

**TITLE:** Creative Director

**LOCATION:** Vancouver, BC

**RELOCATE:** Yes No Possibly



## PROFILE SUMMARY

*Our highly experienced technology Executive Leader Candidate has a unique mix of creative, technical and management skills. His 25+ years in game development, visual analytics, computer graphics and VFX production has resulted in \$7M of video games sold, \$200M of revenue via greenlit pitches and 3D for 20 feature films. While keeping a sharp focus on innovation and efficiency, our Leadership Candidate can lead product development, build production capacity while increasing revenues. Our Candidate is an inspirational Leader who is passionate about building great creative thinking and curious teams, while holding the vision in conjunction with building impressive technology. Our Candidate has built and lead entire development of three AAA original and licensed video games including a world #1 selling game at launch, a nominee for DICE game of the year and one of the highest rated superhero games.*

## Skills / Knowledge / Experience

- AAA Level Chief Operating Officer & Studio Director
- Lead all creative, technical, production, LiveOps, financial and strategic operations for a 270-person development studio with AAA console and mobile divisions.
- P&L responsibility for dev budgets up to high 8 figures, and studio 5-year plans.
- Reduced annual operating costs by 40% by eliminating non-strategic projects, reconfiguring internal leadership structure and improving studio-wide processes.
- Reduced unwanted attrition by 30% by introducing total transparency in internal communications and conducting intensive roundtable and one-on-one sessions with all employees.
- Improved collaboration by 100% with parent company development and marketing teams by establishing a weekly in-depth design process and monthly face-to-face summits.
- Achieved KPI targets in top 20th percentile of industry benchmarks for mobile games despite limited UA budget, by compelling use of IP and LiveOps improvements in response to analytics.
- Co-owner/leader in the acquisition of a local gaming studio for a significant exit evaluation
- Built a visual effects studio from startup to over 200 employees, creating high-fidelity stereoscopic 3D imagery for motion pictures. Directed all internal operations including production, R&D and IT.
- Built production capacity from 30 shots to 2000 shots per film; created world's highest quality 3D conversion technology: 2014 Lumiere Award for best 3D conversion (300: Rise of an Empire).
- Managed multiple simultaneous 3D conversion projects with budgets of \$8M-\$10M each.

## Achievements

- Built an internal 3D engine which was used on 15 years' worth of games across 3 generations of platforms. This saved the company a minimum of 25% of development costs across all games.
- Built a team that created the highest rated superhero game ever and created an original IP that was the number 1 selling game in the world at launch
- Created a visual effects studio and technology that won a Lumiere Award from the Advanced Imaging Society for best stereoscopic 3D conversion of a feature film