



Nobody is Hiring : How do I get a job anyways?

Succeeding, Standing out and Thriving in the Dark
Ages of Concept Art

Overall...

How to reach the top 5% of artists getting jobs

Instead of being stuck in the 95% of artists fighting for crumbs
and underpaid gigs.

My name is Timothée Mathon

(you can call me Tim)

I'm a Senior Concept Artist and
Art Director in the AAA Video
game Industry

An Illustrator for TTRPGs

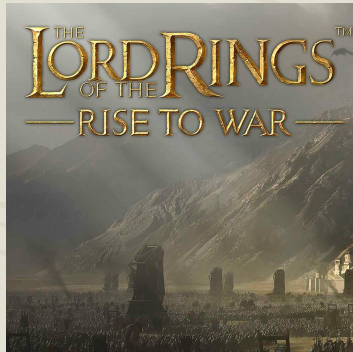
And an Art Mentor and
Instructor



I have worked for :

Ubisoft
Quantic dream
Netflix UK
Share Creators
NetEase
Eden Games
Free Range Games
Mood Publishing
Conceptopolis
Happy Elements

And more !



Total War Warhammer
Related projects

D&D related books

TCG projects

Some projects
buried into NDAs
Forever !

Teaching at New3Dge

And more !



In 2023 I launched a Mentorship...

2 years later...

★★★★★ Jan 30, 2024

It's more than a mentorship.

My experience with this mentorship has surpassed what I expected, aside from growing technical skills, I've learned so much about a way of creating a path to achieve my goals as an artist for video games and films. With so many resources shared from Tim, I now have knowledge on the business side of art and what advantages could an artist have in order to be competitive. Even with the mentorship concluded, I just keep growing within The Art Nest community. ...It's more than a mentorship.

Date of experience: November 28, 2023


★★★★★ Apr 25, 2024

The no bulls**t guide to enter the...

The no bulls**t guide to enter the industry.

Tim is a great mentor and gives his 200, if not 300% in order to really make his mentees reach their ultimate goal. He's always trying to bring new resources, new learning material, new opportunities to the table and you can really tell he does this because he REALLY wants you to make it in the industry.

He's not focused on making money from this, but he's really focused on giving you real, simple, comprehensible advice on how to grow as a professional, and his attitude is like the one of a friend.

The  **Goblin** Hier à 19:57
I found Tim through the concept art group on LinkedIn too
Changed my life

Date

21 octobre 2024

Aujourd'hui à 03:48

I just finished my interview and wanted to say thanks... I dont think I've ever interviewed that well before and this mentorship is definitely the reason why. I already had an answer prepared for every question they asked just from following the V2 week 4 vids.

1

★★★★★ May 3, 2024

Life changing concept art portfolio crafting

The most accurate description of this mentorship could be "a beacon of hope in this awful industry situation" to know what could improve our portfolio to get access to jobs. The fact that there's an actionable analysis process and "plan" (no spoiler) will help you regain control of the process/portfolio which is really positive and good for morale/peace of mind. Class format is really nice and dynamic and helps to get the ball rolling.

In addition to the portfolio crafting support (and continuous feedback) given by Tim, he'll help you understand the process of application in detail, help you with your CV and being more diplomat. Tim also goes all out to improve the content of the mentorship following discussions and data coming from collecting industry insights. There's also the community. You can come and see with the free course and the Discord link if you're curious, I do think it's helpful.

Do I regret not having taking this course before I did? Definitely. The results are there. If you feel lost you'll learn new things and it will change your life. Getting help of the community you'll get where you want to be in the end.

Date of experience: May 03, 2024


Aujourd'hui à 05:35

I was going through my artstation removing old stuff in prep for adding my new project and it's amazing how different my old work looks to me since starting the mentorship. Tim, you're changing how people think and see concept art!

1

torship

May 3, 2024

 **faeryn** 13/10/2024 16:18

Honestly? It's the highest value of education I have received! I found one of your posts on LinkedIn at 2am when I had received another rejection, and it was just as pure of a chance that I clicked on the link to your free course. I can't thank the stars enough that I didn't just scroll past lol

I've actually seen progress is quite a few things in my life - not just the professional side. Because you have such high standards and you hold the mentees to that level too, it naturally pushed me to work on MANY things.

I think the speed was a bit of a struggle for me but it was amazing to push through and see the progress in my way of thinking in just five weeks

You have created SUCH a huge amount of knowledge and you're so involved with your mentee's growth, it has made such a huge impact

Envoyer un me...

Student : Jessica Nera Bargh



Executioner's outfit

 Morana's Wrath

HIRED

es
essentialstudio.com

WINTER SKIN



Winter skin dagger, the two sharp edges can be used for ripping through the enemy



can hold arrow more stably

Winter skin bow



Winter Skin for Blessed Arm

extra dagger blade



Raven Guardian skin



The Blessed Arm burns some of the armour, it doesn't burn master crafter ones

Svarog's Horn grants special ability, depicts a battle between Svarog and Crnabog



Chimney shoulderedpad representing Svarog's armour



Svarog's Champion skin



Champion skin for the Blessed Arm. Tree branch going through and wrapping around it

small knuckle/gauntlet, sun shaped

leaf bud ring the handle of the dagger represents the Tree of Light



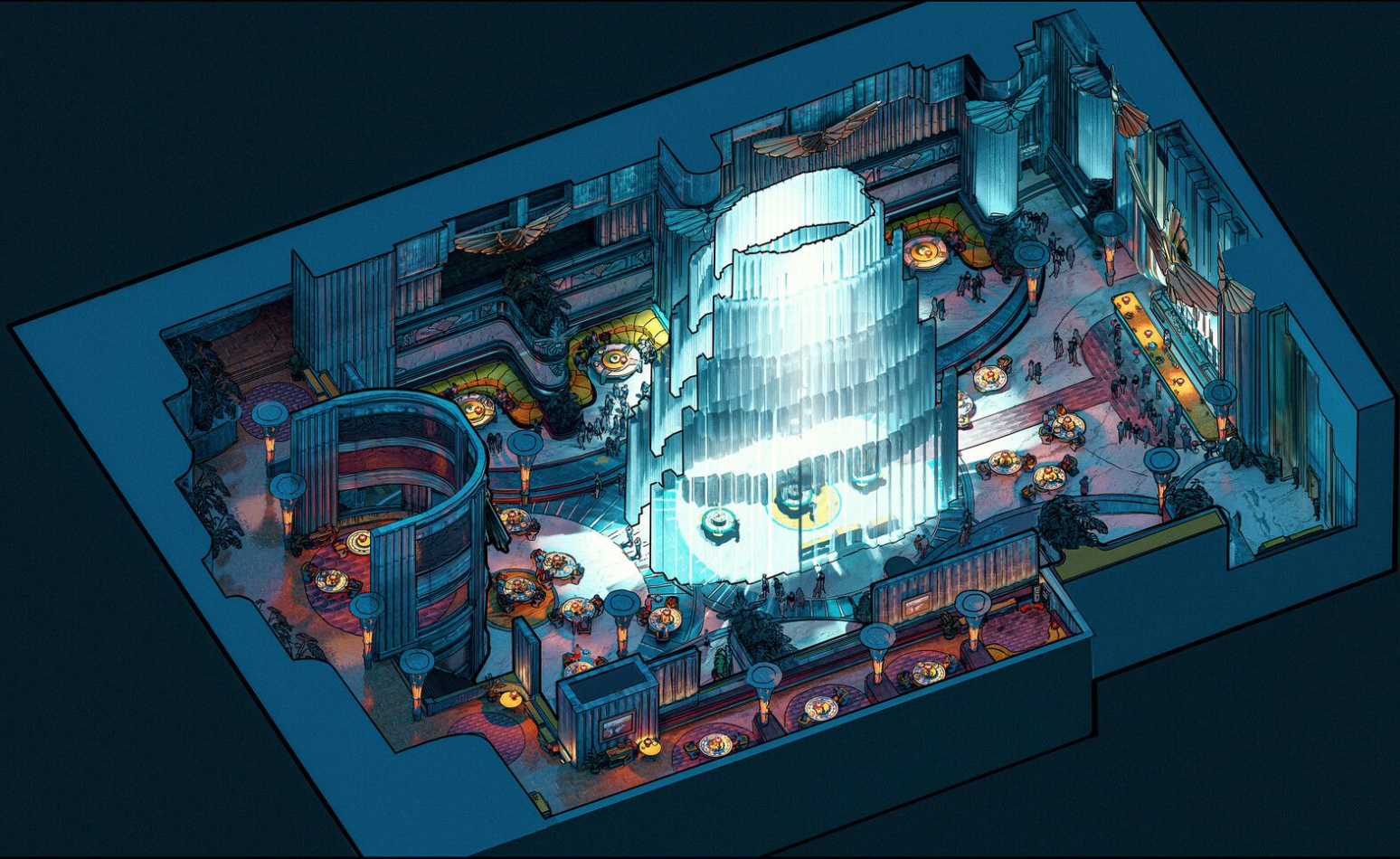
Nada's Journey

DIFFERENT SKIN DESIGNS

JESSICA NERA BARGHI | CONCEPT ARTIST

jessica.nera.barghi@gmail.com |

NEPTUNE'S OBELISK



Student: Stefan Mihai Toma

- OCEANIC ART DECO - LUXURY - RETRO FUTURISM -

HIRED

Chromatic
Studio

VIVIAN VOSS CHORALINE'S APARTMENT

This is **Vivian's** apartment. She is a **detective** who specializes in **audio spying techniques**. Vivian also **collects antique items** and repurposes them into new gear or upgrades. Her mission is to track down Constanta's most powerful mafia boss. Her latest clues suggest that she should investigate Neptune's Obelisk bar, located in The Casino...

Her place reflects a mix of **Retrofuturism** with influences of **Oceanic Art Deco**.

-When it comes to the rent, a fortune in gold bars or one favor to the right syndicate – because sometimes, it's not about money but about who you know... -**Vivian**



Stefan Toma 08/05/2025 12:40

Hey Tim! just wanted to thank you for everything man, i just started a bit ago with Chromatic 😊 it was because of the project because after i posted they reached out to me right away, it just took a bit for things to get started.

also yesterday's session was super helpful man, it was really good to just say those things out loud and i felt super well after 🙏

Stefan Mihai Toma - stefantoma.art@gmail.com

<https://www.artstation.com/stefantoma>

- DETECTIVE - AUDIO SPY - ART DECO - OCEANIC - RETRO FUTURISTIC -



HIRED OUTFIT7



2025 ROOKIE AWARDS FINALIST

Axel Paumier
Rookie of the Year - Concept Art

www.therookies.co/rookieawards

paumier.artpro@gmail.com



Student: Seung Un Lee

HIRED

MOOD V I S U A L S

The Dragon's Bane

Saint George's inner circle, personal friends and the members of his mercenary monster hunter crew, the Dragon's Bane. Some of the best warriors the christendoms have ever seen. All of them worthy of the name 'Dragon hunter'.



Mercury

The blade of the Seraphim



Sebastian

The Crosspaw Champion



Demetrius

The Thunderthrower



Theodora

The Scorched Maiden



Maurice

The Desert's Edge



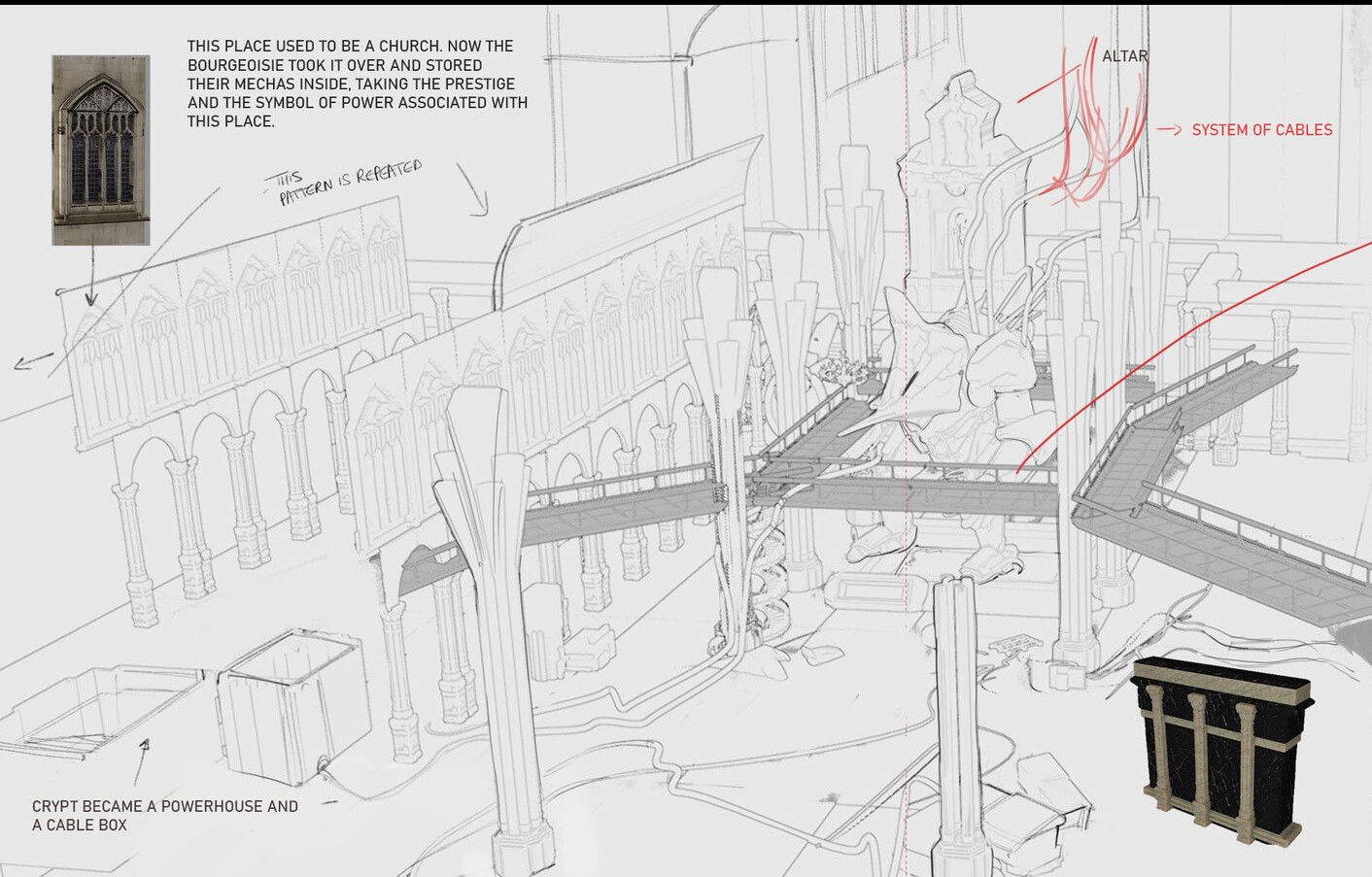
ALIXCALDERAN.MYPORTFOLIO.COM

Student: Alix Calderan



THIS PLACE USED TO BE A CHURCH. NOW THE BOURGEOISIE TOOK IT OVER AND STORED THEIR MECHAS INSIDE, TAKING THE PRESTIGE AND THE SYMBOL OF POWER ASSOCIATED WITH THIS PLACE.

THIS PATTERN IS REPEATED



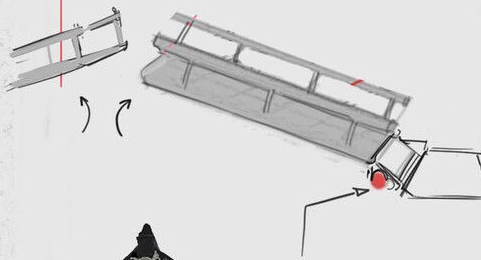
CRYPT BECAME A POWERHOUSE AND A CABLE BOX

ALTAR

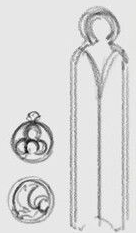
→ SYSTEM OF CABLES

THIS CHURCH IS LOOSELY BASED ON SAINT BAVO IN GAND, POSTERIOR TO THE PERIOD

FOOTBRIDGE IS SEPARATED AND IS LIFTED FOR THE MECH'S CIRCULATION IT ALLOWS SERVANTS TO FIX THE MECH



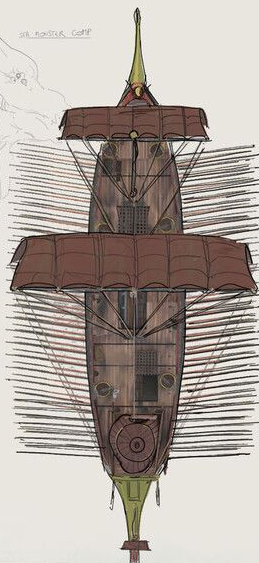
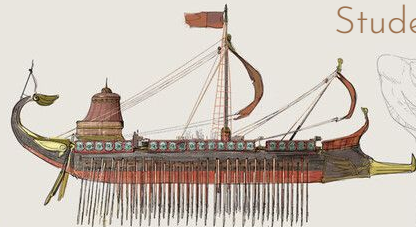
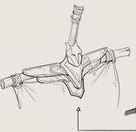
THIS PART IS LINKED TO THE PILLARS FOR STABILITY





MY LITTLE TRIREM
WARSHIP IS MAGIC ♣ ♣

Student: Alix Calderan



PATTERN



PAINTED OARS ARE THE SAME. LONG TIP TO EXERT MORE PRESSION ON WATER



Student: Chloe Andriuzzi

Finnian The Bard





DRAGON + WHITE KNIGHT

- Use dragon materials
 - scales
 - leather
 - fur
 - can protect from fire
- beast / Gladiator / champion



TRAVEL + WHITE KNIGHT

- Travel to find the Grail
- Leather → protect against fire
- lighter than full plate



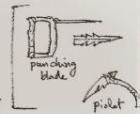
DUALITY + WHITE KNIGHT

- ↳ in materials
- details
- [Gold to represent Arthur]
- vs
- [Silver for Lancelot]



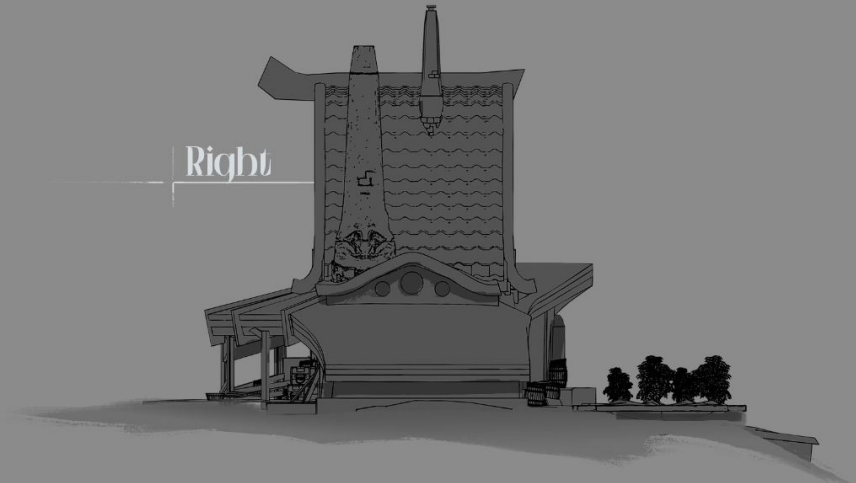
TRAVEL + DRAGON

- Leather + cotton
- against fire
- and
- lighter / easier to move in
- Tools to climb on monster dragons





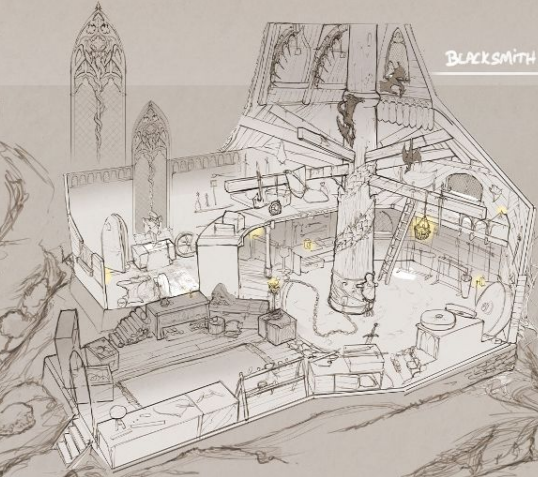
Student: Gaël Gardeur



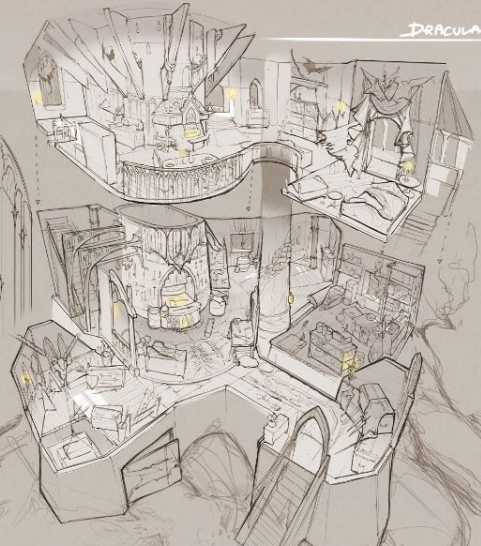
BLACK SMITH / WALACHIA ROMANIA



BLACKSMITH / DRACULA



DRACULA



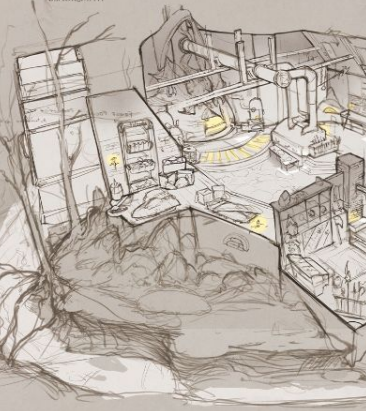
WALACHIA ROMANIA

BLACKSMITH

DRACULA ROOT INVADER
BAT HANGING WHERE ARE THE ROOTS



BLACKSMITH

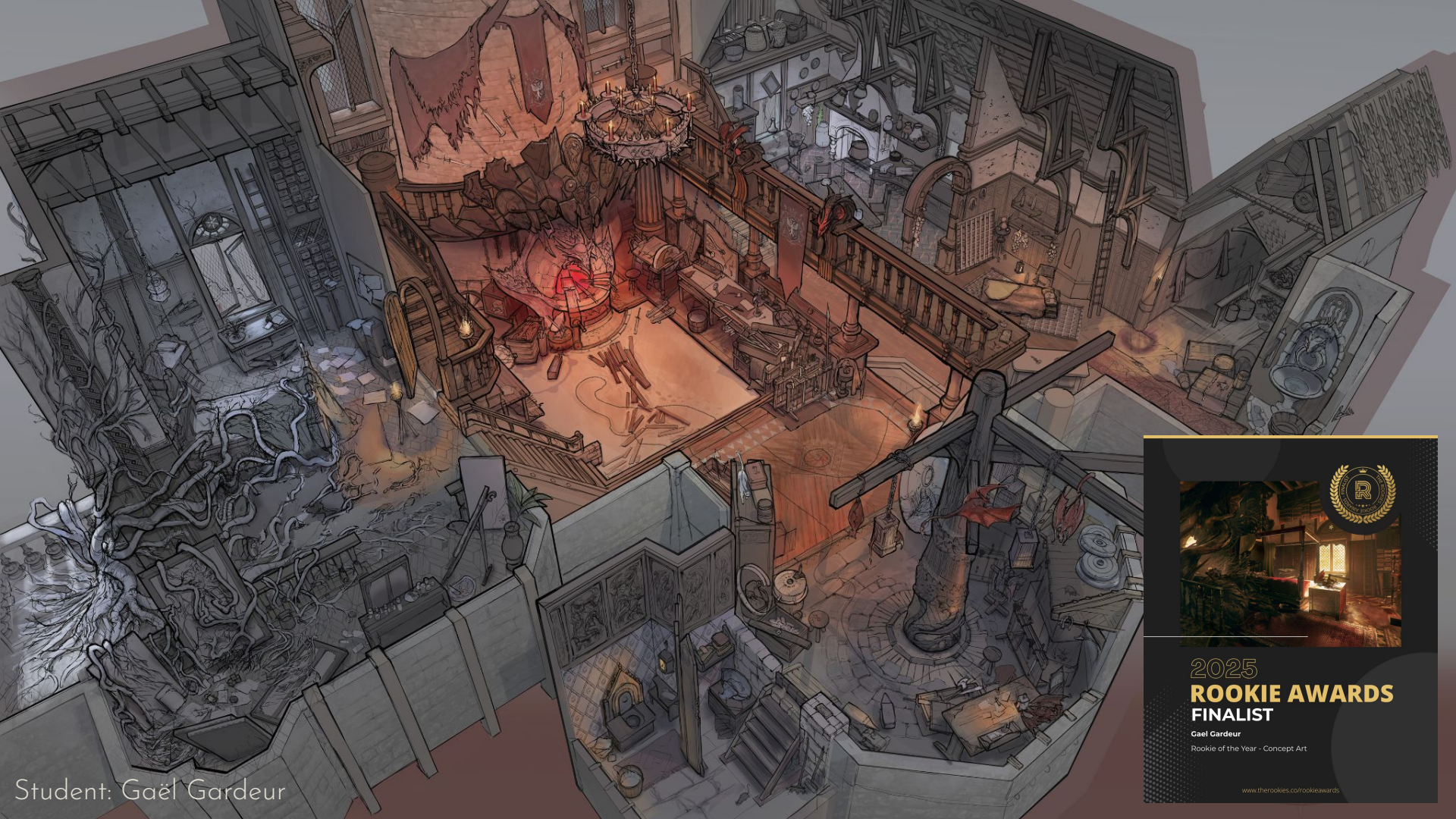


2025
ROOKIE AWARDS
FINALIST

Gael Gardeur
Rookie of the Year - Concept Art

www.therookies.com/rookieawards

SALE SINGER REYANI



Student: Gaël Gardeur



2025
ROOKIE AWARDS
FINALIST

Gaël Gardeur
Rookie of the Year - Concept Art

www.therookies.com/rookieawards

How the Industry feels now



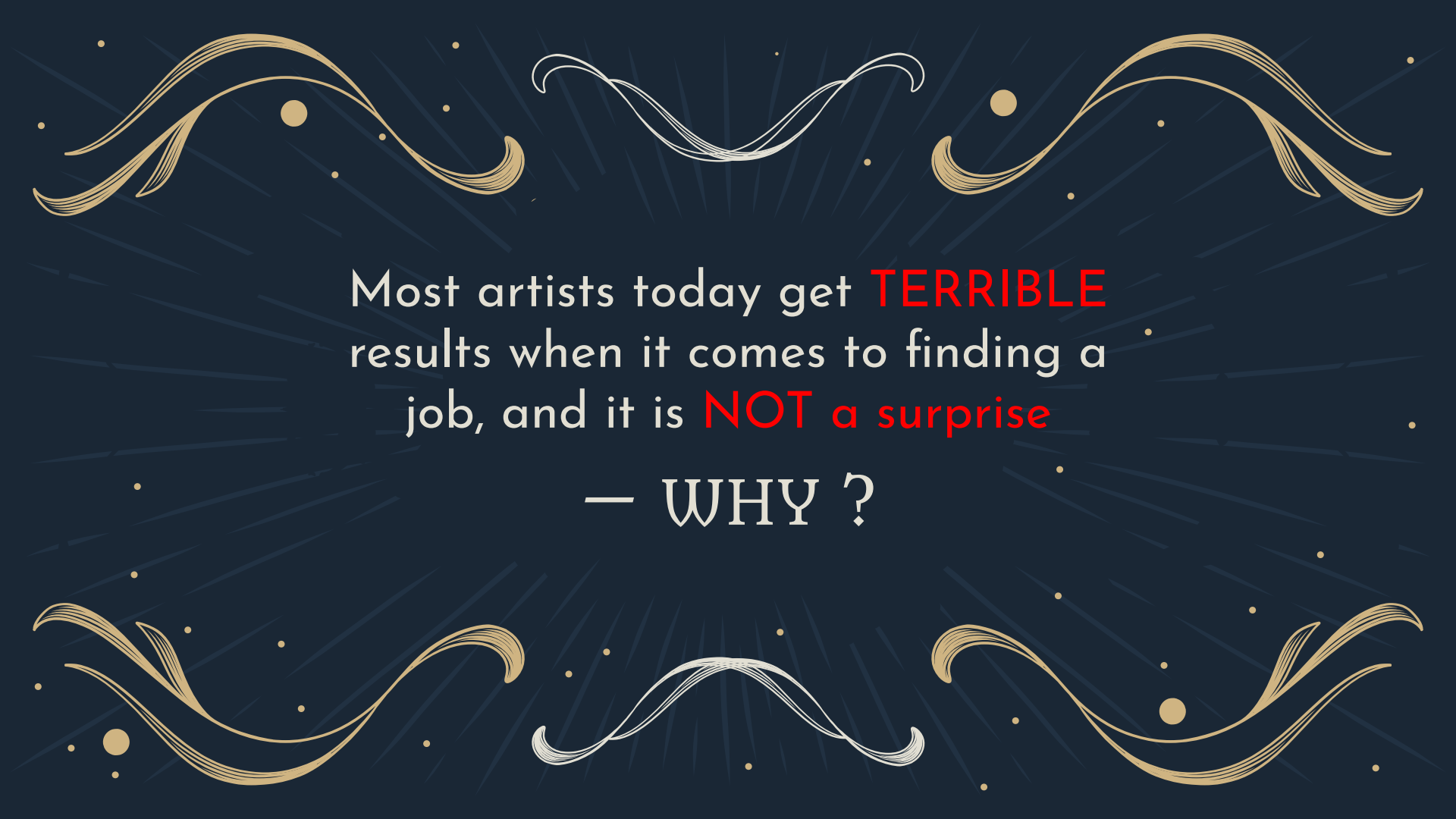


Today's Presentation is a
direct answer to that!

There is way more you can do about jobs than you
think

“What do I do now ?”





Most artists today get **TERRIBLE**
results when it comes to finding a
job, and it is **NOT a surprise**

— WHY ?

95% of aspiring concept artists portfolios **DO NOT WORK AT ALL**

- Their work is **not relevant** to what companies really need
- It is **scattered** all over the place
- It **lacks intention** and pure design
- It looks like a **collection of Gumroad tutorials**
- It **follows every single trends** we have already seen 651384 times

Today, a lot of artists tend to focus EXCLUSIVELY on...

- Technical skills
- Rendering and Polished pictures only
- Mimicking famous styles and artists

It is not bad... just...
it is not what companies are looking for





Companies want
PRODUCTION ORIENTED
artists



Someone who :

Make the life easier for the
next team in the Pipeline

Brings fresh and original
ideas

Artists and companies do not look for the same things naturally

What companies want :

- You can design and iterate a LOT, on some fresh and functional ideas
 - >>> This gives them options to choose from

Artists and companies do not look for the same things naturally

What companies want :

- You can design and iterate a LOT, on some fresh and functional ideas
 - >>> This gives them options to choose from

- You give the 3D team everything they need to model your design without having to guess
 - >>> This saves them time, headache and money

Fancy Pictures

Key frame art
Illustrations
AI Shit

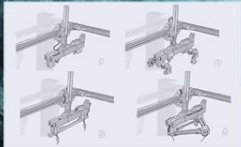


Production work

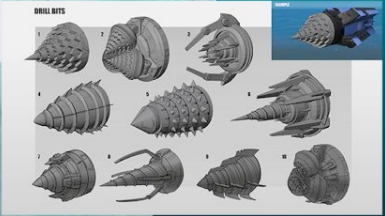
Cutaways



Breakdowns



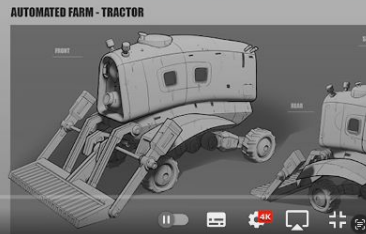
iterations



layout design



turn arounds



Credits : Tyler Edlin

Your currency as a concept artist is **NOT** pretty pictures and how well you can render

But your ability to design and help the 3D team model your designs

95% OF CONCEPT ARTIST PORTFOLIOS



Concept Artist:

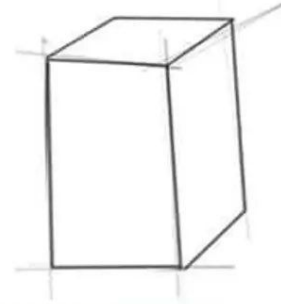
Front View



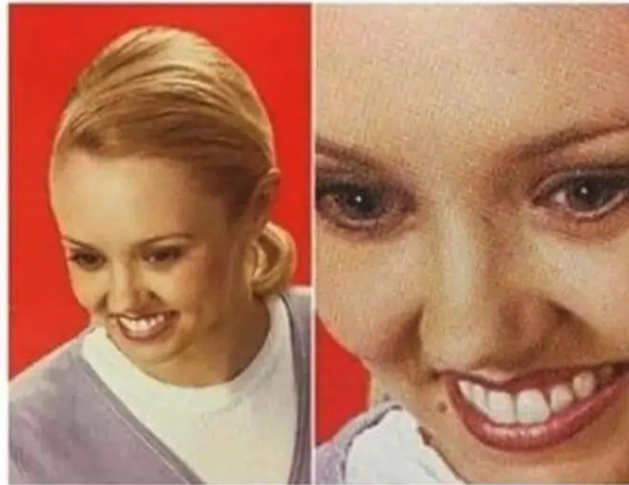
Top View

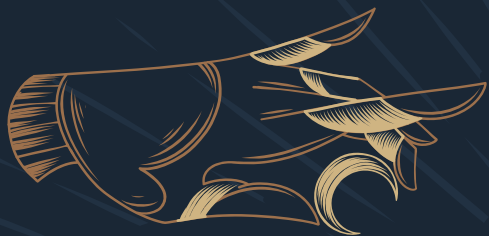


Perspective



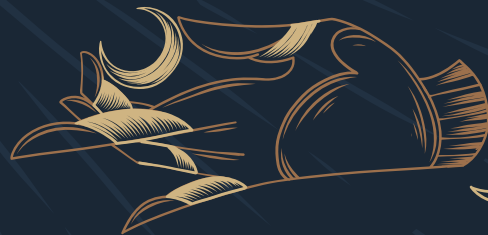
3D Modeler:





Picture this...

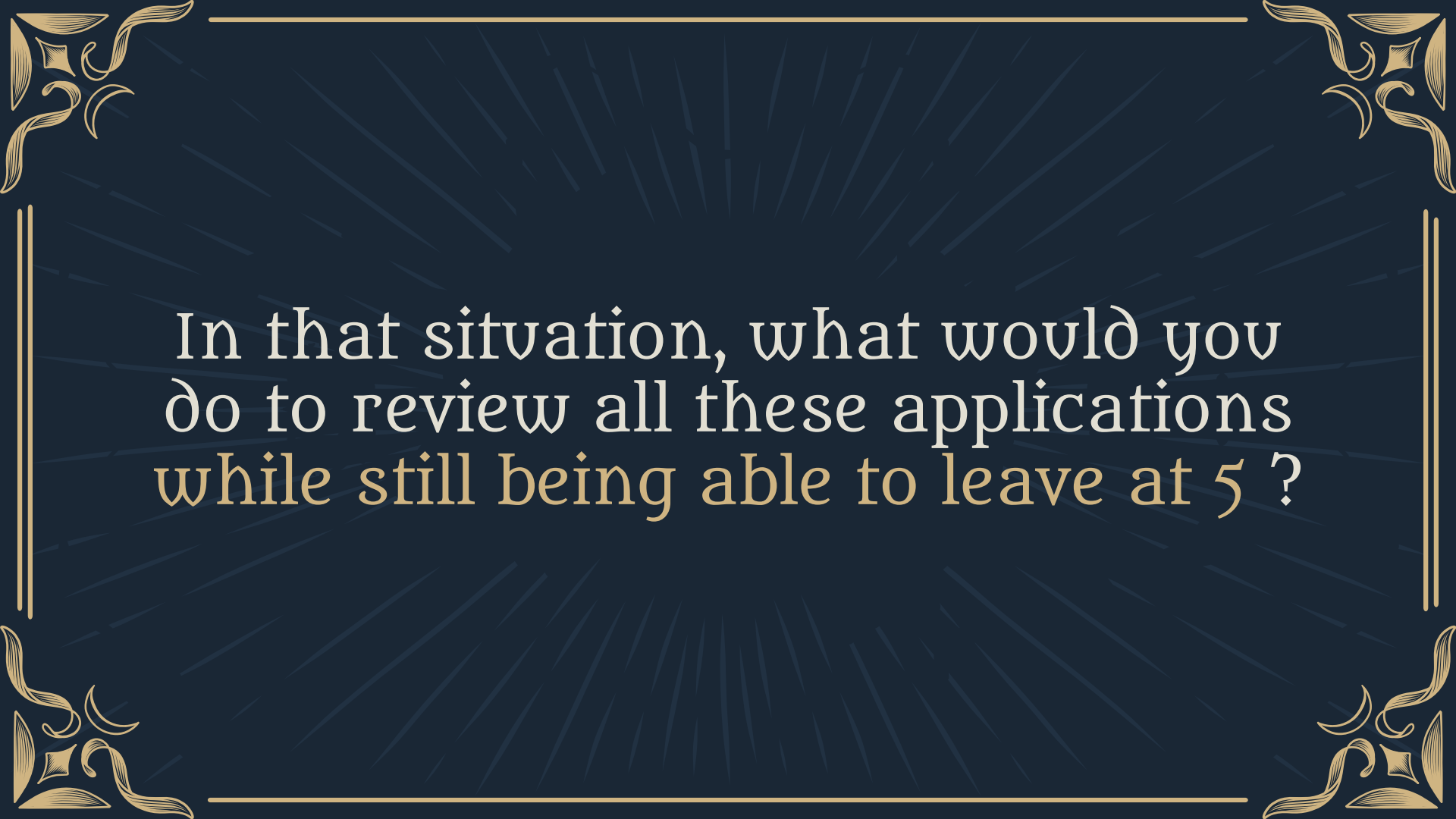
You are an Art Director in a Big Studio...







157 portfolios to
review...



In that situation, what would you do to review all these applications while still being able to leave at 5 ?

The Answer :

Find **ANY excuse** to **disqualify** as many candidates as possible

You roughly have **1 minute max** per candidate !



This is not a fiction !



A lil' secret from Art Directors..

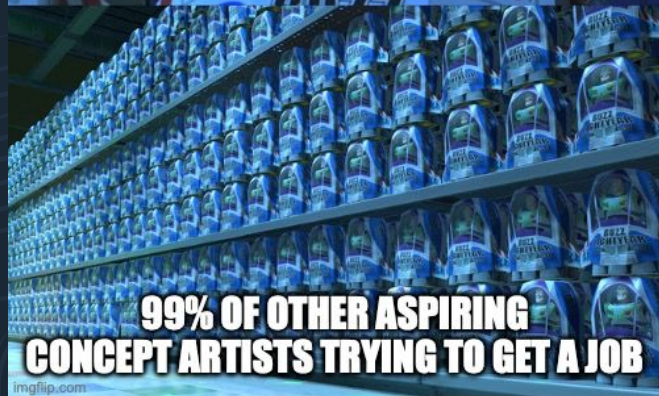


“Oh sh*t... another one..”

**ASPIRING CONCEPT ARTIST DOING
KEYFRAME ONLY, KITBASHING, AND
FOLLOWING EVERY TREND ON ARTSTATION**



**"I'M GOING TO STAND
OUT SO MUCH WITH MY ARTWORKS"**



**99% OF OTHER ASPIRING
CONCEPT ARTISTS TRYING TO GET A JOB**

Supply VS Demand

If what you do is **common** and **easy to replace**, it has **no value**.

Your work becomes a **commodity**.

Studios can outsource the same work to cheaper artists in a low-income country.



“OMG FINALLY SOMEONE WHO
GETS IT !!!”



Understanding the hiring process

1/ Do you understand what is required in production for the 3D modellers and what we need?

>>> You help the 3D team model your designs

Understanding the hiring process

1/ Do you understand what is required in production for the 3D modellers and what we need?

>>> You help the 3D team model your designs

2/ Can you design things, solve problems and iterate?

>>> So you can have a conversation with the Art Director and pick the best designs

Understanding the hiring process

1/ Do you understand what is required in production for the 3D modellers and what we need?

>>> You help the 3D team model your designs

2/ Can you design things, solve problems and iterate?

>>> So you can have a conversation with the Art Director and pick the best designs

3/ Can you bring fresh and prospective ideas to the table that are relevant to what we do?

>>> So you can bring creative value




"U got some
targeted
portfolio?"

You

Oh crap...

Companies




If they can't find a reason to disqualify your work, it means your portfolio is good enough.

You will go to the next stage of the hiring process



95% of applicants don't even pass
the first question...

Do you understand what is required in production for
the 3D modellers and what we need?



Hiring someone is a **MASSIVE**
GAMBLE for the company

Even more if you have no previous experience

Let's craft a portfolio that...

- Proves you **understand what is required** in production
- Proves understand **what this specific studio wants**
- **Stands out** positively
- Acts as a **breath of fresh** air for the reviewer
- Gets you **hired**

1.

Find companies that
are compatible with
you





**SENIOR-ONLY COMPANY
IN ANOTHER CONTINENT**

"I'm gonna get hired for sure"

**ASPIRING
CONCEPT ARTIST WITH
ZERO EXPERIENCE**



Find companies that are compatible with you


1 - They do things that you like



Find companies that are compatible with you


I - They do things that you like

II - "Junior friendly"



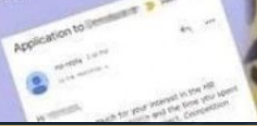
I want to do an internship

do you have experience?



I want to gain experience
in the internship

anyway here's
your rejection



How to find companies hiring “Juniors”

If a company was posting a job with zero experience needed, they would **open the flood gates**

They don't want to **waste time reviewing unqualified applicants.**

“3 years of experience required” filters out a lot of unqualified people.

The only ones applying will either **already have that experience or be confident enough to apply anyways.**



You compensate for a **lack of**
studio experience

by showing you **understand** how
production works.

How to find companies hiring “Juniors”

Step 1 : Search for artists with the same job as you want

Google : CompanyName or Projectname + Concept Art + Artstation

Ex : *StudioName* Concept Art Artstation

How to find companies hiring “Juniors”

Step 1 : Search for artists with the same job as you want

Google : CompanyName or Projectname + Concept Art + Artstation

Ex : *StudioName* Concept Art Artstation

Or directly on Artstation

How to find companies hiring “Juniors”

Step 1 : Search for artists with the same job as you want

Google : CompanyName or Projectname + Concept Art + Artstation

Ex : *StudioName* Concept Art Artstation

Or directly on Artstation

Or you check the credits of a game/movie and search the artists

Mobygames for games, IMDBpro for movies

How to find companies hiring “Juniors”

Step 2 : Search for each artist you found on LinkedIn

Track when they started at the company you are aiming at.

(you can also connect with them...)

How to find companies hiring “Juniors”

Step 3 : If at least one of them had 3 years or less of experience before joining that studio...

Then consider the company is **accessible** with a proper portfolio.

If none of them had 3 years of experience or less, consider the company is **not accessible to juniors**

How to find companies hiring “Juniors”

Step 4 : all the names of artists you have found, separate them in 2 categories

- Art Directors and Seniors
- Juniors

Find companies that are compatible with you

I - They do things that you like

II - "Junior friendly"

III - Accessible with your VISA

Find companies that are compatible with you

If they are **not accessible** >>> Do they hire freelancers?

If they **don't** >>> Do they outsource work to other studios in countries accessible with your VISA

At the end of that step

Have around 5-6 companies that :

- You like
- Are working on somewhat similar projects
- Are “junior friendly”
- Are accessible with your current VISA

Find companies that are compatible with you

If you don't know about that many studios, discover more with :

- [Gamedevmap](#)
- [Mobygames](#) (check out all the studios that worked on projects you like)
- [IMDBpro](#) (same)

2.

Understand their Art
Direction and How to
Close the Gap



This is the step everyone misses

Every time you tell yourself *"Meh, I know how they do it already, no need to dive deep about that"...*

You *destroy your chance of properly targeting* the company.

Everyone is *mimicking mindlessly* the artworks they see online on a surface level.

You want to prove *you understand what companies want IN DEPTH.*

Understanding their Art Direction

This is the **Visual Cooking Recipe** they use all the time to make their work consistent and emblematic of that studio.

Do not focus yet on technical execution please, just **Art Direction**.

Understanding their Art Direction

Step 1 : For each of the companies you got, grab work from their artists

Do not pick 50 pictures, 10-15 per studio is enough.

Curate the selection of artworks to pick what is representative of the projects you are aiming at or artistically relevant.

Have a nice balance between Polished pictures and Production work (pros, callout sheets, iterations...etc)

Understanding their Art Direction

Step 1 : For each of the companies you got, grab work from their artists

If the artists are generalists >>> the studio probably wants generalists

Understanding their Art Direction

Step 1 : For each of the companies you got, grab work from their artists

If the artists are **generalists** >>> the studio probably wants generalists

If the artists are **specialists** >>> the studio probably wants specialists

Understanding their Art Direction

Step 1 : For each of the companies you got, grab work from their artists

If the artists are **generalists** >>> the studio probably wants generalists

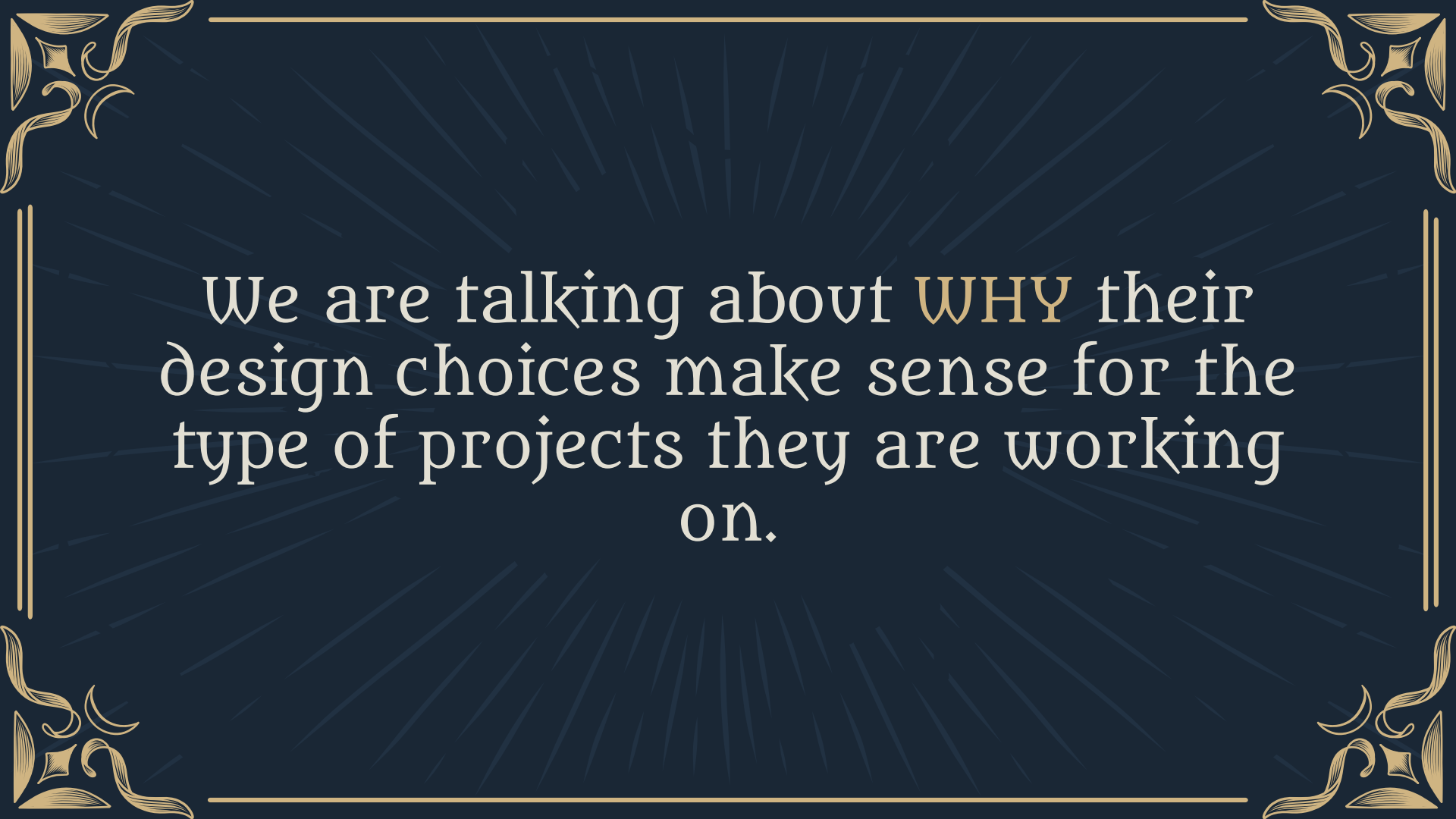
If the artists are **specialists** >>> the studio probably wants specialists

If you find **both** generalists and specialists in the same studio >>> they are probably okay with both

Understanding their Art Direction

Step 2 : Review their pictures through these lenses

- Composition structures
- Color palette
- Lighting formulas
- Storytelling elements,
- How they overlap elements
- Recurring elements
- Shapes
- Camera angles
- Mood
- Feelings



We are talking about **WHY** their design choices make sense for the type of projects they are working on.

Pro tip :

For any kind of generic term you may find, ask yourself WHY / HOW 6 to 7 times in a row

Similar to a 4 years old kid always curious about everything you say



Understanding their Art Direction

Step 3 : VOLUME, VOLUME, VOLUME !!!

Process through a lot of pictures until you start seeing the recurring elements across all these pictures and all these different studios.

Understanding their Art Direction

Step 3 : VOLUME, VOLUME, VOLUME !!!

Process through a lot of pictures until you start seeing the recurring elements across all these pictures and all these different studios.

At the beginning analyzing these pictures will take some time, but once you find these recurring elements, it will become way faster.

You will ALWAYS find the same things.

Understanding their Art Direction

Step 4 : Do the same for junior work

You will realize their codes are the same, the execution is just not as good.

Understanding their Art Direction

Step 5 : Summarize your research to establish an average Art Direction and Process document for these studios

This is based of the recurring elements you have found

Understanding their Mindset and Technique

Step 1 : Ask yourself these two questions in parallel

- What are **EVERY SINGLE STEPS** of their process to make a picture, from start to finish?
- What tools and softwares are they using?

Understanding their Mindset and Technique

Step 1 : Ask yourself these two questions in parallel

- What are **EVERY SINGLE STEPS** of their process to make a picture, from start to finish?
- What tools and softwares are they using?

You want to retro-engineer how they make these pictures **BY YOURSELF**, not by following a tutorial mindlessly.

Understanding is better than Following Along

Understanding their Mindset and Technique

Step 2 : Analyze EVERY SINGLE ASPECT of their rendering process

- Linework (if any)
- Coloring
- Lighting
- Texturing
- Painting
- Materials
- Volumes
- Posing (for characters)
- Modeling, Shaders, Lighting and Scattering / Detailing (for 3D)

Do a rigorous comparison between your work and theirs

Step 1 : You do the same analysis that we did up to now for your own work

- Art Direction
- Technical Process
- Rendering

Do a rigorous comparison between your work and theirs

Step 2 : You highlight the main differences between how you do it VS how they do it

For EVERY. SINGLE. POINT. we mentioned before

- The Average of how YOU are doing it

VS

- The Average of how PROS are doing it

Do a rigorous comparison between your work and theirs

Step 2 : You highlight the main differences between how you do it VS how they do it

Write what are the most drastic changes to implement in your work to close the gap.

If you have done your analysis thoroughly it should be absolutely **OBVIOUS** now.



Congrats

Now you can't unsee these
changes

And you know how to fix
them

Pro tip :

No need to apply 100% of what seniors do

Implementing just 30% of senior's abilities in your work for each aspect of your process is enough to catapult your level above junior level





Spending 2 or 3 weeks doing all the
research mentioned previously

and planning your portfolio
properly

is going to save you MONTHS of
work

3.

Plan your portfolio !!!



We are not writers, we are designers

Your portfolio is just an excuse to prove 3 things :

- You understand what the production team requires and what the company needs (**most important**)

We are not writers, we are designers

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- You can **design** cool and compelling content **BASED ON A BRIEF**, with a lot drastically different iterations (**important**)

We are not writers, we are designers

Your portfolio is just an excuse to prove 3 things :

- You understand what the production team requires and what the company needs (**most important**)
- You can design cool and compelling content BASED ON A BRIEF, with a lot drastically different iterations (**important**)
- Your technique is good enough (**least important**)

Pick a subject that is easy to understand

ASPIRING CONCEPT ARTIST PORTFOLIO



**SUPER PERSONAL PROJECT
153 PAGES OF LORE
BRANCHING BACKSTORY
MAKES ITS OWN LANGUAGE
CRAZY WORLD BUILDING WITH RULES
GENEALOGICAL TREE FOR EVERY FAMILIES**

NO JOB

imgflip.com



**PICKS A SIMPLE FAMOUS STORY
ONE BIG TWIST
DESIGNS COOL SHIT**

HIRED

Pick a subject that is easy to understand

Pick an **existing story, culture, myth, trope** (preferably that has not been adapted into 347589 games or movies recently).

Keep it **grounded**.

If needed : a **twist** to it that **changes the rules** of its world.

Examples :

- The Treasure Island, but in Art Nouveau Style, CRPG
- The 3 Musketeers, but in 1920 New York, Art Deco Style, 1st person stealth
- The Inheritance Cycle (Eragon), 3rd Person Action RPG

Make sure your subject is Design and Entertainment Heavy

Think in terms of **gameplay**.

What are the abilities of this character?

How do you play the game?

What are the inputs?

Even for movies, think about it like a game, it is way easier to get the design started.

Gameplay drives design.

Make sure your subject compatible with the companies you picked

Sincerely ask yourself if the studios you are aiming at would make such a project.

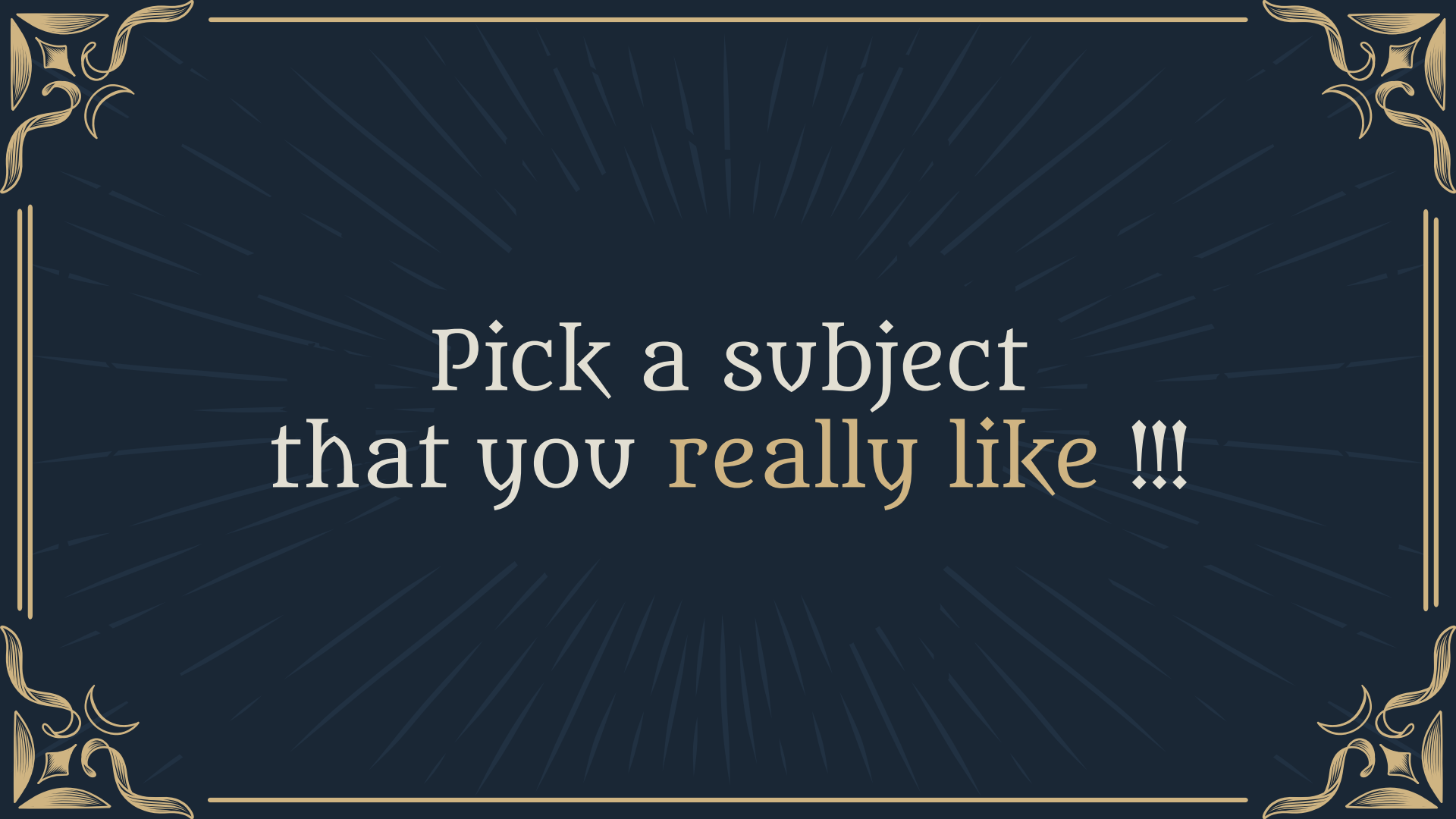
If you are aiming at companies doing FPS, think about your project like an FPS, same with RPGs and such.

Avoid the trendy subjects we have seen a gazillion time

- Japan, Samurais, and ancient Asia overall
- Cyberpunk
- Vikings
- Generic Modern Military Shooters
- Post Apocalyptic



Or else bring a **MEGA TWIST** that brings the subject towards something fresh



Pick a subject
that you really like !!!

In your Portfolio

Avoid :

- **One Trick Ponies** doing only one thing
- Jack of all trades being **Masters of None**

In your Portfolio

Avoid :

- **One Trick Ponies** doing only one thing
- Jack of all trades being **Masters of None**

Play to your strengths !

Your portfolio is only as good as your worst pieces !

Today, artists are rarely equally as good at Characters and Environments

Portfolio Content

A nice balance : 70 % of your specialty, and 30% of a complementary discipline

- 70% environment / 30% props
- 70% characters / 30% props

Portfolio Content

A nice balance : 70 % of your specialty, and 30% of a complementary discipline

- 70% environment / 30% props
- 70% characters / 30% props

If you are **equally as good** for Characters and Environments, you can do :

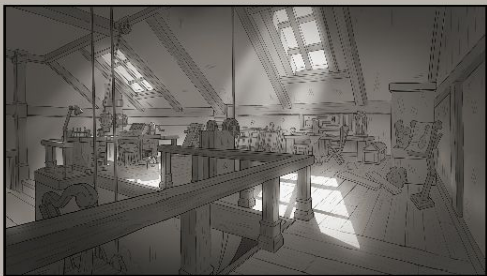
- 50% enviro / 30% chara / 20% props
- 50% chara / 30% enviro / 20% props

In any case, always have **props !!!**

Portfolio Content

For Environment Design :

- 1 Shop / Function Building, interior + exterior (blacksmith, tavern, alchemist...etc)



Portfolio Content

For Environment Design :

- 1 Shop / Function Building, interior + exterior (blacksmith, tavern, alchemist...etc)
- 1 House, Interior + exterior (show the story of the characters living in it)

VIVIAN VOSS CHORALINE'S APARTMENT

This is **Vivian's** apartment. She is a **detective** who specializes in **audio spying techniques**. Vivian also **collects antique items** and repurposes them into new gear or upgrades. Her mission is to track down Constanta's most powerful mafia boss. Her latest clues suggest that she should investigate Neptune's Obelisk bar, located in The Casino...

Her place reflects a mix of **Retrofuturism** with influences of **Oceanic Art Deco**.

-When it comes to the rent, a fortune in gold bars or one favor to the right syndicate – because sometimes, it's not about money but about who you know... -**Vivian**

Stefan Mihai Toma - stefantoma.art@gmail.com

<https://www.artstation.com/stefantoma>

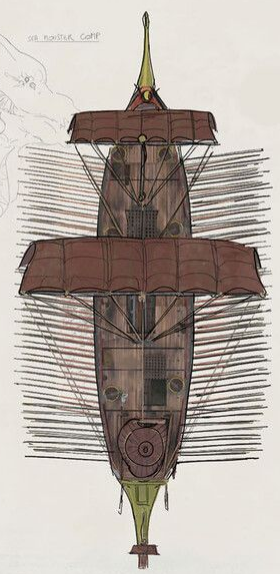
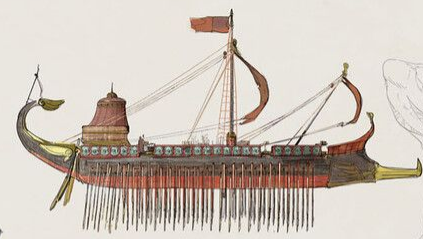
- DETECTIVE - AUDIO SPY - ART DECO - OCEANIC - RETRO FUTURISTIC -

Portfolio Content

For Environment Design :

- 1 Shop / Function Building, interior + exterior (blacksmith, tavern, alchemist...etc)
- 1 House, Interior + exterior (show the story of the characters living in it)
- 1 Big Architectural Landmark (castle, temple, fortress, big boat...etc)

MY LITTLE TRIREM
WARSHIP IS MAGIC



PATTERN



PAINTED OARS ARE THE SAME. LONG TIP TO EXERT MORE PRESSON ON WATER



THE ILIAD

alix.calderan@outlook.com

ALIX CALDERAN

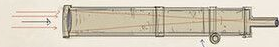
Portfolio Content

For Environment Design :

- 1 Shop / Function Building, interior + exterior (blacksmith, tavern, alchemist...etc)
- 1 House, Interior + exterior (show the story of the characters living in it)
- 1 Big Architectural Landmark (castle, temple, fortress, big boat...etc)
- 1 Wildcard (mechanic heavy thing, boss arena, big machine, puzzle, vehicle...etc)

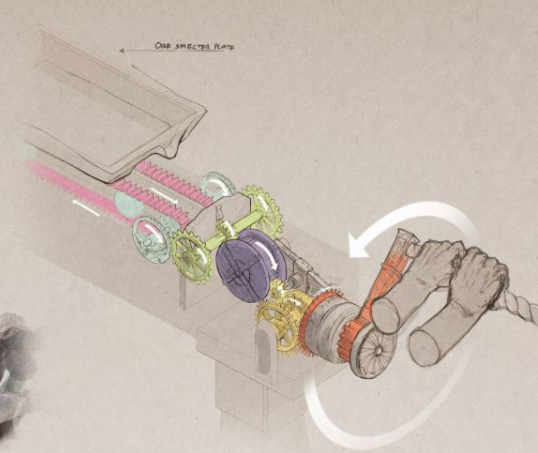


Up to 8 horses. The Interior is hollow.
Outside is floated wood

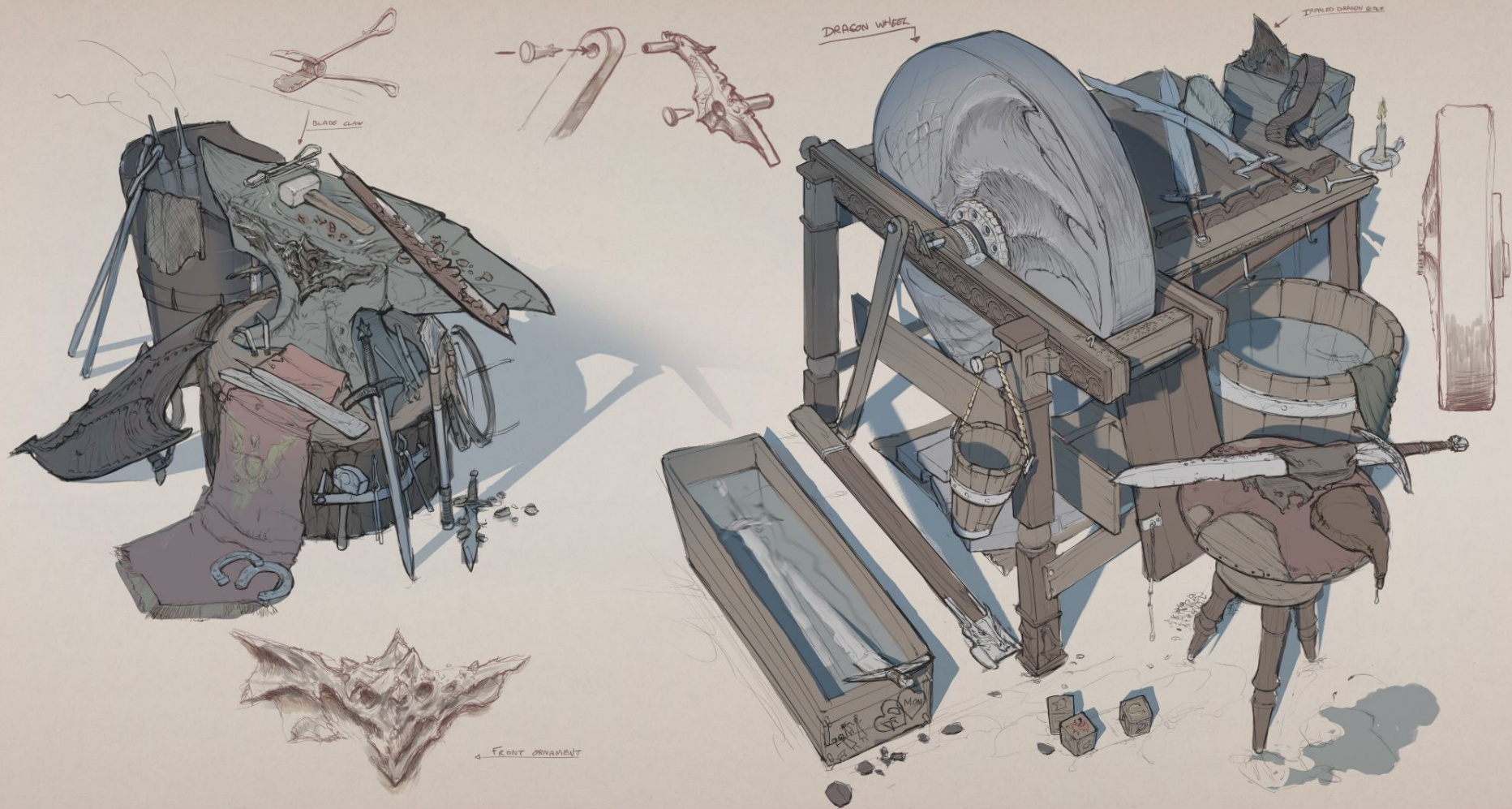




THE DRAGON SCALE MODIFIED BY DRACULA INFUSE THE WEAPON BY A DRACONIC VAMPIRE MAGIC. ONCE THE INFUSED METAL LAYS IN THE SHADOWS IT REVEALS IT'S RAMPAGE POWER.









SIDE

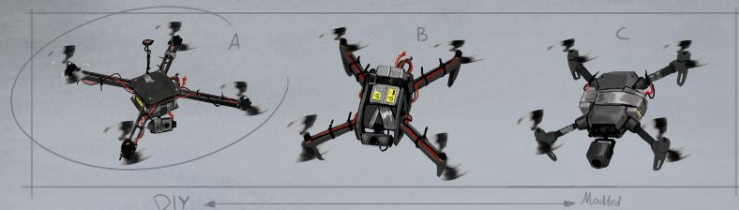
EARLY SKETCH



Portfolio Content

For Character Design :

- 1 Protagonist + Sidekick (pet, mount, robot...etc)





Saint George

Weary of war after the Crusade, he has been traveling through the countryside and started taking on various monster extermination contracts. He started out alone, but soon became the leader of a small band of misfits. Despite his chaotic nonchalant demeanor, he has a shining, well-groomed appearance kept rigorously by his trusted squire.

A monster slaying warrior on a golden griffin is quite the memorable image as a sword for hire, one that is very good for making a lot of coins if used in certain ways, but being the kind of person he is, George and his crew always ends up helping people more than they bargained for. And they are always dangerously close to going hungry.



Saint George

Griffin Riding

What granted him the most iconic reputation is his griffin riding. This mythical beast gave him the advantage in fighting even the most formidable dragons in the air. A white golden beast taking to the sky and felling the terrorizing dragons is a sight you can rarely forget.



Most of the time, Bayard is fine walking and running around on the ground with George on his back. Hence he has a bridle most similar to that of a horse.



Griffins use magic. This allows them to fly despite their small wings relative to their body mass.

Feeding a carnivorous mount can get very expensive.



Lancing anything on a flying creature is a tricky stunt to pull off. So a lot of the times George is happy shooting things up from afar when he's flying.



Portfolio Content

For Character Design :

- 1 Protagonist + Sidekick (pet, mount, robot...etc)
- 2-3 Notable Characters (sidekicks, important characters...etc)



DRAGON + WHITE KNIGHT

- Use dragon materials
 - can protect from fire
- beast / Gladiator / champion

- scales
- leather
- fur



TRAVEL + WHITE KNIGHT

- Travel to find the Grail
- Leather → protect against fire
- lighter than full plate



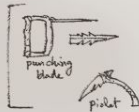
DUALITY + WHITE KNIGHT

- ↳ in materials
- details
- [Gold to represent Arthur]
- vs
- [Silver for Lancelot]



TRAVEL + DRAGON

- Leather + cotton against fire and lighter/easier to move in
- Tools to climb on monster dragons



- Core theme
- Heavily draconic gear design
- Balanced body type
- Knightly warrior



Portfolio Content

For Character Design :

- 1 Protagonist + Sidekick (pet, mount, robot...etc)
- 2-3 Notable Characters (sidekicks, important characters...etc)
- 5-6 NPCs + 1 Creature (merchants, commoners, guards...etc)





LITTLE GLASS DISPLAYS FOR FRESH FISH



-FALCONRY INSPIRED THE SEAGULL TO BE TRAINED IN THAT MANNER BY ANTE



POPULAR MUSTACHE AND CLOTHING FROM 17TH CENTURY (SOME 14TH)



-WEARING TRADITIONAL CROATIAN OPANKE (SLIPPERS)

Portfolio Content

For Character Design :

- 1 Protagonist + Sidekick (pet, mount, robot...etc)
- 2-3 Notable Characters (sidekicks, important characters...etc)
- 5-6 NPCs + 1 Creature (merchants, commoners, guards...etc)
- 1 Wildcard (big monster, boss duo...etc)

Drakon the Star Touched

Born from blood and blasphemy, Drakon cast off his human shell at the climax of his ritual beneath the Bloodstar. Amidst the Silene's shattered rubbles of floating castle he plunged himself into the bloodstar drank deep of its core and opened himself to its profane magic. What emerged from within was no longer a man. Now a dragon in form, Drakon soars, his body a grotesque fusion of scale and crystalized blood. The shattered castle pulses in the air with the power of the star he fed. He does not roar with fury, but with exultation. For this is no curse. This is what he wanted to become.





Consecrated Bible and a cross

Certain pages are used to cast spells. Though people like it better when they're called miracles.

Plaque belt for a sword

On the plaque belt are the emblems of all the dragons he's defeated.



Weapons

The absence of a shield is a testament to his superior fighting skill. Or a quality of his armor.

Besagew

A griffin shaped besagew is used for an emblem for him and his mercenary crew. A choice of symbol comes from George's love for his mount.



Whistle

For calling his trusted mount griffin, George uses the whistle emitting a frequency of sound best suited for attracting a griffin.



WINTER SKIN



Winter skin dagger, the two sharp edges can be used for ripping through the enemy



can hold arrow more stably

Winter skin bow



Winter Skin for Blessed Arm

extra dagger blade



Raven Guardian skin



The Blessed Arm burns some of the armour, it doesn't burn master crafter ones



Svarog's Horn grants special ability, depicts a battle between Svarog and Crnabog



Chimney shoulderpad representing Svarog's armour



Svarog's Champion skin

Champion skin for the Blessed Arm. Tree branch going through and wrapping around it

small knuckle/gauntlet, sun shaped

leaf bud ring the handle of the dagger represents the Tree of Light



Portfolio Content

For Generalist Portfolio leaning towards Environments :

- 1 Shop / Function Building + the NPCs owning it
- 1 House, + some Notable Characters living in it
- 1 Big Architectural Landmark
- 1 Wildcard, mechanic heavy thing

Portfolio Content

For Generalist Portfolio leaning towards Characters :

- 1 Protagonist + their Sidekick + Their House / Habitation
- 2-3 Notable Characters
- 5-6 NPCs + Their Shop / Function Building
- 1 Wildcard

For Each Chapter

- 1-2 Polished Picture

For Each Chapter

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- At least 1 Callout Sheet (turnaround for characters, Cutaway for environments...etc)

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For Each Chapter

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- At least one page explaining how things works (mechanisms, breakdowns...etc)

For Each Chapter

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- Props and everything the 3D team needs (2d VFX, Materials, Dynamic Poses, Costume Design, Skins, Furnitures...etc)
- At least one page explaining how things works (mechanisms, breakdowns...etc)
- A curated selection of sketches showing drastically different iterations

Nada The Light Weaver

Nada, her story begins with a war between a ruthless empire - Quastra and Slavoljub - her home. Upon her escape from the war, her goal was to save her people so she looked for the Tree of Light - where Svarog - the main God sat asleep on his throne. When he awoke and saw the damage of Slavoljub - he blessed Nada's left arm and gave her a raven as a guide and helper.



RAVEN'S NAME IS SVAROZICH



Bow holder (raven heads)

FRONT VIEW

BACK VIEW

STAGE 1 INJURIES

STAGE 3 INJURIES



Her best friend's brooch who died in battle



Raven motif on a quiver? and similar patterns on cloth pieces



Svarog's amulet



sea shells decorations - connection to her father

little raven house, player sees that the raven is an ally to the player in combat

says Svarozich in Glasgotic

her scratch in doodles of her, her raven and The Tree of Light



cracked stone

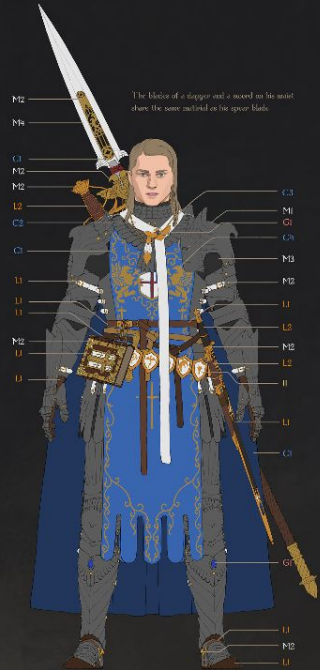


moss or plant leaves instead of blood

Nada's Journey

JESSICA NERA BARGH | CONCEPT ARTIST

jessica.nera.bargh@gmail.com |



The blade of a dagger and a sword on its waist share the same scabbard on the spear blade.

Weapons suspensions on back

Note how the spear and the sword hangs on the hooks



Cape unfolded



Sword suspensions on waist



Emblems on belt in order



Material reference

M 1



Satin polish steel
Neutral tint. Dents and scratch here and there

M 2



Satin polish brass
Yellowish brass

M 3



Steel chain mail
Dark and less polished steel
Note the direction of rings

M 4



Shing steel
Semi mirror polished steel
high sheen

L 1



Used leather
Distressed edges
scratched and scuffed

L 2



Leather
Stuck closely to the surface
below

C 1



Wool
Thin woolen cloth

C 2



Silk
High sheen

C 3



Silk cord
Sheen, yellowish color

C 4



Silk embroidery
Sheen, yellowish color

I 1



Ivory
Slightly yellowish color

W 1



Wood
Slight sheen, walnut wood

G 1



Gemstone
Garnet and sapphire

P 1



Old Paper
Medieval linen rag paper

WINTER SKIN



Winter skin dagger, the two sharp edges can be used for ripping through the enemy



can hold arrow more steady

Winter skin bow



Winter Skin for Blessed Arm



extra dagger blade

Raven Guardian skin



The Blessed Arm burns some of the armour, it doesn't burn master crafter ones



Chimney shoulderpad representing Svarog's armour

Svarog's Horn grants special ability, depicts a battle between Svarog and Crnabog



Svarog's Champion skin



Champion skin for the Blessed Arm Tree branch going through and wrapping around it



small knuckle/gauntlet, sun shaped

leaf bud ring the handle of the dagger represents the Tree of Light



- traveller/ranger
- raven or horse themed
- croatian folk decorations
- croatian tattoos and reliefs



-her left hand has a stone relief, Croatian based relief



thumbnails



face and headwear explorations



leather "stand"
for her raven

olive tree branch
-connection to Svarog



birdlike face to fit the raven

some fish motives, tattoo
-connection with her father



fish tattoos



possible different skins for the hand



Croatian glagolitic
writing:
ФННННН
"FATHER"



arrow holder and accuracy holder
if she's shooting
horizontally



Nada's
Journey

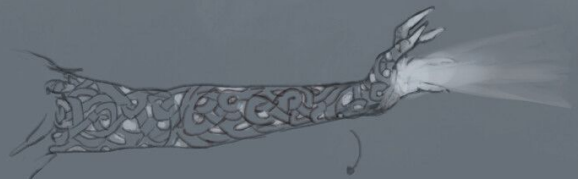


close range "blessed hand" explosion
-blasts enemy face or arms, depending where the player targets it



leaping backwards
while shooting to create distance
between the player and enemy

Tracking stance



the hand glows when it's "charged up" for the player to use it



possible idle pose when the player is AFK



WOODEN CARVING OF SVAROG
WORN BEDROLL
HORSE FOOD POUCHES AND HERB POUCHES



DIFFERENT SADDLE SKIN

HAS SMALL SHELLS AS DECORATIONS,
SERVING AS REMINDERS OF HER FATHER

A TRAVEL BOWL, POUCH FOR BERRIES AND KNIFE
FOR CUTTING ANIMAL FUR



HUNTING KNIFE AND SMALL
SUPPLIES POUCH TO BIND
OR FIX LEATHER ARMOR



MAKES HIT STATUE OF CRNOBOG
IT IS USED TO BURN IT TO
REPRESENT THE HATRED TOWARDS HIM
AND IN HOPES TO REDUCE HIS FOLLOWERS
GAMEPLAY ASPECT.
WHEN THE PLAYER BURNS IT -
FROM THE ASHES CRNOBOG'S FOLLOWERS
SPAWN, AND PLAYER NEEDS TO KILL THEM.

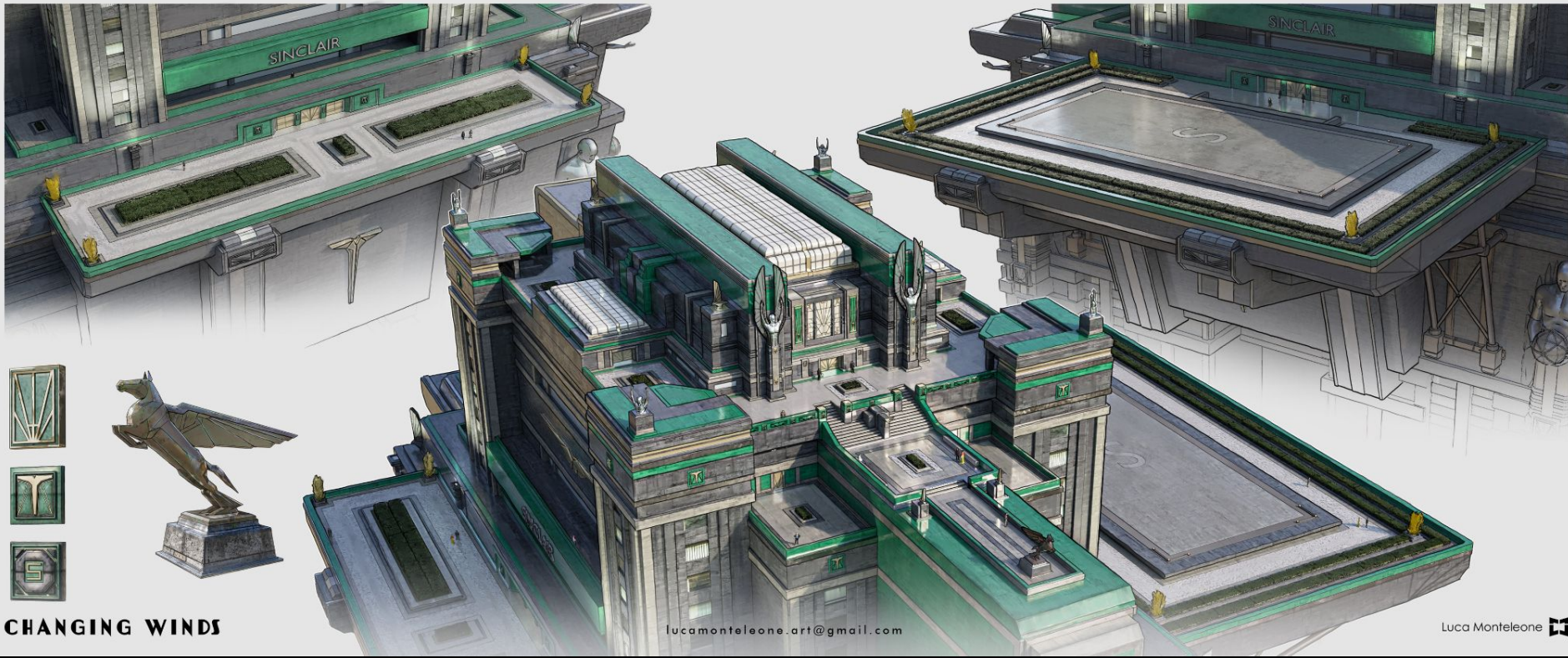


WATER FLASK

MANA FLASK



HEALTH FLASK



CHANGING WINDS

lucamonteone.art@gmail.com

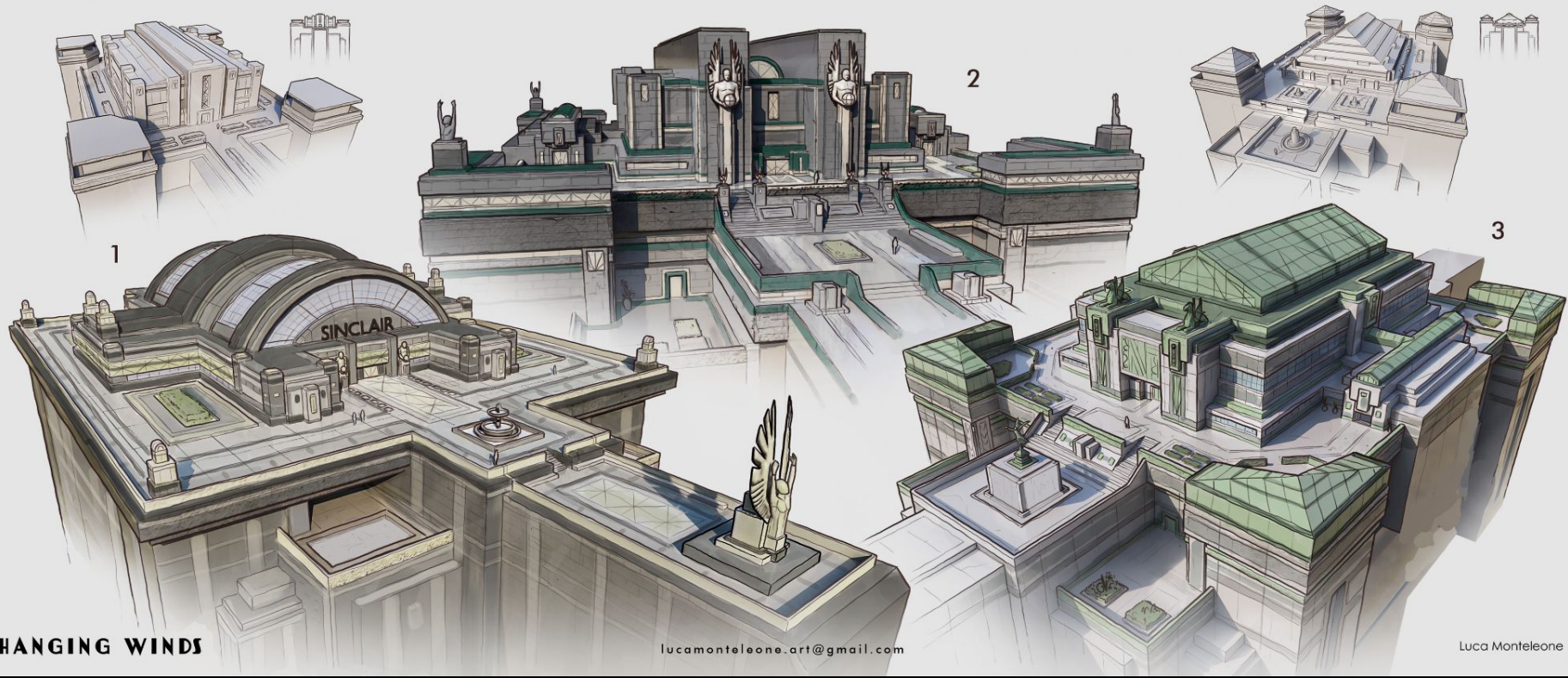
Luca Monteone 

Collector's room



Ryūken

Penthouse



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Luca Montealeone 



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Luca Monteone 




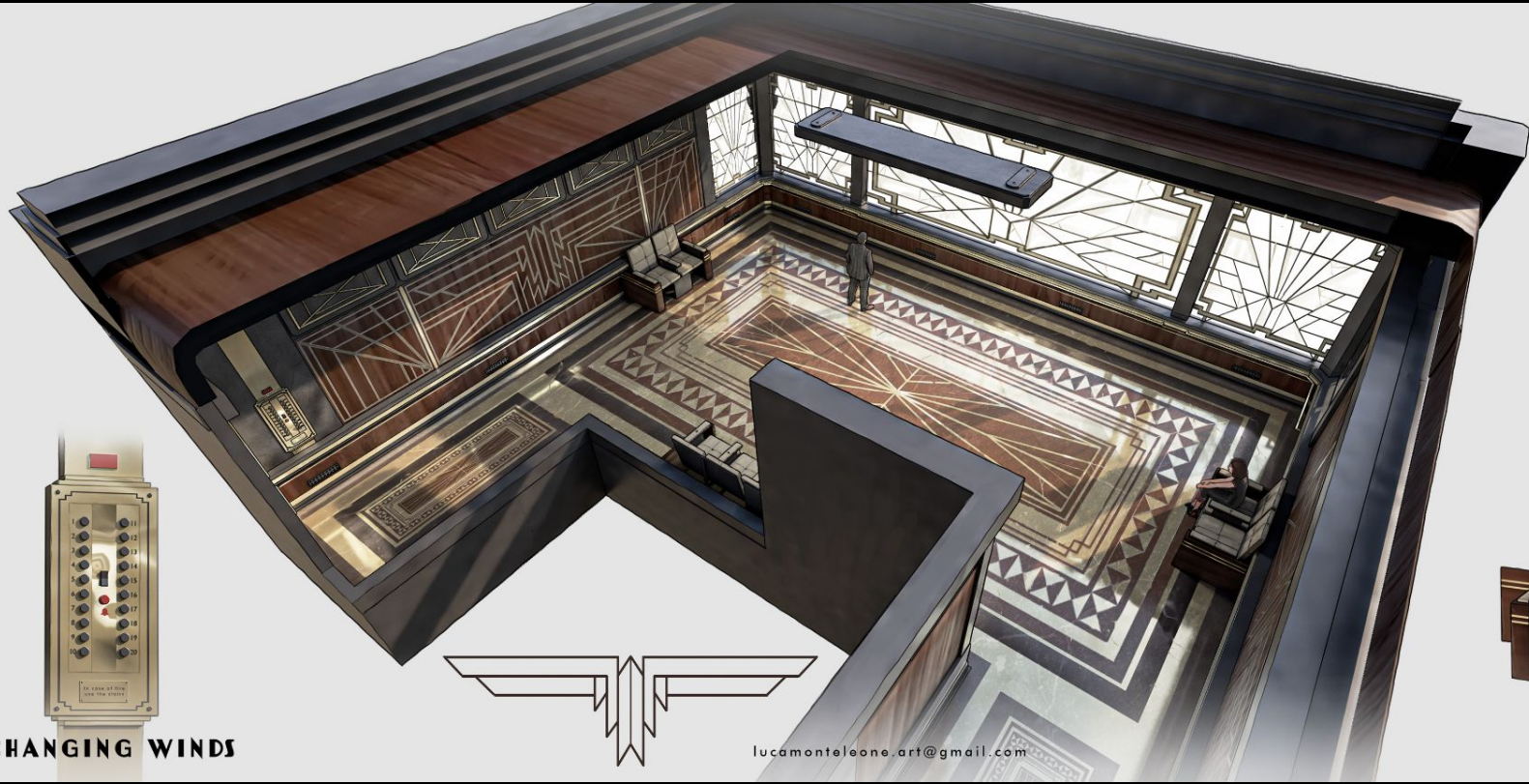
Sinclair
building
side



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Luca Monteone 



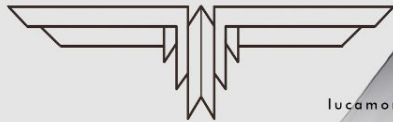
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2



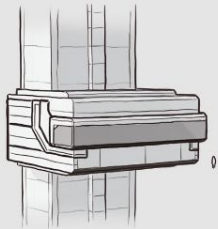
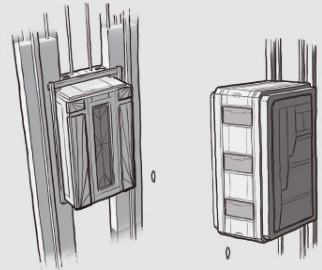
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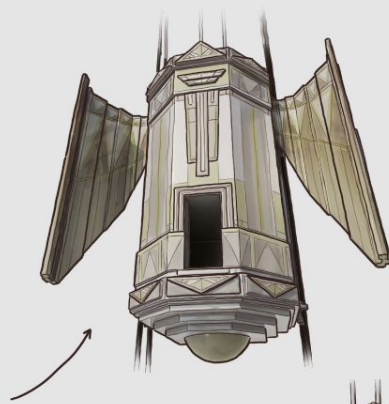
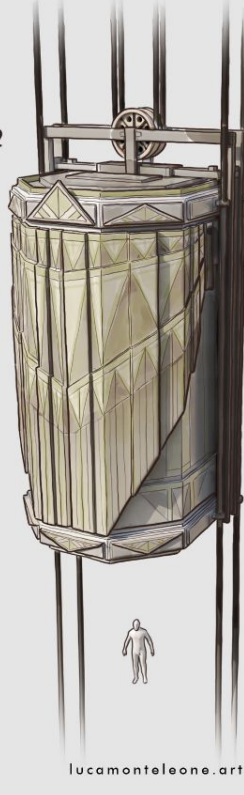
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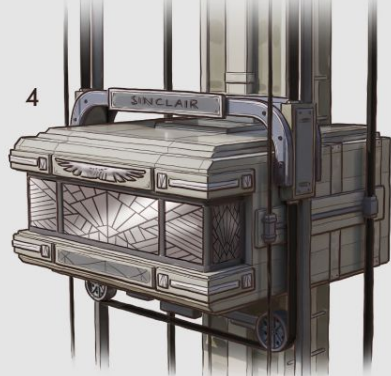


2



Sliding door

3

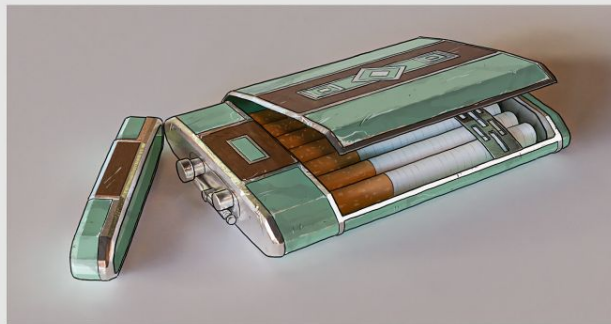


Open

Closed

Sliding panels

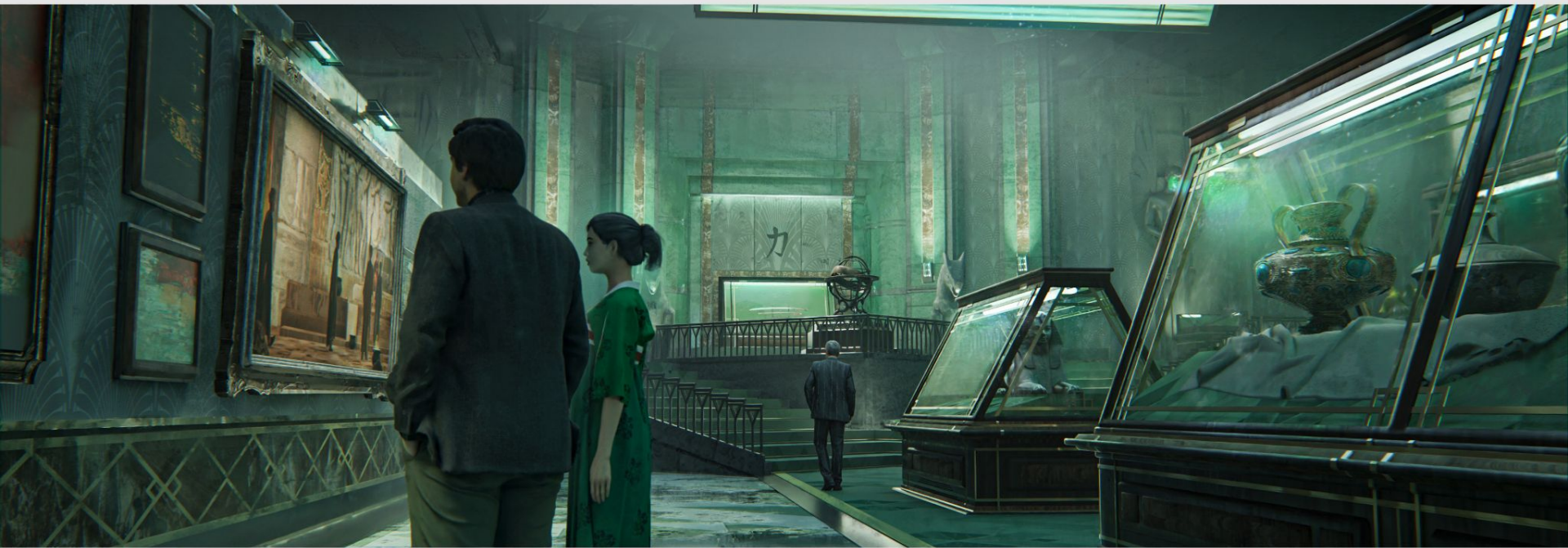




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Luca Monteone 



Do not step on Senior's
territory

Do Junior content

Do JUNIOR stuff, not only the cool senior content

For Character Design :

- Costume and skin designs
- Weapons and gear
- NPCs
- Secondary and tertiary assets and characters
- Beasts and trinkets

Do JUNIOR content, not Art Director or Senior content

For Environment Design :

- Shops
- Secondary and tertiary buildings
- Props and furnitures
- Small mechanism
- Set dressing

“What now ?”



4.

Do not squander your
portfolio with poor
application practices



Applying has rules, respect them



Every step of the hiring process is design to filter candidates out

- The Documents you send -> respect the rules
- Your Portfolio -> your artistic abilities
- 1st Interview -> your social skills
- Potential Art Test -> verify your skills again
- 2nd Interview -> your teamplay abilities

etc

Check your CV and Letters

Make sure they are *ATS-Compatible* (go check on Google)

Check your CV and Letters

Make sure they are **ATS-Compatible** (go check on Google)

TLDR :

- CVs and Letters are **text documents with selectable text**
- Avoid content the ATS **can't read** (pictures, logos...etc)
- **Plain text** formatting (bold, italics, bullet points...etc)
- **Curate the keywords** and content to fit the job description requirements
- **Clickable and Obvious link** to your portfolio on your CV !!!

Have a smooth User Experience when consuming your Portfolio

**WHEN AN APPLICANT SENDS YOU THEIR WEBSITE LINK AND
YOU HAVE TO CLICK ON 17 BUTTONS TO ACCESS JUST ONE PICTURE**



Keep it straight to the point

Click on the link of your Portfolio > Scroll to consume the work
As little clicks or extra steps as possible !

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Click on the link of your Portfolio > Scroll to consume the work
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Artstation is good, keep the default UI because people are used to it.

Keep it straight to the point

Click on the link of your Portfolio > Scroll to consume the work
As little clicks or extra steps as possible !

Artstation is good, keep the default UI because people are used to it.

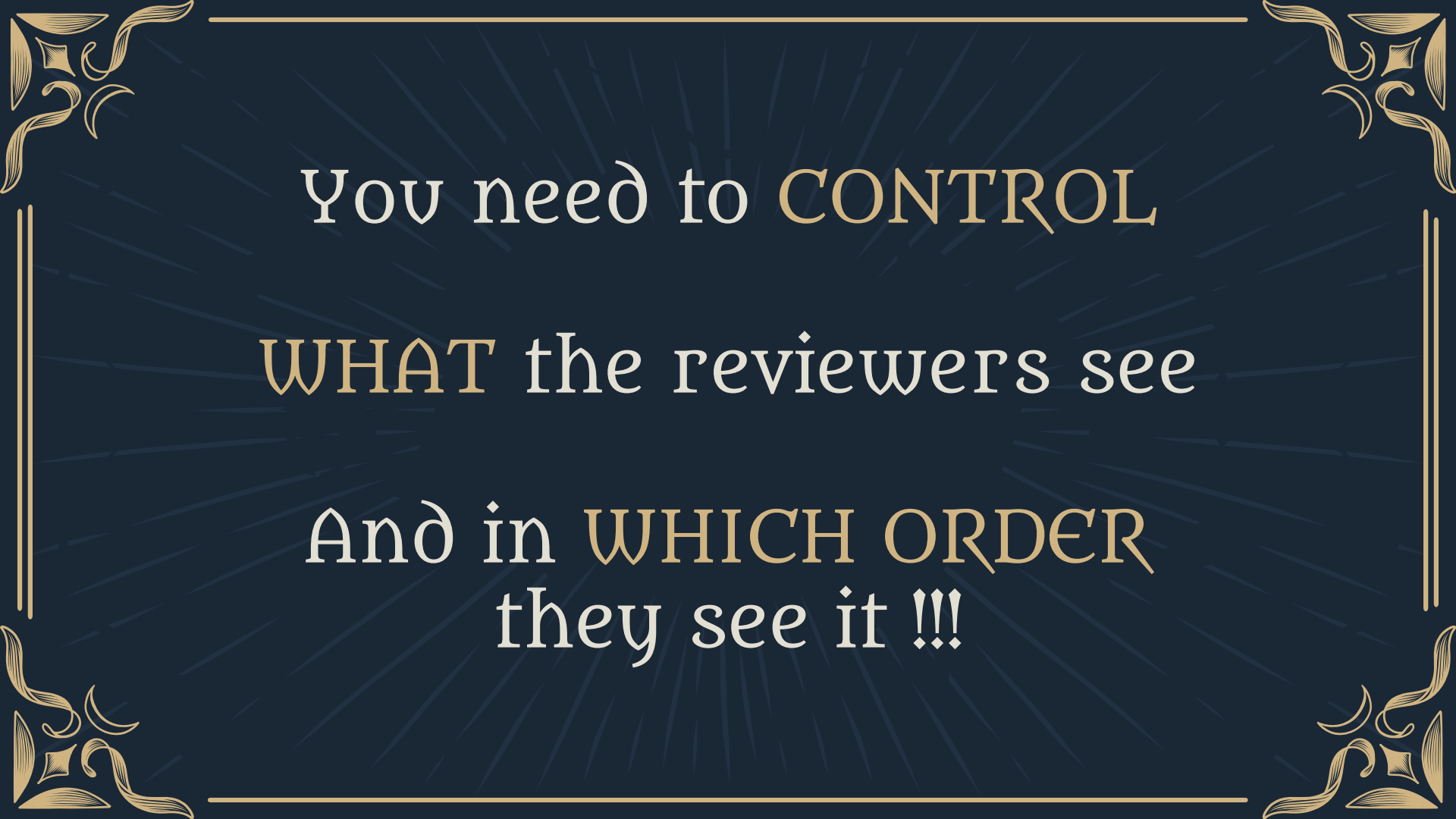
Send the link towards a Portfolio Album rather than your Artstation Profile
Curate the work in it, ideally just 3-6 projects in it

The rest goes in an album called "Old Work"

Keep it straight to the point

Or else you create *one post* with your full Portfolio in it.

All the reviewer has to do is *open* the link and *scroll*.



You need to CONTROL
WHAT the reviewers see
And in WHICH ORDER
they see it !!!

If you need a Website Put your Portfolio on ONE PAGE

1/ Header : Your name, professional photo, job title, location, and a 2-line summary of your expertise

If you need a Website Put your Portfolio on ONE PAGE

1/ Header : Your name, professional photo, job title, location, and a 2-line summary of your expertise

2/ Contact Info : Clickable email address / button to contact you

If you need a Website Put your Portfolio on ONE PAGE

1/ Header : Your name, professional photo, job title, location, and a 2-line summary of your expertise

2/ Contact Info : Clickable email address / button to contact you

3/ Your work : all you have to do is scroll, you don't want to have to enlarge your pictures.

If you need a Website Put your Portfolio on ONE PAGE

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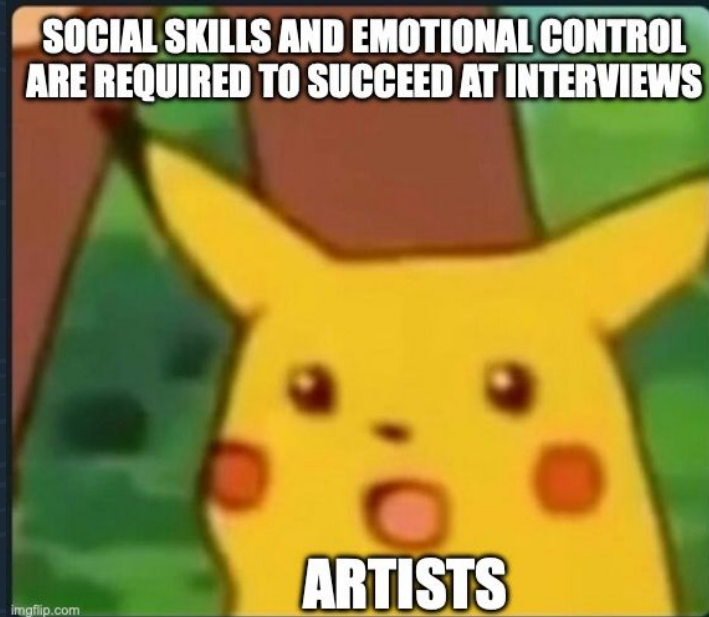
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5/ Social Link (+ CV if you want)

Prepare your Interviews



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- Their process and what they expect from their artists
- How much money you may ask

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- Elevator pitch to introduce yourself

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- Answers to the most common Behavioral Interview Questions (Google it)



So...

To summarize...

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We saw how to :

- Figure out which companies you can apply to
- Understand what they want in terms of Art Direction and Technique
- Craft a portfolio that ticks their boxes and gets you to stand out positively
- Make sure you don't squander your chances of getting reviewed
- Prepare for interviews



Stacked together, at equal
technique, it gives you a

MASSIVE ADVANTAGE

Over your concurrence

“What do I do now ?”



5.

Apply with VOLUME





Once you have done **everything**
right for your Portfolio

It is not a matter of **IF** you are
going to get hired

BUT WHEN



You need to force Luck



VOLUME NEGATES LUCK

HOW TO GET JOBS IN THE INDUSTRY

JOB OFFERS

**JOB THROUGH
RECOMMENDATIONS**

How to get that many opportunities to apply?

In addition to answering job offers on LinkedIn / Artstation / Company Websites

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Cold Emailing / Spontaneous Applications

- You need patience and a super relevant portfolio
- You are planting seeds for later, if they like your work you will save them time

How to get that many opportunities to apply?

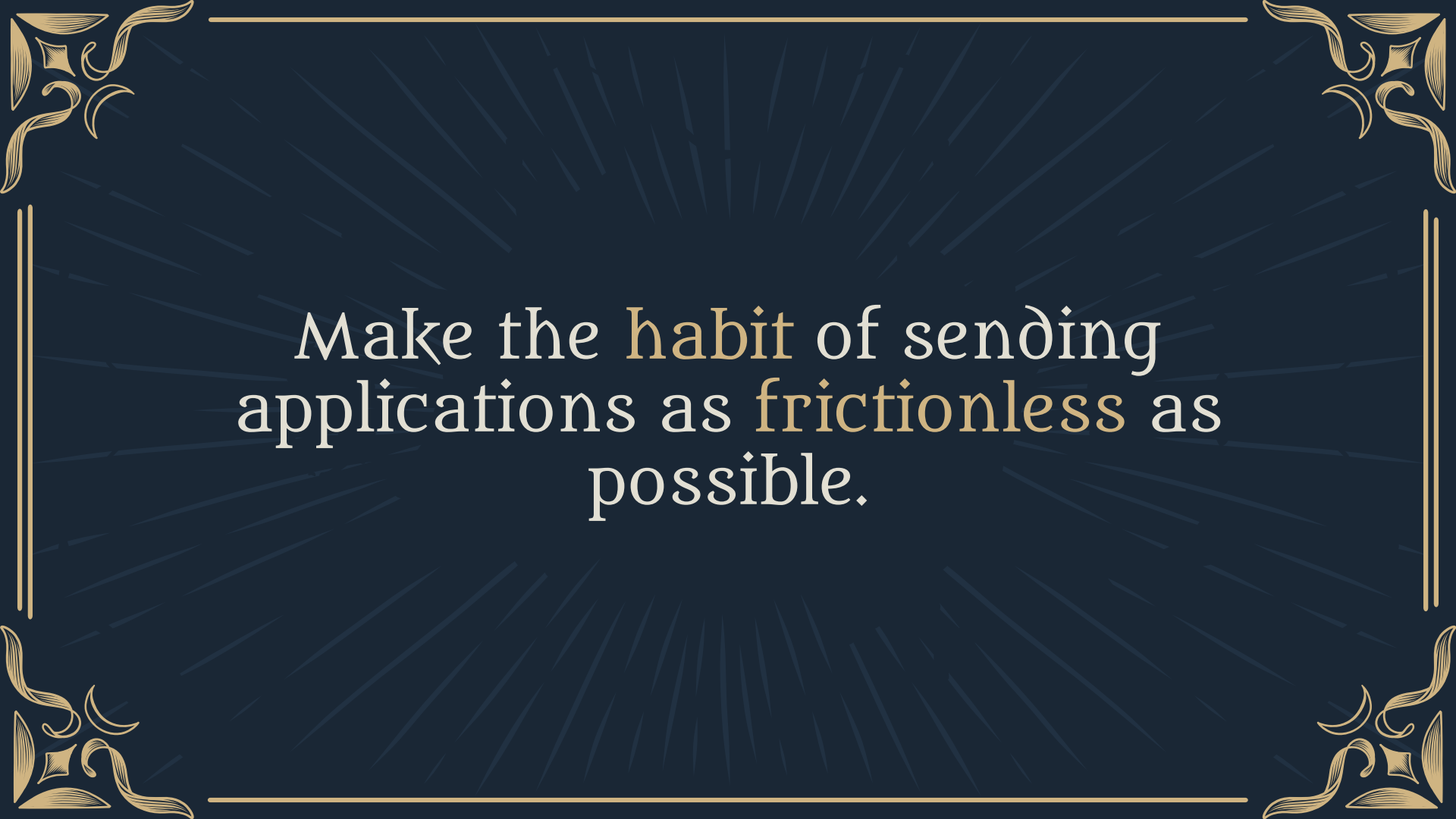
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Industry Events

- This is the BEST way to get jobs because you are bypassing the email filtering
- A lot of people's work will not be appropriate, so they will help you stand out



Make the habit of sending
applications as frictionless as
possible.

Pro tip :

Save time when searching for job offers

- 1/ Have a dedicated browser
- 2/ Have all the tabs for LinkedIn, Artstation Jobs and the companies' career pages with the proper filters open when you launch it.
- 3/ Set up the browser so it launches when you switch your computer on





Make a spreadsheet to track ALL
your applications !!!

This is your personal database !

Applications = Fire and Forget

Do not set **impossible expectations**
every time you apply

You need to get desensitized to
rejection



While applying

Start working on a **Second Portfolio** that complements the **First One**

5.

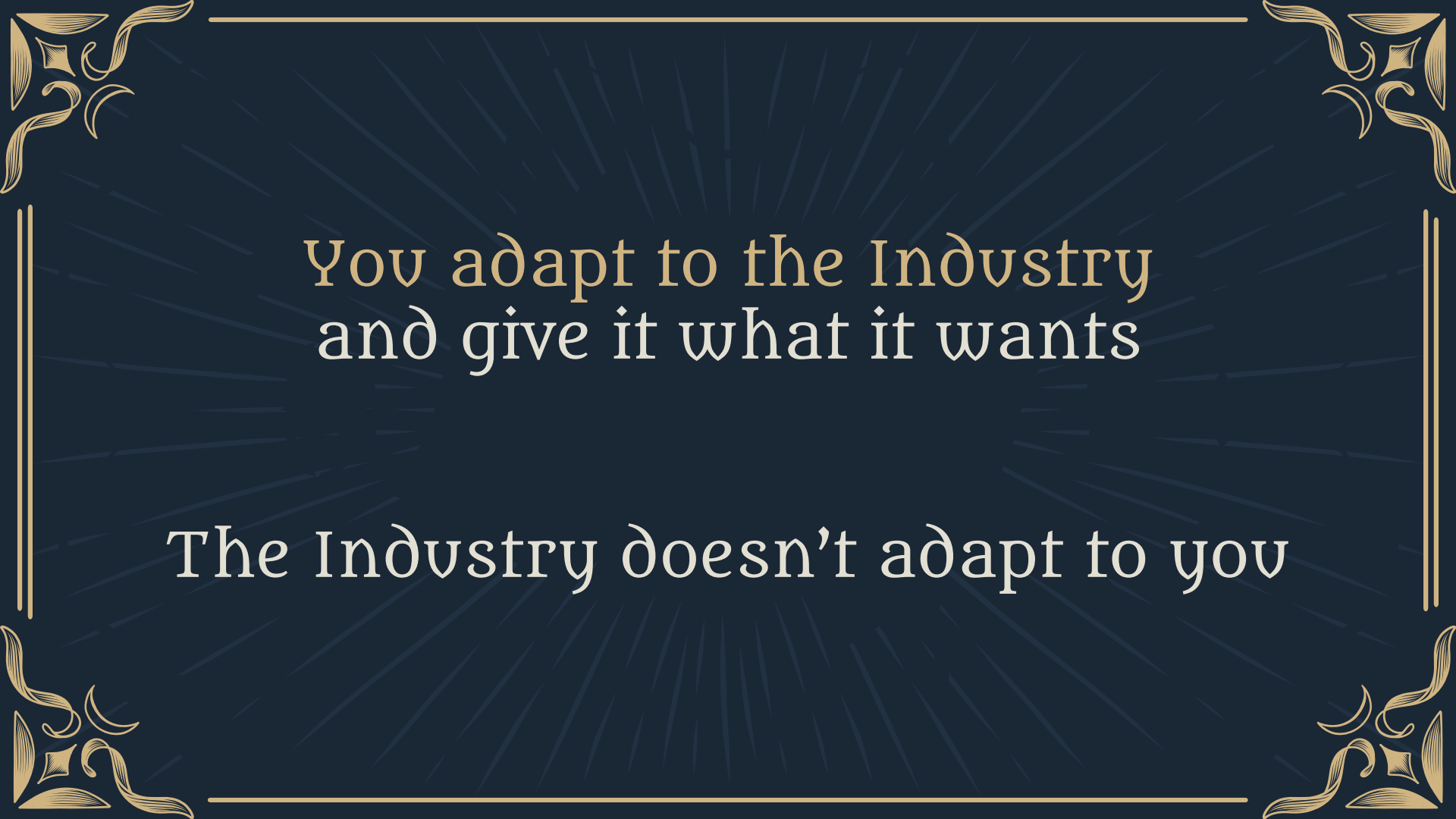
Conclusions






MAN...

AB




You adapt to the Industry
and give it what it wants

The Industry doesn't adapt to you



If you skip the fundamentals
you won't get hired



When **everyone on Artstation** does
something

Do the opposite

6.

A few tips to add
Value to your work



Pro tip :

Gameplay & Fake Screenshots

We are ENTERTAINERS !

Explain which type of project you are designing for

The codes for a 3rd person RPG are not the same than those for an FPS.

Focus on Gameplay.



LEVEL DESIGN + BANDIT AREA

Credit : Alix Calderan

Sneaking + climbing with a box
Dormitory area

Chief area
+ Storage
Wall

Camp fire

Possibility to send a molotov cocktail here on tents to distract guards



Gate is more guarded!

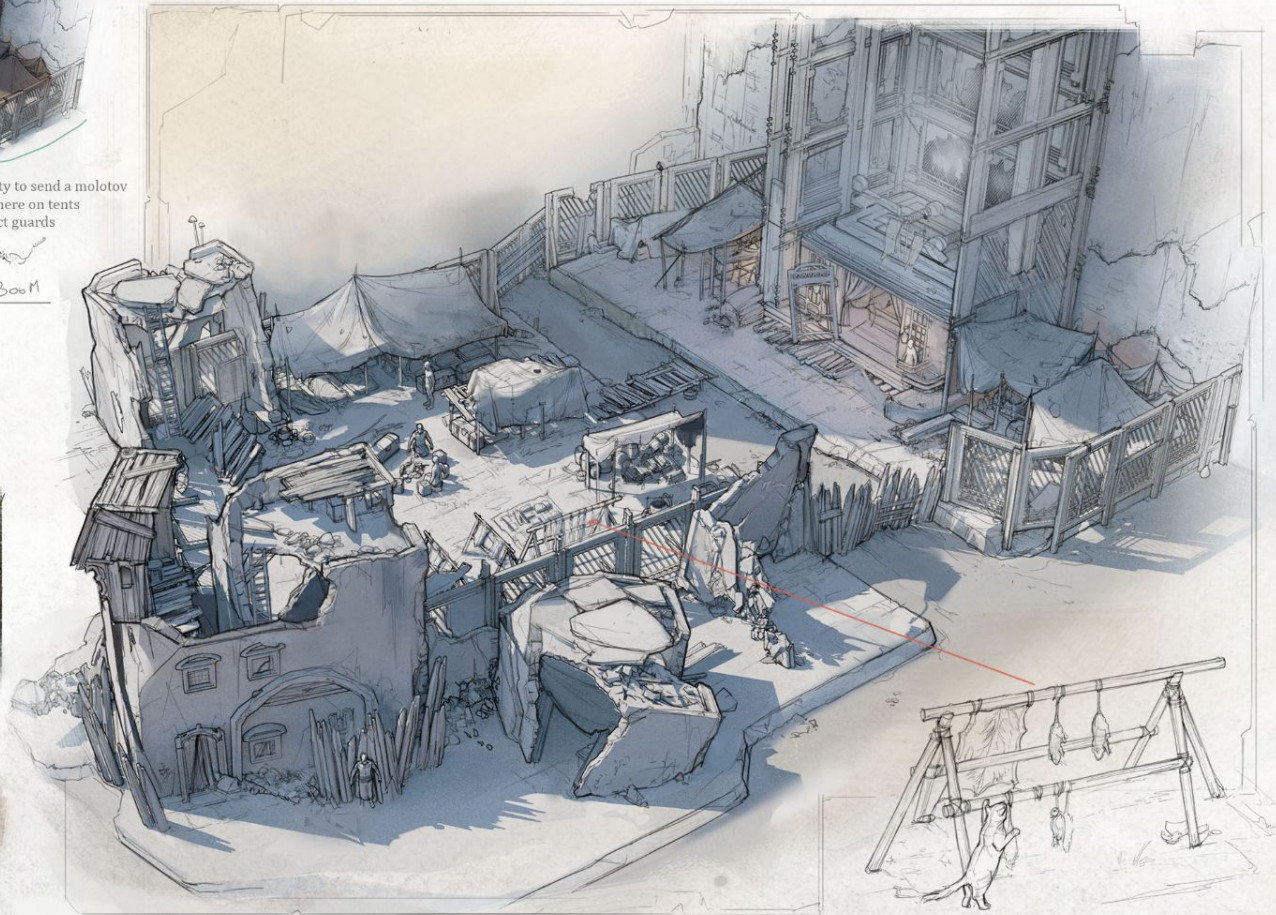
Cooking area + Coal

Support beams

Variant : wood scraps



Old elevator in one of the deepest area of the city. Gang wars happen there, so the bandits are gathered in camps. Old elevator parts can be used as palissade fencing with supports beams.



Exterior Path (Stealth)



RUINS HIDEOUT DESIGN

Enemy Camp Path (Combat Only)



Neutral Path (Stealth/Combat)



Theodora

How exactly she got her little dragonling and a draconic arm is a tale she seldom tells. She acts as a giant battering ram of the company on the battlefields, showing how mistaken the enemies were in choosing to engage in combat with her.



Magical Bracelet

A gift from George, it helps to control the unruly fire of her draconic arm.



Draconic Arm

In combat, the bracelet is loosened to let the fire out from within her arm. The flame channels into the hilt of her sword and set the blade ablaze. Pipes with holes connecting the grip and the blade transfer fire from her palm to the blade.



Attack Combos

Full arsenal is unleashed on her enemies on the battlefields. Including her dragon friend's fiery breath.



Weapons

She is one of the very few warriors in the world strong enough to wield a sword and a pollaxe in each hand at the same time.



Maurice

Awakened from a long slumber in a world unfamiliar to him. Disorientated, desperate, he seeks the purpose to live on. A wielder of ancient magic. He is the strategist of the company.



He keeps the picture of his beloved friend from the time far removed.



Combat Magic

Scarb swarm - Area of effect attack spell



Cobra shield - Barrier spell



Pack of jackals - Ranged attack spell



Pro tip :

Paging and Presentation

This is the Easiest Way to elevate the perceived value of your work and the User Experience

Good work + Bad presentation = Bad Experience

Good work + Ok presentation = Good Experience

Good work + Good presentation = "OMG I love it!"





Draconic Pillar - Front

In the time the forge was made, the king wanted to make a personal gift to his blacksmith.

He ordered a sculpted pillar, reminding the magnificent power of the Dragon Order

But soon as Dracula took over the throne he decided to put a shackle device on it reminding that the king now has changed



Shackle device

Forged by the blacksmith itself this device can be used to imprison people anywhere by nailing it through any surface except rock.

A shackle can be attach to someone's arm or ankle



30m length



Evolved Bat

As the work has to be done, Dracula ensure that his weapons will be ready for his new army still in preparation.

He oftenly sent scout evolved draconic bats to spy and send new orders.

However, as the blacksmith has a thirst for vengeance against the new king he doesn't hesitate to explode the intruders and winged thieves.

EARLY SKETCH



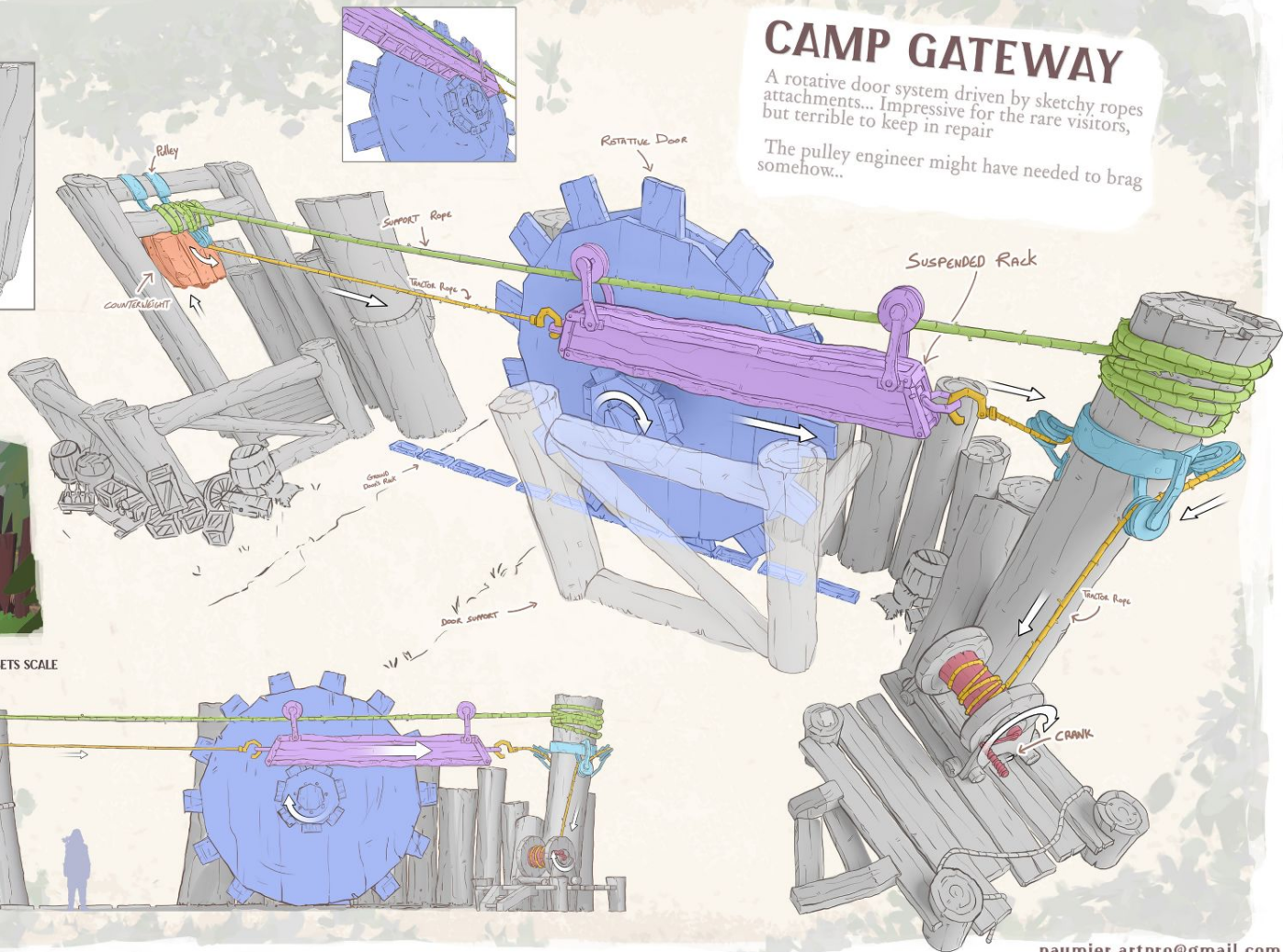
Early representation of shackle length

The RED LION Coat of arms

"Red like Heart, Powerful like the King"



COUNTERWEIGHT AREA



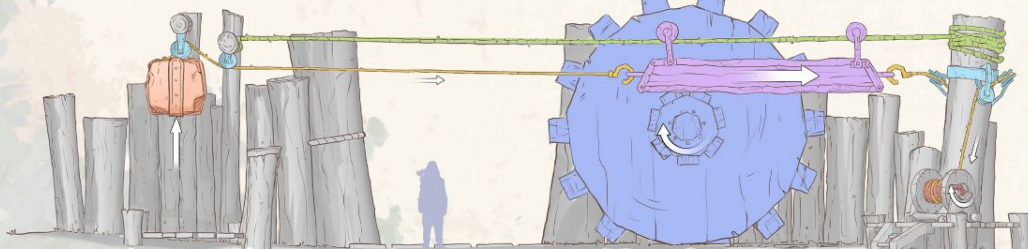
CAMP GATEWAY

A rotative door system driven by sketchy ropes attachments... Impressive for the rare visitors, but terrible to keep in repair

The pulley engineer might have needed to brag somehow...



GATEWAY 2D ASSETS SCALE



PROPS AND TOOLS

Locksley's Crew has to deal with poor material.

However, having a diversity of skills among the community allows a reusability of damaged props.





SOLANGE †

Blade of Desmynes

Solange is a seasoned swordswoman currently enrolled in the magic curriculum at Desmynes University.

Sold by her parents to the institution's boarding school at an early age because of her innate predisposition, she grew up with Caliste and Luc on the school grounds.

Unlike other mages, Solange is as comfortable with spells as she is with weapons, and will not hesitate to make it to her adversaries.



-TRAVEL + DRAGON :



Sir Lancelot

arashipen@gmail.com

Chloe Andriussi

Griffin Riding

What granted him the most iconic reputation is his griffin riding. This mythical beast gave him the advantage in fighting even the most formidable dragons in the air. A white golden beast taking to the sky and felling the terrorizing dragons is a sight you can rarely forget.



Griffins use magic. This allows them to fly despite their small wings relative to their body mass.



Most of the time, Bayard the griffin is fine walking and running around on the ground with George on his back. Hence he has a bridle most similar to that of a horse.

Feeding a carnivorous mount can get very expensive.

Lancing anything on a flying creature is a tricky stunt to pull off. So a lot of the times George is happy shooting things up from afar when he's flying.



Ascalon

A lance that survived many foes. Made extra heavy with bolgers for maximum impact capacity.





Pro tip :

Having fun / Authenticity

Ticking the boxes of companies is not incompatible with picking a subject you are a **MEGA GEEK** about.

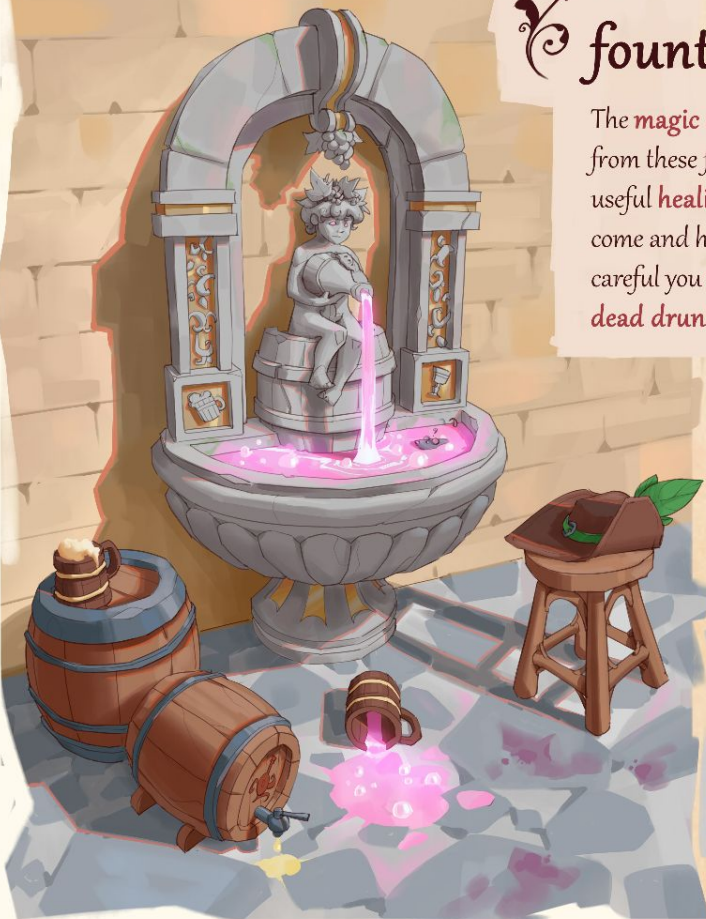
Add some **silly stuff** sometimes.

Whatever emotion you put in your work, people will feel the same when consuming it.



Eau-de-vie fountain

The **magic alcohol** poured from these fountains has very useful **healing properties**, so come and have a taste! But be careful you **don't end up dead drunk**...



A

CAT FEEDING
QUEST



B

GAME OF BONES



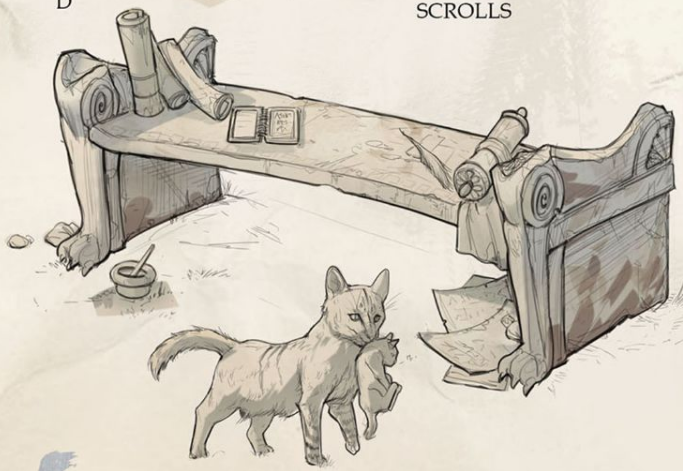
C

FOOD RESTS



D

SCROLLS



E

BIRD, RESTS, TAGS



F

FICTIONAL
TOILETS





Cat bread

Meatloaf

(No cat was harmed in any ways. You can't prove it anyways.)



Travel Food

Better than nothing

(Not a recipe you don't have to cook)



Fish 'n' Chick

Someone had a hard time

(Easy recipe, can be spicy on some parts)



Improvised skewers

Never judge the cover

(Easy recipe. You can literally use whatever you have)



Be' Punch

Spicy fruit punch

(Hard recipe, the main ingredient is hard to handle)

| She learned how to cook a long time ago.

| Maybe it's been a little bit too long...

Bad boi



good boi



boi?





Thank you !

If you are interested in joining the Mentorship, feel free to apply by clicking on the link below and filling out the form

Apply [here](#)

Next class starts on October 13th of 2025

If you want more infos about how it works, [click here](#)