelligence training programs.Facilitated collaboration between stateside organizations and allied nation counterparts to strengthen shared mission objectives while limiting redundancies across the intelligence global enterprise.</div></div></div></div>
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ON THE FOLLOWING EXAMPLES, the resume on the left has qualified experience but is unfocused due to vague bullet points and poor layout. The resume on the right provides more detailed information, and the layout is improved.

- Title and/or tagline
- Industry and role-specific professional summary
- Areas of Expertise
- Relevant Experience
- Technical Skills

Don't forget to have your contact information (phone, email, city & state) clearly detailed.



PORTFOLIO TIPS

ART

If you're interested in art or animation roles, a portfolio will be required, and we want to see it! We're looking for anatomy, mood, and a strong perspective. Your artistry should also match the feel of the game you're looking to be hired for (e.g., Call of Duty and World of Warcraft look and feel very different from an artistic perspective). Here are some guidelines to keep in mind when you're building your portfolio:

ANIMATION, VFX, MOTION

Don't make your reel too long – show off your best work in a well-edited manner.

90 seconds is great...certainly no longer than two minutes.

Have a solid understanding of the principles of animation, weight, timing, anticipation, squash and stretch. Ensure you edit your reel with the best examples of your work strategically placed at the start and the end. Those are the areas that will have most impact.

- Try to show a variety of work, not just the same-looking animation over and over again.
- If you are applying for a particular role, don't be afraid to tailor your reel to examples of work that best showcase your skills in that area. You may need multiple reels.
- Having a website is a great way to direct people to your work and highlight your skills. Also, get your work on public sites such as: [ARTSTATION](#), [COROFLOT](#), [BEHANCE](#), [CARBONMADE](#), [CARGO](#), [DRIBBBLE](#)

For more, check out this portfolio from the [#Experienced Katie Sabin, US Army veteran at Raven Software](#).

[Sample portfolio for #Entry level art/animation roles](#).

Pro tip – to stand out, make sure your resume and LinkedIn profile also reflect your artistry and aren't just the typical standard format like the way a business resume would appear.



RESUME EXAMPLES: TECHNICAL ROLES

TECHNICAL ROLES - USE SPACE ON YOUR RESUME WISELY TO HIGHLIGHT RELEVANT LANGUAGES, PLATFORMS, SOFTWARE SKILLS AND EXPERTISE LEVEL:

Google “average time a recruiter looks at a resume,” and you might be surprised. The answer is a mere **SIX** seconds. With that in mind, it is crucial that yours can present the most relevant and requested skills presented in the job description quickly to capture the recruiter’s attention.

- Activision Blizzard at its core is a creative company. The resume on the right, while still simplistic and professional, is more dynamic and pleasing for the eye, so it stands out quickly.
- Comparatively, the resume on the left utilizes white space in the wrong ways, and has a cookie-cutter format.
- Highlight your tech stack and knowledge in an easy to digest and scannable format by providing a well-spaced list of the most pertinent and aligned tools/ languages for the role you are applying for. Be honest, and provide a realistic representation of your expertise while also helping the recruiter quickly assess your strengths and fit for the needs of the opportunity you are looking to be considered for.
- Font formatting utilizing **Bold** to **highlight** and bring attention to your **skills, languages,** and toolkit is an easy way to **help** your resume stand out quickly as a match.
- **Pro Tip** – scan your own resume compared to the requirements and preferred skills listed in the job description, and see if they stand out to you within 10 seconds of reviewing the document.

Jane Doe

Los Angeles, CA

Jane.Doe@email.com | (555) 555-5555 | Janedoeportfolio.com

SKILLS

Languages/ Technologies: Adobe, Maya, Revit, 3D Studio Max, Character Modeling, Animation

WORK EXPERIENCE

Game Studio 1

– 3D Artist, 2018 - Present

Created high-quality 3D models of 40 game settings in Revit

Defined detailed environments with the use of 3ds Max Toolset

– 3D Amation, 2015 - 2018

Created over 400 character models in line with the character effects team requirements

Manipulated the character to interact with the digital environment using Maya.

United States Navy – NAS Whidbey Island, WA 2009 – 2015

Supervised 5 soldiers to ensure tasks were completed successfully.

Managed all areas of responsibility involving operating and maintaining electronic sensors and computer systems

Provided all training including operations safety and equipment

PROJECTS

Project 1 – Rigging

Created skeletons for 3D models to perform character and object weight controls and painting, and added inverse kinematics to 3D Models

Project 2 – Animation

Controlled characters in real time, and applied motion capturing techniques to rigs. Worked with control curves and constraints to manipulate characters

EDUCATION

BA - Computer Animation, Ringling College of Art and Design, 2012 – 2015

Visual Arts Program Grad, Douglas Anderson School of the Arts, 2011-2015

J/DJane Doe3D ARTIST

555-555-5555

janedoe@email.com

Los Angeles, CA, USA

LinkedIn: Jane Doe

Janedoeportfolio.com

ABOUT ME

Passionate 3D artist with over 5 years of experience in 3D modeling, rigging and animation.

At Game Studio 1 designed and defined 2D immersive game settings using 3ds Max tools and ensured project integration on daily basis.

SKILLS

9/103D Studio Max

8 / 10Maya

7/10Character Modeling

10 / 10Adobe InDesign

6/10Rigging

EDUCATION

BA / Computer Animation

Ringling College of Art and Design

2012-2015

Visual Arts Program Grad

Douglas Anderson School of the Arts

2011-202015

EXPERIENCE

3D Artist

Game Studio 1 / Los Angeles, CA / 2015 - 2021

Created high-quality 3D models of 40 game settings in Revit.

Defined detailed environments with the use of 3ds Max toolset

Cooperated closely with other artists to obtain best results

Key achievement:

Nominated for "Digital Arts Award 2020" for creating unique forest environments

Created over 400 character models in line with the character effects team requirements

Manipulated the character to interact with the digital environment using Maya.

Closely cooperated with editorial team to ensure character integrity

Cryptologist

United States Navy / NAS Whidbey Island, WA / 2009 – 2015

SPECIALIZATION

Rigging:

creating skeletons for a variety of 3D models using 3D Studios Max and Maya; performed character and object weight controls and painting, added inverse kinematics to 3D Models.

Animation:

controlled rigged characters in real time; applied motion capturing techniques to rigs; worked with control curves and constraints to manipulate characters

[Check out these examples and tips for creative and technical resumes](#)

An important note for aspiring software developers:

Candidates should be prepared to answer questions on topics like data fundamentals, C/C++/compilers/data representation, algorithms, computational geometry, code optimization, and computer architecture. Expect to demonstrate the ability to write code (that won't crash). This helps us understand your approach to coding as well as your decision-making skills.

CHAPTER 03 | 21



COVER LETTER

If the job description specifically requires the submission of a cover letter, use your cover letter purposefully to highlight, explain, or share your passion for the role or company that you might not be able to express in your resume. If the job description doesn't ask for one, you may only want to include one to explain any experience and background information about you that is relevant to the role but doesn't fit into your resume.

Why write a cover letter? A cover letter provides a voice to your resume. You can provide more context to your work history that may be misunderstood in a resume. If you have gaps in your employment (e.g., due to a reserve mobilization), changing careers, or relevant, but not recent, experience, then you should consider using a cover letter to provide information or share your current interests.

PROCESS

HOW TO READ A SAMPLE JOB DESCRIPTION

Be sure to tailor your resume, portfolio, interview prep/answers, and questions to areas where you see repetitive themes (in this case, good organizational and communication skills).

Job Title:

Production **Coordinator** (this is likely an entry level role) - **Sledgehammer Games** (research this studio, its style, feel, and art)

Your Platform

Located in the San Francisco Bay Area and Melbourne, Australia – we’re the videogame development team behind Call of Duty®: Modern Warfare 3, Call of Duty®: Advanced Warfare and Call of Duty®: WWII. Since our founding in 2009, our greatest passion has been making **AAA games**. The strength of our team makes us not only excellent at what we do, but also how we do it. We firmly believe in supporting our talented employees to be the best they can be. Here at Sledgehammer Games, everyone is a game maker.

As we head into decade II of development, we’re **focused on constantly evolving, innovating and taking risks** – which are some of the most rewarding aspects of game development. With world-class audio, design, engineering and art teams, we’ve been able to achieve some of the **highest-quality game execution of any studio** in the industry. We love what we do and work hard to make sure that each new game we make is even better than the last. **Creativity is key**, and we’re looking for talented game developers for our exciting next project.

Your Mission

As a Production Coordinator you will assist our teams in achieving our quality and creative goals for our next game. The Production Coordinator will work closely with our Development Managers and Development Directors to **maintain milestone schedules, track feature and content status, and communicate team progress to the rest of the studio**. The Production Coordinator will gain insight into our **AAA game production processes and play a key role in facilitating those processes to provide our teams with what they need to excel**.

Priorities can often change in a **fast-paced environment** like ours, so this role includes, but is not limited to, the following responsibilities:

- Provide hands-on **support** to our development teams such as **organizing** playtests, taking notes, updating schedules, and sending out **studio-wide communications** to report team progress.
- Assist in task and bug tracking and management through our internal tools.

- **Facilitate communication** across our development teams and external partners.
- Find opportunities to help your team focus on doing what they do best.
- Help make our games better by participating in internal playtests and **communicating feedback** to the relevant stakeholders.

Player Profile

Minimum Requirements:

- 0 – 2 years of experience in game, film, or technology development.
- **Desire to pursue a career in game production.**
- General understanding of project management fundamentals (e.g., scheduling, tracking, reporting).
- Excellent verbal and written communication skills.
- Experience with Microsoft Word, Excel, Outlook.

Extra Points (These are the preferred qualifications a recruiter will be looking for as keywords in your resume as well. Highlight these as much as possible to rise to the top of the candidate pool, but still apply if you don't have these experiences – they're differentiators, not prerequisites!):

- Experience with a variety of project management tools (JIRA, Confluence, Shotgun, Microsoft Project experience is a plus).
- Took on a role as Producer / Project Manager for a creative project (e.g., school project, indie game, film, commercial).
- Knowledge of specific project management methodologies such as Waterfall, Agile, etc.
- Active video game player across a variety of genres, especially FPS games.

TIPS FOR YOUR INTERVIEW

WHEN YOU'RE READY FOR US, WE'RE READY FOR YOU.

When you interview with us, be prepared to speak in detail about your accomplishments and hard-won knowledge. We are interested in understanding not only your specific skill set, but how you execute those skills. We'll dig into career decisions and your motivations for applying with us. We appreciate it when you come prepared by researching us too. Come ready with a couple of questions that will clarify what the most successful people do here, where we see this position's greatest impact, and perhaps the make-up of the team.

Activision Blizzard recruits talent, not just diplomas. It doesn't necessarily matter where you learned to draw, crunch numbers, or code if you have the talent to create great content. The best part about successfully applying for a position here is that there is no singular "right" path. So, do your homework, network as much as possible, make sure your resume is comprehensive and clearly represents you, practice interviewing, and have fun. Here are a few other tips to keep in mind before you submit:

- **Research.** Know the company, industry, and products as much as possible. Networking and informational interviews can help you prepare for this. Use [LinkedIn](#), [Veterati](#), [COD Endowment partner programs](#), [YouTube](#), [Ladders](#), and [Glassdoor](#) to find employees with shared backgrounds or interests. Referrals can be helpful. Read as much as you can about the company and the role you're targeting. Company and studio websites, social media feeds, news, press releases, annual reports, and playing our games are great places to start. Re-read the job description and look up your interviewers' backgrounds on LinkedIn before your interview.
- **Passion.** If you're not genuinely passionate about the job, that will be evident, and if this is the case, it is unlikely you'll be hired. We throw ourselves into this work, and we want people by our sides who are similarly motivated.
- **Stand at Ease!** Sir and Ma'am are for your in-laws, not Activision Blizzard. Everyone is on a first name basis here.
- **Translation.** You need to translate your military experience for the non-Veterans at our company who may not understand the relevance of your previous roles and transferrable skills to our needs in the business. Make no mistake, we are a very military friendly company, but as the saying goes, "Make it easy for them to say yes!". If you're uncertain whether you've done this well, the Call of Duty Endowment's partner non-profits will be happy to help you strengthen your resume and/or interviewing skills. Click [here](#) for help.





COMMON PITFALLS

Procrastinating. Treat your job search as a full-time job. You've got to be as serious about finding the right role as we are about finding the right employee.

Not putting time and effort into building industry specific networks and relationships. Getting to know the right people in your field will take you far when it comes to landing interviews and being considered for opportunities in this competitive industry. As they say, it's not only what you know, but also who you know that helps propel you forward in your career. It's easy to make the mistake of conducting a totally virtual job search, and while this is tempting, we still work in a real world and your ability to connect with actual people is a critical piece of the puzzle that will help you land a job. Community groups, forums, alumni associations, mentor programs (i.e., Veterati and ACP), industry conferences/expos, veterans networking groups, and virtual/in-person events are all great ways to make key connections with people who can serve as resources, mentors, advocates, and field level experts during your search. Staying engaged with industry networks will keep you top of mind with professionals and insiders who regularly hear about opportunities throughout your field of interest.

Lack of specificity. In politics, it's said that "if you stand for everything, you stand for nothing." This also applies to your job search. It's easy to spread yourself too thin, and it is crucial that you demonstrate focus and depth in what you actually want to do. Saying, "I'll do anything," is the wrong answer.

Desperation. Desperation never looks good. You might be in a tough spot, but it's not a good idea to bring this up in an interview. Stay calm, collected, and focused on what you can do for the team.

Only chasing long-shots. While you should never sell yourself short, it's smart to go after jobs that are a reasonable fit.

TIPS FOR YOUR INTERVIEW (CONT.)

- **Don't Inflate.** This isn't the time to pin on a Silver Star or get that promotion to Sergeant Major you always wanted. We value honor and integrity every bit as much as the armed forces.
- **Don't Wear a Suit (please!).** So, you've made it to the interview—congratulations! We generally wear jeans and t-shirts, hoodies, or casual button-down shirts. For an interview, you just want to be slightly more dressed up. This way, everyone feels at ease. For studio interviews, khakis or a skirt are fine but don't break the bank the night before. Ask your recruiter what to wear for corporate interviews. And relax, Private Joker—we don't have military haircut standards here.
- **Stand at Ease!** Sir and Ma'am are for your in-laws, not Activision Blizzard. Everyone is on a first name basis here.
- **Questions.** Come prepared with questions, but DON'T ask about things that you could easily find out through research or a thorough reading of the job description. An example of a good question, is "What do you see as the biggest challenge I'd face in this role?" A bad question is, "How did the business do last year?" You can always expect to be asked, "Why are you interested in this role and/or our company?".
- **Prep.** Work with a mentor or friend and try to anticipate what you may be asked. Practice. Prep 6 - 8 "power stories" – specific experiences that showcase specific behavior that you can draw from during your interview. Be sure to practice using the STAR or CAR method: focus on your behavior and results. Remember that the "A" for Action and "R" for outcomes/results is where you should spend the most time. Don't spend more than a minute or two setting up the context of your example. Again, we want to understand how you approached challenges, solved them and what you learned.

COMMON INTERVIEW QUESTIONS:

- > Why are you interested in working here?
- > Why are you interested in working here?
- > What is it about this role you find intriguing?
- > Tell me about a time when you solved a tough creative or business challenge?
- > Tell me about a time you failed professionally and what you learned from the experience?



PROFILES OF OUR VETS

VETERANS WORKING AT ACTIVISION/BLIZZARD



U.S. NAVY

Angela Scott is the Personalization & Content Manager for Activision/Demonware, where she works within the Experience Optimization group to oversee and manage A/B testing, personalization processes, content updates, localization for in-game, web-based, and mobile applications. Upon joining the company in 2015, Angela engages with the engineering team to identify and resolve web-based issues, as well as partners with stakeholders to ensure content is available in appropriate regions globally by assigning resources to individual projects. A second promotion has expanded Angela's responsibilities to include coordinating with stakeholders to identify, develop, and test new personalization tactics/capabilities to drive engagement and revenue.

The United States Navy trained Angela with strong project management and technology skills. She first served as Religious Program Specialist at Naval Air Station Whidbey Island, where she not only led as day-to-day office manager at the Chaplain's Office, but also collaborated with educators to create special events and programming to servicemembers, military families, and the community at-large. Angela's experience collaborating in a fast-paced, technical environment prepared her as an effective communicator dealing with both technical and non-technical people.



U.S. MARINES

Ramsey Abdulrahim joined Activision in 2020 through the company's MBA Graduate Rotational Program. This program recruits and develops diverse leaders from MBA programs who are exposed to different functions and parts of the Activision-Blizzard-King family over three 8-month rotations. In his first rotation, Ramsey embedded with the Production Management Group working on Call of Duty.

Ramsey has eight years of military experience and continues to serve part-time in the Marine Corps Reserve as a logistics officer while working at Activision. Ramsey says the company has fully supported him in his continued service to his country.

PROFILES OF OUR VETS

VETERANS WORKING AT ACTIVISION/BLIZZARD



U.S. MARINES

Matthew Kaczynski is a Game Producer on Diablo IV at Blizzard Entertainment and has been at the company since 2017. He works with the design team to create the open world content for the upcoming release in the series.

Matthew served in the Marine Corps for 10 years and, despite a fear of heights and no flying experience, thought it would be a good idea to be a jet pilot. He flew the EA-6B 'Prowler' and deployed four times to combat. Being a Marine gave him the tools and experience to lead large teams through complex projects on tight timelines and under extremely stressful situations. He still hasn't gotten over his fear of heights.



U.S. ARMY

Katie Sabin is a Senior Artist at Raven Software and creates hero assets like vehicles and player equipment on the Call of Duty franchise. Most recently, she was responsible for creating the Bannerocks, Wood's pickup truck for Call of Duty: Black Ops Cold War. She has worked on every Call of Duty title since Call of Duty: Ghosts.

Katie served in the US Army as a 15TF, which is a Blackhawk helicopter mechanic with a flight status identifier (crew chief). Not only did she perform maintenance and repairs on Blackhawk helicopters, her status as a crew chief included additional responsibilities such as meeting flight hour requirements, being proficient in helicopter gunnery, performing sling loads, passenger transport, and NVG operations. Her in-depth knowledge of helicopter systems and mechanics proved especially useful when applying that knowledge to creating equipment and vehicles that fit into the Call of Duty world.

PROFILES OF OUR VETS

VETERANS WORKING AT ACTIVISION/BLIZZARD



U.S. ARMY

Daniel Davis is an Associate VFX Artist for Raven Software, working on Call of Duty. He joined the studio in 2016 and has helped work on multiple titles including Infinite Warfare, Black Ops Cold War, and Warzone.

Daniel served as a 68W Healthcare Specialist, or Combat Medic, in the US Army. He learned resource management, leadership, problem solving, and the value of teamwork all while working in incredibly high stress environments. All of these skills serve him well in his current role at Raven where teams constantly push the bar to make things better every time.



U.S. ARMY

Preston Cheeks is a Support Specialist with the Support Information team at Blizzard Entertainment where his team is responsible for gathering information regarding upcoming games, patches, and products to relay the information across the PS Dashboard & Hivemind (the Internal Knowledge Base). They strive to provide much needed information to PS agents, making sure they can provide the best service to customers and to better assist with their day-to-day workflows.

Preston spent six years in the US Army as a Combat Photographer and Videographer. He was attached to the 55th Signal Company out of Fort Meade, Maryland. His mission was to provide still and video documentation of Army operations during peacetime, contingencies, and combat. Ready to deploy on a moment's notice, the 55th employs state-of-the-art documentation equipment and is equipped with still and motion cameras, night vision equipment, and editing suites. During his time with the unit, Preston spent time in multiple countries, which included a year in Afghanistan and in Iraq.

KEY INTEL

Want to know about our current Veteran's experiences working here? We surveyed them to find out. Here's what they learned or observed in their own words.

WHAT ELEMENTS OF YOUR MILITARY EXPERIENCE HAVE BEEN MOST HELPFUL IN YOUR WORK HERE?

"My military experience gave me the gifts of accountability and leadership. I will always be thankful for that."

—Ben Fox, US Army

"Discipline. Keeping focused on my task and getting the job done. Also communication. I learned a lot about networking and working with people to get things done."

—Joseph Priest, USMC

"Learning my soft skills - basically all my communication, motivation and work ethics come from my military experience, and I've used those to extreme effectiveness here at the company"

—Dor Levgoron, Israel Army



WHAT IS THE ONE THING YOU WISH YOU KNEW PRIOR TO APPLYING?

"That the comradery was so high at this company."

—Thor Gass, USMC

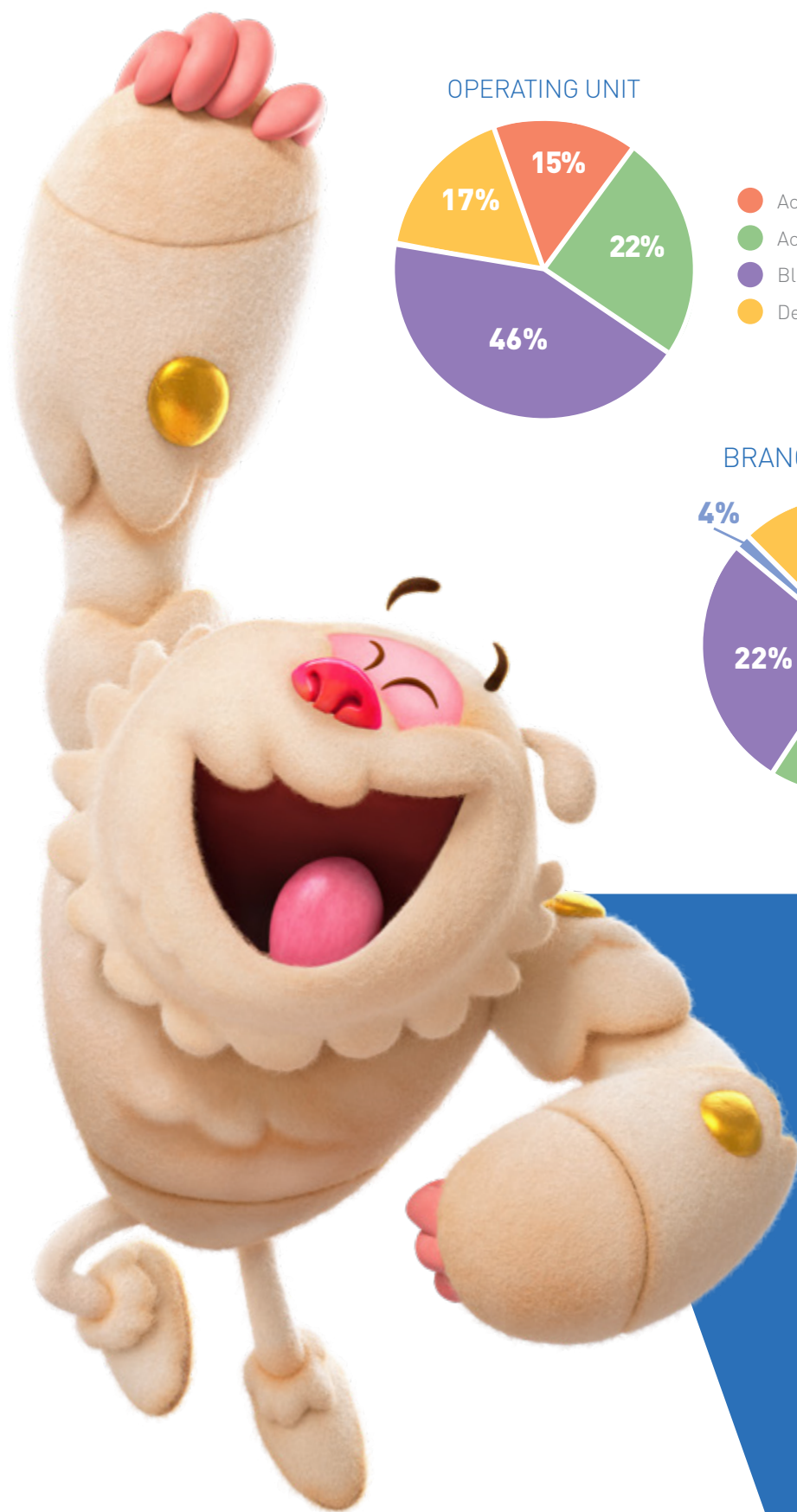
"Everyone should know how to write a resume and a cover letter. I've always done well with resumes, but a good cover letter is much harder."

—Anthony Davis, US Army

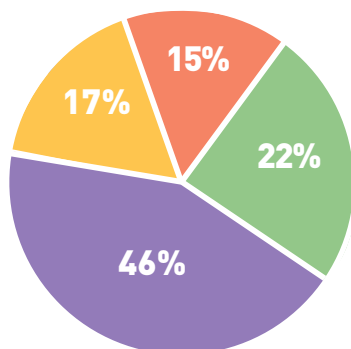
"I wish I knew I should have applied to work here 10 years ago."

—Gregory McDonald, USAF

USEFUL STATS ABOUT OUR VETS

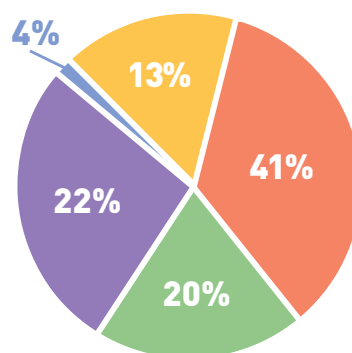


OPERATING UNIT



- Activision Publishing
- Activision Blizzard
- Blizzard Entertainment
- Development Studios

BRANCH OF SERVICE



- Air Force
- Army
- Navy
- Marine Corps
- Coast Guard

13%
SERVED
IN RESERVE/GUARD

7%
DID BOTH

NEXT STEPS

We hope that if you're interested in the interactive entertainment industry, you'll give Activision Blizzard a close look when the time comes to find a new career. As a Veteran-friendly company, we are thankful for your service and respect your unique background and skills.

Here's what we recommend that you do next:

Discover your passion. Remember, the process of finding the right second career is more than a Google search for your next paycheck. In reality, it's a second chance to evaluate who you are and what you want to be and do.

Prepare. Study up – take courses – get your portfolio ready. Put in the time and work to make sure your skillset is as good and fresh as it can be. Get lots of feedback.

Give us a shout. When you're ready, apply to the sites below. Be ready to talk to our recruiters about your plan. Good luck! [Activision Publishing](#), [Blizzard Entertainment](#), [King Digital](#), [Activision Blizzard Consumer Products](#), and [Activision Blizzard](#) corporate roles.

