

Highlights of Qualifications

SOFT SKILLS: Customer service oriented for both internal and external customers; strong collaborator; self-managed and team oriented; big picture thinking; adaptable problem-solver; excellent communication; dependable, professional and discrete; ethical in work and behavior, positive attitude; committed to aligning the goals of the company and the team

Soft skill details: Staffing and supervision of creative teams; project planning and management skills (waterfall and agile) in digital production environment; performance management (incl. performance reviews, skill matrices, career development); staffing and recruiting; Certified Scrum Master training and certification (expired in 2018)

HARD SKILLS:

2D software skills - Adobe Creative Suite (incl. Photoshop, Illustrator, Muse, After Effects);

3D software skills - Maya 2020, Substance Suite 2021, Unreal Engine 4.26, some Unity

Desktop software skills – Google drive apps; MS Suite; Perforce; JIRA, type 60 wpm

Employment History (Games):

Schell Games, LLC

Art Manager/Art Director

Aug 2017 – present

Highlights:

- Internal VR project - prototype team 3D generalist artist *March 2021 - present*
- Medical therapy Quest 2 VR experience (Art Director), *April 2020 -March 2021*
- History Maker VR (Project Director), *Nov 2019 - April 2020* [Unity engine]
- Unannounced entertainment theme park experience, *Aug 2018 – Nov 2019*
- Announced dueling space heroes AR experience on Lenovo Mirage (Art Director) *Dec 2017 – Aug 2018*
- Unreleased Google app in mobile AR (Art Director) *Aug 2017 – Dec 2017*
- Responsible for managing 4 direct reports, providing coaching and conducting performance reviews, facilitating team discussions and collaboration

Video Gaming Technologies / Aristocrat, Inc. Art Manager

10/2013-11/2016

Highlights:

- Managed 14 visual and audio design team members to deliver fully on time.
- Provided creative oversight and art direction for concurrent casino gaming video console projects for casino stepper and video slots.
- Mentored key staff to self-direct, guide process and lead peers as part of succession planning and career development strategies.
- Participated in and led agile and waterfall development practices, including Kanban and waterfall hybrids.
- Matured the IP brand presence by creating style guides and updated character design initiatives
- Utilized PeopleSoft talent management portals for performance evaluations, staff development, and provided metrics to studio director for bonus assessments.
- Identified, assessed and managed outsourced animation and art teams.
- Partnered with recruiting staff for targeted recruitment and team building initiatives, including interviewing, portfolio reviews
- Committed to the organization throughout 3 major leadership changes and helped not only assigned reports, but also engineering team members who did not have an assigned manager, to cope with the organizational shifts, volatility and focus on developing strong communication between company-wide technical teams
- Worked with Product Development team to improve customer relations by traveling to casino customer sites with the sales team to investigate what aspects of the studio's designs were resonating with players.
- Implemented targeted procedures for regulations compliance and reduction in defects of asset creation and implemented post mortem procedures to teach team leads how to prepare effective scope and delivery plans.

**See Non-Games History after this section to explain gap between 2009 and 2013*

Vicarious Visions, Inc. / Activision Inc. Outsource Cinematic Consultant 10/2008-02/2009

- Built a comprehensive analysis of outsourced vendors (including Blur, Cinematico, and Brain Zoo) and created targeted plans for use of external teams as well as providing a core cost and oversight cost analysis between competing vendors.
- Provided oversight for quality and deliverables to company chosen outsourced cinematic team for Marvel Ultimate Alliance 2 with outsourced vendor Cinematico; used prior animation experience to target feedback and correct timing issues; alerted supervisor (CCO) and project management to risk issues early to mitigate in time and assess budget changes.
- Worked as consultant for 4 months after leaving the company to concurrently work as co-owner of an online retail business.

Vicarious Visions, Inc. / Activision Inc. Visual Development Director 06/2005-10/2008

- Piloted the role in response to needed pre-production management and process for larger scope projects.
- Provided quality control and art direction on multiple projects including leading and establishing quality reviews, coaching team members to deliver results and trained team members in attention to detail skills.
- Supported executive management with quality expertise by travelling to publisher's corporate office, providing insight to internal team capability and risk issues, providing recommendations on mitigating risk factors to projects underway and establishing quality check processes to assure oversight process.
- Developed schedules for visual development efforts in conjunction with project managers on assigned projects, often for concurrent projects with aggressive milestones.
- Worked with outsourced animation team in Burbank on pre-production efforts for Crash Nitro Kart and developed quality standards to help communicate more effectively with the external team what the company's expectations were related to delivery.
- Partnered successfully with EA Partners for Batman PSP and worked with Executive Producers from EA to develop dailies and provide feedback reports to help monitor progress and dependencies between console development and handheld development.

Vicarious Visions, Inc. Art Group Manager 08/2001-06/2005

- Piloted the art manager role and developed leadership roles aligning to mission statements and changing business needs; mentored direct reports to assume new responsibilities to take over the role over time.
- Developed, introduced, and matured art production processes and trained team members in use of and continuing improvement of process.
- Provided case studies on competing studios to compare quality benchmarks, success factors and potential.
- Developed strategic art team plans for medium and small projects under the guidance of the executive team; participated in and provided scope analysis, scheduling and risk assessments; assigned resources according to slotting schedule; partnered with other group managers to align development plans for maturity of teams.
- Provided art direction and coaching to potential team leaders, mentoring on how to provide feedback and nurture other team members, how to provide clarity in expectations and direction, and coached all team members in being egoless in reviewing work and learning how to spot defects objectively.
- Managed performance through personal development plans, aligning goals to company objectives, coaching in regular informal 1:1's and formal reviews and timely feedback.

Cinematix Inc. Development Director 10/2000-06/2001

- Provided project management, team leadership, design document co-authorship, coaching for team members when key team leaders left the startup for another startup. Company closed due to lack of VC funding.
- Hired on as lead animator to work on character-based original IP platform games, scheduling, planning of 4 animators' work efforts in addition to animating key characters.

Angel Studios (Now Rockstar San Diego) Lead Artist 06/1998-10/2000

- Lead artist for Test Drive Off Road Wide Open for first 6 months of project – left to pursue exciting startup opportunity. During the first two weeks, after being assigned as lead after the project had floundered without

results for several months prior, I investigated the team’s frustrations and hopes and invigorated the team by having the team participate in choosing the roles they were happiest performing while meeting the needs of the project. Within a few weeks, the team turned around from not producing at all, to producing ahead of schedule with greater quality than expected.

- Managed all scheduling, task tracking and reviews to allow the team to focus on producing results.
- Animator on several key projects including Midtown Madness (1 and 2), Smuggler’s Run, Ken Griffey Slugfest (helped rebuild the magnetic capture stage with co-worker and organized the motion capture shoot for Ken Griffey Jr.).
- Wrote technical documentation for physics-based rig system using AGE technology for dinosaur characters while animating for dinosaur arcade game Savage Quest.

Radical Entertainment **Animator** **02/1997-05/1998**

- Animator and Lead artist (1st rev of Jackie Chan Stuntmaster)

Bullfrog Productions (EA Guildford) **Animator** **1996-1997**

- Animator (revised existing animation) on Dungeon Keeper, GeneWars and unreleased project.

Electronic Arts (Burnaby) **Lead Artist/Animator** **1992-1996**

- Lead Artist on FIFA Soccer PSX, Consultant on FIFA Soccer 3DO, Lead Animator on FIFA Soccer SNES, Lead Animator on FIFA Soccer SEGA and Animator on FIFA Soccer International
- Animator on Dangerous Journeys (PC)

Film Animation Studios (Vancouver) **Traditional Film Animator/Assistant** **1985-1992**

- Animator/ assistant animator on ½ hr animated specials and TV commercials at Delaney and Friends Inc.
- Contract animation assistant at International Rocketship (Marv Newland)

Non-Games Employment (*between 2008 and 2013)

Blockheads Paper Arts Inc. **Operations Manager** **01/2009-10/2013**

- Performed management duties for a retail business both online and retail storefront including: record-keeping, database entry, payroll, bookkeeping, customer database, inventory management, shipping and receiving, sales and customer service in person and on the phone, daily website updates including creating graphics and ad body text as well as graphical layout for products
- Learned QuickBooks basics in 2 days to perform payroll when the company owner was unavailable
- Prepared all tax items for accountant, and updated labor taxes for Oregon State

Education:

Thompson Rivers University	Kamloops, BC Canada	Certificate in Commercial Art & Printing
Westsyde Senior Secondary	Kamloops, BC Canada	Graduation Diploma