

# Karen Stevens

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Maitland, Florida

## SUMMARY

Seasoned manager with over 20 years' experience in software development. Skilled in multi-disciplinary employee management across international lines. Wide variety of software expertise, including accessibility and gaming, plus certification in cloud services.

Experienced with multiple lifecycle models, including agile. Self-starter who appreciates innovation (6 patents), process improvement, flexibility, and versatility. Experienced in many job families, including product management (PMP in progress), program management, and more.

## EXPERIENCE

### **Technical Director**, Gearbox Publishing, 11/2022 – 8/2023

- Created CVAA and European Accessibility Act compliance documentation for Embracer Group subsidiaries
- Evaluation of game milestones using a variety of criteria, such as legal compliance
- Created and presented pitch decks for potential new products

### **Director of Accessibility**, Electronic Arts, 10/2020 – 5/2022

- Company-wide evolution of previous EA Sports Accessibility Lead position, with all prior responsibilities expanded and additional headcount for a business analyst, quality designer, user researcher
- Directed overall strategy, documents, schedules, and roadmaps for game accessibility at EA
- Worked with first parties on accessibility platform features and certification requirements
- Oversaw cost and feature analysis of potential third-party tool and service solutions

### **EA Sports Accessibility Lead**, Electronic Arts, 8/2017 – 10/2020

- Managed accessibility team, including a consultant, writer, engineer
- Managed sprint schedules, long-term road mapping, executive reports, pitches, press
- Analyzed games and provided disability-related recommendations for EA Sports
- Created feature briefs and roadmaps for EA Sports titles, such as Madden NFL, FIFA, NHL
- Collaborated with legal to ensure titles followed government regulations, such as CVAA
- Pitched and launched [ea.com/able](http://ea.com/able) website to better fulfill alternate game interaction needs
- Engaged with customers directly via twitter, [ea.com](http://ea.com), email, conference talks

### **Madden NFL Graphics Software Engineer / Product Owner**, Electronic Arts, 6/2013 – 8/2017

- Accessibility features, product owner & developer, i.e. colorblind support, game element resizing, haptic feedback options to aid totally blind players, etc.
- Product ownership included feature briefs, scheduling, long-term planning, design
- Augmented UI cross-team architecture effort, bringing together presentation, UI, graphics
- Performed variety of shader work, significant support to character skin, monoliths, banners
- Ownership of graphics disk space usage, graphics memory; creator of related Python-based tracking tools

### **Software Engineer**, Microsoft Corporation, 5/2005 – 4/2013

- Tech Lead for multi-platform Xbox Avatar development, including web and mobile
  - Led international team, worked with local teams for large-scale cross-team collaboration
  - Specified overall architecture, interfaces, design, user requirements
  - Managed software engineer headcount
- Tech Lead for all 11 games that shipped with Windows 7
  - Includes Minesweeper, Solitaire, Hearts, Spider Solitaire, FreeCell, Chess Titans, Mahjong Titans, Purple Place; Internet Spades, Checkers, Backgammon
  - Created team's work/feature schedule; collaborated on requirement creation
  - Implemented majority of DirectX UI; also worked on game play
  - Orchestrated both cross-team and international collaboration during entire lifecycle
- Game Developer, Project Spark, Xbox 360, Xbox One, Windows
  - Graphics developer, focusing on particle effects, materials, lighting, character pipeline
  - Content pipeline tools support, Maya, 3ds Max, Granny, Havok, C++, XML, HLSL
  - Placeholder artist; creating meshes, characters, animations, particle systems, skyboxes, materials
- Miscellaneous Projects
  - Xbox platform code development for Kinect-enabled dashboard
  - Created DirectX shipped sample, including a performance tools tutorial
  - Created new/updated PIX for Windows DirectX Shimming detours for DirectX11 support

### **Software Engineer**, Guidant Corporation, 6/2003 – 4/2005

- Tool development for implantable medical devices, such as pacemakers

### **EDUCATION**

- Master of Engineering, Software Engineering, 5/2003, Embry Riddle Aeronautical University
- Bachelor of Science, Computer Science, 5/2001, Michigan Technological University
- Microsoft Azure Fundamentals, ID: AB2EF3CF59FD51CD, Cert: AZAF53-347F01, 6/24
- Bellevue Community College Completion Certificate, Summer 2010, Maya 3D Animation for Games and Movies
- Project Management Institute (PMI) Project Management Professional (PMP) course in progress (exam date TBD)

### **AWARDS, RECOGNITION, AND PUBLICATION**

- Patent author with 6 granted patents and related innovator awards. Details, code samples, and speaker talks available at <http://KarenStevens.com>
- Top manager satisfaction survey score, leading to 2022 manager award nomination
- Won 2018 EA company-wide award for making Madden NFL blind gamer friendly

### **SKILLS**

Accessibility, Agile Methodologies, Automation, Benchmarking, Cloud, Communication, Computer Graphics, Executive Pitches, People Management, Pitch Decks, Planning, Presentations, Problem Solving, Process Improvement, Risk Management, Road Mapping, Scheduling, Scripting, Scrum, Software Lifecycles, Strategic Thinking, Technical Leadership, User Experience Design, User Experience Research, Video Game Development. Waterfall Model, Workflows

### **TOOLS**

Adobe Acrobat, Adobe Photoshop, Autodesk Maya, Confluence, G Suite, Jira, Kaban, Microsoft Teams, Microsoft Office, Visual Studio, Zoom, and much more