



Narrative Design Manager, TCG

Ravensburger is a family-owned global business operating across various categories including games, puzzles, construction toys, books, and more, sold under its brand as well as brands like ThinkFun, WonderForge, and BRIO. Our North American team has a history of launching innovative new products like the Disney Lorcana Trading Card game and the Villainous Games line across a variety of categories, as well as nurturing the growth and success of evergreen titles like Labyrinth, Rush Hour, and more.

At Ravensburger, we encourage the discovery of what really matters! The perspectives in our corporate family are as multifaceted as our product range. Our thinking and actions are geared towards the long term and sustainability: we are looking together toward the future. The Global Games category at Ravensburger believes that play is what makes us human. Play fosters connections that bridge age, gender, race, socio-economic status, and culture, helping us to experience the universal joy of play, together. We are looking for highly motivated people committed to bringing great games into the world to join our team.

In addition to competitive total compensation and benefits (health/dental/vision; disability/life), we offer reimbursement for parking or public transportation cards; opportunities for employee learning via Ravensburger Academy, Lunch & Learn seminars, reimbursed language learning, and Mentorship programs; and a collaborative and creative working environment!

Summary Description:

We seek an experienced and strategic Narrative Design Manager to lead and shape the narrative vision and content for the Disney Lorcana Trading Card Game (TCG). The ideal candidate should have extensive experience developing new worlds and working with licensed IP. They should be comfortable working in a dynamic and ambiguous environment where innovation happens rapidly.

The person in this role will be responsible for shaping the worldbuilding effort, driving character development, leading a writer's room, taking on a primary writing role, and defining the technical requirements for integrating narrative into the game. They should be a Disney expert and work collaboratively with cross-functional teams, including Creative and Game Development, to ensure all creative aspects of the TCG story are aligned, engaging, and developed within timelines and budget constraints.

Hours + Salary Range: Full Time, salaried position + annual bonus (115K-135k base, DOE)

Location: Hybrid position located in the Seattle, Washington office with 3 days/week in-office minimum

Reports to: Global Games Creative Director

Manages: Approximately 7 direct reports, both internal and external.

Job Duties and Responsibilities (Essential Functions):

- Lead, manage, and direct a team of internal and external narrative designers and writers.
- Drive creative TCG narrative direction for key aspects of the product.
- Oversee the narrative design process, including brainstorming sessions, storyboarding, and script writing, while managing timelines and meeting project milestones.
- Present narrative content to stakeholders, including internal teams, external contributors, and licensor.
- Partner with the Art, Game Development, and Marketing teams to ensure alignment and present a cohesive experience to consumers.
- Collaborate with game designers, artists, and writers to seamlessly integrate gameplay mechanics and narrative, ensuring a cohesive player experience.
- Work closely with the Creative Director to align and develop the overall creative direction of the project.



- Develop engaging, high-quality content appropriate for a TCG that celebrates licensor IP.
- Generate and maintain canonical story guides, character bios, world guides, and other supporting narrative documentation.
- Review and provide constructive feedback on written materials, such as scripts, flavor text, short and long-form published stories, and marketing materials, to maintain a high standard of storytelling excellence.
- Assist Marketing in the development of narrative storytelling assets such as animatics, written content, and more.
- Occasionally travel to retail fairs and consumer shows to promote the latest product launches.

Knowledge/Skills/Abilities:

- Able to establish a solid creative vision and communicate it effectively.
- Comfortable presenting and discussing narrative concepts and vision to stakeholders and the licensor.
- Comfortable working in a highly iterative and ambiguous development environment.
- Enthusiastic about creating an inspiring, wondrous, and exciting world for players.
- Effective at breaking down complex ideas and communicating them effectively across disciplines.
- An excellent mentor and leader who can guide a team to improve their craft.
- Motivated, independent, unafraid to ask for help, and always willing to offer help.
- Skilled at giving and receiving feedback on narrative, worldbuilding, and interpersonal interactions.
- Organized and able to set priorities and keep to projected schedules and budgets.
- Deep understanding of the creative needs of trading card games.
- In-depth knowledge of the TCG industry.
- Excellent organizational, time management, and prioritization skills.
- Team player with excellent communication skills, both external and internal.
- Ability to function independently with a high level of integrity and professionalism.
- Computer Skills: Comfortable and effective working in Microsoft Office, including Word, Excel, Outlook, Teams, and PowerPoint; familiar with Filemaker databases or willing to learn.

Experience:

- Creative leader with over 8 years of professional experience in Narrative Design and writing, demonstrating expertise across diverse skills such as writing, art, and design. An expert in narrative design and worldbuilding experience in the TCGs.
- Experience creating and managing a team of narrative designers and writers.
- Extensive knowledge of and deep affection for Walt Disney Animation Studios, PIXAR, and other Disney properties.

Diversity + Inclusion Statement

We believe that in diversity lies strength; in challenge, growth; and in difference, the creativity of a fresh perspective. In line with our desire to build Ravensburger Global Games as a robust global home within the game industry, candidates from a variety of diverse backgrounds (be they racial, cultural, educational, socio-economic, gendered, or otherwise) are explicitly invited to apply.

Application Instructions:

Please send an email including a cover letter explaining why you are applying for this position and why you believe you are the best person for the job (typed into the body of the email is fine) with a resume attached to ravensburgergamesjobs@ravensburger.com.