

AUSTIN KELMORE

LONDON, UK • RESUME@AUSTINKELMORE.COM

PROFESSIONAL SUMMARY

I have over 15 years of experience as an engineering lead (5 years) and software engineer (10 years) making pc, console, mobile, and VR video games played by over 200 million people. I am an empathetic technical leader that sets teams up for success, builds products for users' needs, and understands business concerns.

➤ Portfolio: [AustinKelmore.com](https://austinkelmore.com)

WORK EXPERIENCE

Current Job *Engineering Manager*

Remote, United Kingdom
August 2022 – Current

- I do not publicly post where I currently work, but I can provide details on request.

Improbable *Engineering Manager*

London, United Kingdom
February 2020 – July 2022

Team and Project Management:

- Managed project and product technical teams by coordinating with customer technical leadership to define technical requirements, prioritize and schedule milestones, and deliver the work within their timelines.
- Coordinated with an external customer to help engineers gather requirements and build a first of its kind, 10,000 player prototype.
- Collaborated with Business Development to build a proposal to secure a deal with a high value customer, worked with customer's technical leadership to plan the technical roadmap, and delighted the customer by delivering the project two weeks earlier than anticipated while achieving all their goals.
- Facilitated workshops with teams to successfully resolve conflicting ideas and align around product direction and team processes.
- Worked with division leadership to sunset the Spatial OS Unity GDK product, create an end of support plan to care for existing customers, and transition the team onto other projects.

People Management:

- Managed and mentored up to eight engineers to help them advance in their careers, achieve promotions and other similar personal goals, and process and respond to ambiguity stemming from large organizational changes and difficult world events.
- Coached engineers through challenging situations often involving external companies and helped them figure out a way forward that was beneficial to all parties.
- Coordinated with engineers, project managers, and senior leadership to match engineers to customer projects and address any issues that arose during those engagements.
- Planned social events and celebrations while fully remote including cupcake delivery to all division employees and a remote escape room which helped build camaraderie.

Company and Division Wide Initiatives:

- Built a career conversations process and worksheet from scratch, integrating input from other engineering managers to help structure career growth for employees company wide.
- Interviewed over 30 candidates in behavioral interviews for roles at the company to ensure they met the high standards set for the employees.
- As part of a Diversity, Inclusion, and Belonging working group, collaborated with company leadership to define values, ethics, and improve company support for transgender employees.
- Presented technical and knowledge-sharing presentations for new employees to onboard them into the company.
- Created and presented presentations to engineers and leadership on the technical and process benefits of feature toggles for development and release management.

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- Crafted team and division wide communication plans with peers and leadership for large organizational changes.

ustwo games

Senior Programmer

Assemble with Care:

- Prototyped, developed, and shipped *Assemble with Care* using the Unity engine for Apple Arcade on a team of 15 people.
- Architected and developed input handling system that is used in multiple Unity ustwo games.
- Created and polished several core mechanics to the high-quality bar that ustwo games expects including wires, gears, and end of level flourish.
- Conducted several playtests to get feedback on in-development features.

London, United Kingdom

January 2018 – November 2019

Land's End:

- Ported *Land's End* to the Oculus Go and increased performance to run at 72hz.

PopCap Games (a division of Electronic Arts)

Product Owner/Engineering Lead

PopCap Games Services:

- Led a group of 10 engineers that built game services and tools for teams at PopCap and EA including Plants vs Zombies: Heroes, Bejeweled Stars, and PopCap's classic games.
- Created and maintained a multi-month feature development roadmap.
- Collaborated with executives and game teams' leadership to prioritize development work.
- Managed sprints and the communication of progress to stakeholders.

Seattle, WA, USA

November 2016 – May 2017

Lead Engineer

Plants vs. Zombies 2 (iOS and Android):

- Managed and mentored up to six engineers.
- Scoped features, costed tasks, and prioritized work to ensure the team shipped on time.
- Shipped nine releases in nine months with all expected features and no crunch.
- Led engineering team to exceed fiscal target.
- Helped create a Scrum process for a team of 25 people.
- Collaborated on creating pillars, tenets, and quarterly goals for the entire engineering organization.

August 2015 – November 2016

Software Engineer

Plants vs. Zombies 2 (iOS and Android):

- Prototyped, developed, shipped, and supported *Plants vs. Zombies 2* for over four years.
- Architected and developed pipeline for patch and asset creation and deployment to the CDN.
- Created and maintained Jenkins jobs for build creation and deployment.
- Rewrote in-game touch system to enable prioritized actions, multi-touch capabilities, and allow for unique gameplay functionality.
- Optimized the Flash animation export tool and reduced the export process from two minutes to one second.
- Created many unique plants and zombies and their gameplay behaviors.
- Implemented in-game purchase flow and SKU management system.
- Created data format to allow engineers to manipulate individual Flash sprites instead of entire animations.

March 2011 – August 2015

Zuma's Revenge (Xbox 360 and PlayStation 3):

- Ported PC version of Zuma's Revenge to console platforms and updated the game to handle HD assets.
- Was the sole engineer for five months and managed three engineers for another five months.
- Created an in-game automation AI that played the game endlessly to record crashes and memory leaks.
- Completely rewrote UI for HD assets, console controls, and language translations (including Japanese).
- Created hot-load system for designers to live update the game to allow quick tuning.

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- Adjusted game code to comply with Xbox 360 and PlayStation 3 technical certification requirements.
- Engineered new gameplay abilities and modes, including a weekly leaderboard challenge and boss rush mode.
- Coordinated with designers and artists on requirements and priorities.

Bejeweled 3 (Xbox 360 and PlayStation 3):

- Helped port PC version of Bejeweled 3 to Xbox 360 and PlayStation 3.
- Developed new leaderboard UI and updated game to comply with technical certification requirements.

Surreal Software (a division of Warner Brothers)

June 2007 – March 2011

Associate Software Engineer

Seattle, WA, USA

- Created an open world Xbox 360/PlayStation 3 game using the Unreal 3 engine as part of the project's five-member Vehicle and Physics team.
- Ported and extended the functionality of everything vehicle related including AI, traffic, damage, handling, and collision code.
- Added functionality and resolved bugs in non-player character AI, enemy AI, camera, and controller systems.
- Developed and implemented the garage repair system.
- Prototyped gameplay and built the framework for the *Guardians of Middle Earth* MOBA game for Xbox 360 and PlayStation 3 as part of an eight-member Prototype team.

VOLUNTEERING

Limit Break Mentorship

May 2021 – Nov 2021

- Mentored and coached someone in the middle of their career as they transitioned from an engineer to a technical lead. Helped them work through issues at work and come up with ideas for how to approach difficult situations.

Girls Who Code

Sep 2016 – Mar 2017

- Co-facilitated girls in the Girls Who Code program at Ballard High School.
- Helped guide design of an Android project.

PERSONAL PROJECTS

GameDevDiversity.com

May 2017 – January 2018

- Built gamedevdiversity.com to track video game companies' diversity data.
- Worked with companies to help them release their diversity data.

Catarang

Jan 2015 – May 2017

- Catarang is a Continuous Integration Service written in Go.
- It syncs repositories, builds projects, retains artifacts, and live updates the console output via a web server.
- The code is available at github.com/AustinKelmor/catarang.

EDUCATION

Bachelor of Science, (B.S.), Computer Science

Graduated April 2007

DigiPen Institute of Technology

Redmond, WA, USA

- **Emphasis:** Real-Time Interactive Simulation

TECHNICAL SKILLS

- **Development Platforms:** iOS, Android, Oculus Go, Xbox 360, PlayStation 3, Windows, OSX
- **Development Tools:** Jenkins, Perforce, Git, SVN, Visual Studio, XCode, Hansoft, JIRA, Mavenlink
- **Common Game Engines:** Unity, Unreal
- **Computer Languages:** C, C++, C#, Golang, Python, Bash, UnrealScript, Lua, HTML, CSS, JavaScript
- **Development Processes:** Scrum, Kanban, Code Reviews, A/B Testing, Unit Tests, Costing, Scoping Features, Roadmap Planning, Career Planning
- **Foreign Languages:** Spanish – basic