Karen Stevens

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EXPERIENCE

Technical Director, Gearbox Publishing, 11/2022 – 8/2023
- Created CVAA and European Accessibility Act compliance documentation for Embracer Group
- 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 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 EA Sports Accessibility Team, including a consultant, writer, and engineer
- Managed sprint schedules, long-term road mapping, executive reports, pitches, press
- Analyzed game telemetry to utilize quantitative data for product improvements
- 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 website to better fulfill alternate game interaction needs
- Engaged with customers directly via twitter, ea.com, email, conference talks

Madden NFL Graphics Software Engineer / Product Owner, Electronic Arts, 6/2013 – 8/2017
- Product ownership included feature briefs, scheduling, long-term planning, and design
- Augmented UI cross-team architecture effort, bringing together presentation, UI, graphics
- Performed variety of shader work, significant support to character skin, monoliths, banner AI
- Ownership of graphics disk space usage, graphics memory; creator of related Python-based tracking tools Accessibility features, product owner & developer, i.e. colorblind support, game element resizing, haptic feedback options to aid totally blind players, etc.

Software Engineer, Microsoft Corporation, 5/2005 – 4/2013
- Tech Lead for multi-platform Xbox Avatar development, including web and mobile
  - Led international team to create a custom cross-platform 3D rasterizer for Silverlight and network support services
  - Specified overall architecture, interfaces, design, user requirements
  - Managed software engineer headcount
- Tech Lead for all 11 games that shipped with Windows 7
  - Graphics engineer for all games, handling both code and artwork
  - Created team's work/feature schedule; collaborated on requirement creation
  - Orchestrated both cross-team and international collaboration during entire lifecycle
  - Includes Minesweeper, Solitaire, Hearts, Spider Solitaire, FreeCell, Chess Titans, Mahjong Titans, Purble Place, Internet Spades, Internet Checkers, Internet Backgammon

- Game Developer, Project Spark, Xbox 360, Xbox One, Windows
  - DirectX graphics developer, focusing on particle effects, materials, lighting, model rendering
  - 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
  - Key contributor in Xbox Dr. PIX performance tool design, resulting in patent
  - DirectX 11 stereoscopic research, in collaboration with NVIDIA
  - Graphics tool presentations at GDC and Gamefest, including joint with NVIDIA

EDUCATION
- Master of Engineering, Software Engineering, 5/2003, Embry Riddle Aeronautical University
- Bachelor of Science, Computer Science, 5/2001, Michigan Technological University
- Bellevue Community College Completion Certificate, Summer 2010, Maya 3D Animation for Games and Movies
- Microsoft Azure Fundamentals, ID: AB2EF3CF59FD51CD, Cert: AZAF53-347F01, 6/24

AWARDS, RECOGNITION, AND PUBLICATIONS
- Patent author with 6 granted patents. Graphics samples, details, and published articles available at http://KarenStevens.com
- Repeated top-rated speaker at the Game Developers' Conference
- Top manager satisfaction survey score, leading to 2022 manager award nomination
- Won 2018 EA company-wide award for making Madden NFL blind playable
- Won 2017 EA Tiburon Studio Innovator award

SKILLS
Agile Methodologies, Automation, Benchmarking, Communication, Computer Graphics, CVAA, DirectX, Documentation, Executive Pitches, Game AI, People Management, Performance Management, Pitch Decks, Planning, Presentations, Problem Solving, Process Improvement, Project Management, Publishing, Risk Management, Road Mapping, Scheduling, Scripting, Scrum, Software Lifecycles, Strategic Thinking, Technical Leadership, UML, User Experience Design, User Experience Research, Video Game Development, Waterfall Model, Workflows

LANGUAGES
C/C++, C#, HLSL, GLSL, Python, Perl, Java, Visual Basic, VBScript, SQL, XML, Fortran, Assembly

TOOLS
Adobe Acrobat, Adobe Photoshop, Autodesk 3DS Max, Autodesk Maya, Autodesk Maya, Confluence, G Suite, Jira, Microsoft Copilot, Microsoft Office, Microsoft Teams, PIX on Windows, PlayStation Razor Performance Analyzer, Visual Studio, Xbox PIX, Zoom, and much more