

Mid-Weight VR Developer

Contract	Full time, permanent
Working pattern	Remote, with occasional office visits
Company Location	Reading, Berkshire, RG7 6AU
Salary	£38,000 – £45,000 depending on experience
Closing date	October 31st 2026
Apply to	contact@campus-xr.org

About us

Campus-XR is building a virtual reality learning platform used by schools, colleges and universities. Our product puts groups of learners together inside shared immersive environments, combining experiential learning with gamified engagement, utilizing virtual reality and AI.

We are an education-focused start-up with a growing base of customers and investors, and a small, highly focused team. Joining now means your work positively impacts students and your opinions carry weight.

The opportunity

We're looking for a mid-weight Unity developer to help build and evolve the Campus-XR platform.

You will work day-to-day inside an established Unity codebase, taking features from concept through to a shipped build, working on: new learning tools and interactions, bug fixes, live user support and steady improvement of what is already there. You will report to our Lead Developer, who owns the platform architecture and networking layer, and work alongside our Technical Director, artists, and web and database specialists.

This is a hands-on role in a small team, not a spec-writing one. Expect real ownership of the features you build and a direct line to the people making product decisions.

What you'll do

- Build and iterate on VR features in Unity and C# across agile sprints
- Extend an existing codebase, reading other people's work, understanding why it is shaped the way it is, and improving it carefully
- Implement multi-user behaviour on top of our Photon networking layer: syncing state, handling ownership, tracking down desync
- Build and test on Meta Quest hardware, and profile to keep frame rates stable
- Fix bugs, patch live builds, and support users when something breaks in a classroom

- Demo work in progress to internal stakeholders and pilot users, then iterate on what they tell you
- Integrate assets from artists and contributions from specialist contractors
- Keep code under version control with clear commits and useful notes on anything non-obvious

What you'll bring

- **3+ years with Unity and C#.** In a commercial or production setting
- **Practical VR development experience.** You have built something and put it on a headset either commercially, at university, or as a serious personal project
- **Comfort in someone else's codebase.** You can navigate an unfamiliar project, trace behaviour across several systems, and change things without breaking them.
- **Familiarity with networked multiplayer concepts.** Client-server or peer models, state synchronisation, and what latency does to both. Photon is ideal, but Netcode for GameObjects, Mirror, Fusion or similar is fine; we will bring you up to speed on our stack
- **SCM as part of daily practice.** Branching, reviewing, resolving conflicts
- **A performance-conscious instinct.** You know why a standalone headset is a constrained target, and you open the profiler before you guess
- **Clear communication.** The team is remote, so you need to explain what you have built and say early when you are stuck

Nice to have

Nobody is expected to tick all of these.

- Meta SDK experience. Interaction SDK, Scene API, Platform SDK
- Unity WebGL builds and the constraints that come with them
- Shader work, HLSL, or rendering optimisation
- Unit testing, CI, or automated build pipelines
- Shipping to the Meta Horizon Store or a comparable storefront
- An eye for UI and UX inside VR. You have opinions about what feels right in headset
- Asset pipeline familiarity: imports, LODs, texture budgets. You don't need to model, but knowing what makes an artist's asset expensive helps

The kind of person who thrives here

- Self-directed, and honest about progress and blockers without being asked
- Happy shipping something imperfect to a pilot group and improving it from feedback
- Interested in how people learn, not only in the technology that delivers it
- Comfortable being the only person on a problem, and equally comfortable asking for help

Qualifications

A degree in Games Development, Computer Science, Software Engineering or a related field, or equivalent demonstrable experience. We care far more about what you have built than where you studied.

Please include a portfolio, showreel, GitHub or itch.io page. It does not need to be polished commercial work, we want to see how you think and what you can actually make.

What we offer

- £38,000 – £45,000 depending on experience
- Flexible remote working, with occasional visits to Reading or London
- Meta Quest hardware and the dev tools you need
- Real influence on the direction of an early-stage platform already in use by learners

How to apply

Send your CV and a link to your work to contact@campus-xr.org. We read every application and will come back to you either way.

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