

Mike Hines

+1.206.351.6068 – Seattle, Washington

mikehines-portfolio.tumblr.com – mike@luminousmachine.com

Summary:

- 17 year veteran computer game developer
- 15 years of leadership, management and creative direction
- Wide array of individual art skills, including 2d, 3d and technical art
- Exceptional at management, communication, direction and collaboration
- High technical aptitude and understanding of software development

I am a creator, a problem solver and a facilitator. I love working with teams and independently to build impactful, entertaining and beautifully crafted creative experiences. I have a high aptitude and wide variety of skills in creative, technical and leadership roles, and have built and shipped an array of successful products. My goal is to continue to explore the boundaries of using advanced technology to tell stories, create worlds and inspire people.

Previous Positions:

Art Director – Goblinworks – Redmond, WA (CURRENT)
Owner – Sparklight Studios – Seattle, WA
Adjunct Instructor – AIE – Seattle, WA
Art Director – TRC Family Entertainment – Msida, Malta
Project Director – Epic Games China / Titan Studios – Seattle, WA
Technical Art Director – Darkstar Industries – Louisville, CO
Art Director – Perpetual Entertainment – San Francisco, CA
Art Lead – Jaleco Entertainment / VR-1 Entertainment – Boulder, CO
Lead Artist – Cyan Worlds – Meade, WA
CG Artist – Headspin – Chapel Hill, NC

Shipped Products:

Pathfinder Online (Art Director - 2015)
Global Mission (Project Director, Core Tech Team - 2011 (China release))
Gods and Heroes: Rome Rising (Art director - 2011)
Fat Princess (Technical Art Director - 2009)
Atlas Technology (Project Director - 2008)
Goblin Commander (Lead Artist - 2003)
Uru: Ages Beyond Myst (Lead Artist - 2003)
RealMyst (Lead Artist - 2000)

Software:

Advanced: Photoshop, 3ds Max, Maya, Zbrush, Unity, Unreal Engine, Premier, Office, SVN, Perforce
Basic: Visual Studio, Mudbox, After Effects, Illustrator, FMOD, DevSuite, Jira, Redmine, Dreamweaver

Experience:

Art Director (Current)

Goblinworks – Redmond, WA

9/2012 - Present

- Art Team Staffing and Development
- Style Development and Art Direction
- All Terrain Creation and Terrain Tool Pipeline Development
- All UI Art Asset Creation
- All Visual Effects
- Structure and Prop Creation
- PR & Marketing Material Creation
- Tech Art Support
- Planning, Budgeting and Company Culture Development
- Live team operation and planning

Owner

Sparklight Studios – Seattle, WA

5/2012 - Present

- Set up and managed company
- Designed and implemented all aspects of all projects
- Development of all websites, logos and materials
- Created business plan and developed budgets
- Networked and promoted business
- Researched tools and licenses for development needs
- Created project pitches

Adjunct Instructor

Academy of Interactive Entertainment – Seattle, WA

9/2012 - 1/2013

- Part time instructor
- Taught classes on overall game design and development process

Art Director

TRC Family Entertainment Limited – Msida, Malta

10/2011 - 5/2012

- Build art team from ground up
- Developed game art style and analyze market competition
- Developed project plan and product backlog with other directors
- Implemented scrum development process with team
- Acted as product owner for heavily art related user stories
- Coordinated with other IP art development
- Concept art creation for initial art style development
- 3d environment mockup and development in Unity
- 3d character development
- Pipeline development and setup
- Budget and staffing plan development and maintenance
- Software and hardware planning for Art Team

Project Director

Epic Games China (Titan Studios) – Seattle, WA

6/2008 - 1/2011

- Established mock workflow planning for Art and Design to determine tool features
- Created example game and demo assets for Atlas software package
- Developed Atlas demos and presentations
- Designed tool systems and feature sets for MMO content building toolset
- Coordinated feature and system development with Licensee and internal needs
- Coordinated event planning and demos
- Presented Atlas demos and presentations at trade shows
- Managed resources allocation for multiple projects
- Conducted employee reviews
- Developed and executed project plan
- Coordinated and executed staffing for team
- Coordinated with external and remote site producers on multiple projects
- Coordinated efforts with Epic Games Inc. (North Carolina)
- Managed internal Engineering team
- Managed internal QA team and test process
- Managed business development for Western Atlas Licensees

Technical Art Director

Darkstar Industries – Louisville, CO

9/2007 - 6/2008

- Developed production tools (in conjunction with Engineering)
- Developed production pipelines and feature sets for multiple projects
- Created example assets and engine demonstrations
- Created PR and marketing art materials
- Directed outsource art resources

Art Director

Perpetual Entertainment – San Francisco, CA

8/2003 - 8/2007

- Art Director and Technical Art Director on Gods and Heroes: Rome Rising
- Created team from ground up (40 artists + 70 outsourced artists at peak size)
- Established and put into production all art pipelines
- Identified and implemented minimal cost tool solutions for limited budget
- Hired and led Technical Artists to develop full tools solutions during project
- Owned all aspects of team and production until positions could be staffed
- Maintained art quality level and style through review and feedback
- Worked with Design, Engineering and Executives to plan and execute project
- Created concepts for a large percentage of game assets
- Provided direction on all aspects of art production and technical art pipelines
- Prioritized tasks and evaluated needs to meet project goals
- Conducted reviews and managed careers of all art team members
- Oversaw Marketing material creation, coordinating with publisher (SOE)
- Created PR and Marketing assets

Art Lead

VR-1/Jaleco Entertainment – Boulder, CO

11/2001 - 7/2003

- Acted as lead artist on two separate projects:
 - Goblin Commander – A console based RTS with an edgy cartoon style
 - Lost Continents – A PC MMORPG based on pulp fiction novels
- Designed, modeled, textured, and animated low-poly 3d models using Maya
- Acted as production artist and team lead on Goblin Commander
- Overhauled all effects for Goblin Commander in late stage of development
- Took over as Art Lead on Lost Continents to revamp project
- Created new visual target assets for Lost Continents to meet industry standards
- Updated project schedules, budgets and plan

Lead Artist

Cyan – Meade, WA

6/1999 - 7/2001

- Designed, modeled, textured, and animated low-poly 3d models in Max (3.0 – 4.2)
- Level, Puzzle and Story design (Acted as Artist and Designer for 'Ages')
- Developed extensive working knowledge of the proprietary 3d engine
- Acted as a technical advisor to the other production artists
- Crafted complex render setups for visual effects using Z-buffer and render tricks
- Prepared, maintained and presented our Demo materials to potential investors
- Managed tasks for 3 CG artists and 3 Technical Artists
- Ensured milestones were met
- Coordinated our efforts with management and the technology team

CG Artist

Headspin – Chapel Hill, NC

10/1997 - 6/1999

- Worked with programming staff to develop proprietary engine (Licensed by Cyan)
- Specialized in creating visual effects and lighting manipulation
- Implemented triggering system for gameplay and character events
- Played a key role in development and completion of key engine demonstrations
- Company was purchased by Cyan following successful engine license and demo

Education:

Murray State University, Murray, KY – BFA, Drawing

Old Lyme Academy of Fine Arts, Old Lyme, CT – Certificate of Completion, Fine Arts

Contact Information:

Phone: +1.206.351.6068

E-mail: mike@luminousmachine.com

Address: Seattle, Washington (contact for full address)

Recommendations:

Matt Coohill – Game Director, Backflip Studios

Relationship: Direct Supervisor, Chief Creative Officer, TRC Family Entertainment

I was very fortunate to work closely with Mike Hines at TRC. Mike is a great talent. He has a very good eye and understands how to make something beautiful within the constraints of both design and tech. Mike single-handedly built the art department at TRC. Bringing artist to Malta isn't like shooting fish in a barrel, but Mike's hard work and diligence has helped form what will shortly be a large, thriving art department. Mike's demeanor is calm and professional even during the high pressure of production. This makes Mike very approachable at all times and that means that issues are being cut off before they become actual problems. I recommend Mike and hope to work with him in the future.

Da Hsia – Senior Character Artist, Goblinworks

Relationship: Direct Report, Senior Character Artist, Goblinworks

Mike Hines was the Art Director I worked for at Goblinworks. He's an excellent artist and art director. Along with his art skills, he brings a lot of technical skill and problem solving ability to the table. As a manager, he was very organized and knew all the aspects of everything related to the art for Pathfinder Online. He gave great feedback on art and gave clear and concise direction. His gentle demeanor and laid back manner also kept the art team calm and productive through an ambitious project. Consider yourself lucky if you get a chance to work with Mike, I enjoyed it a lot and learned a lot from him. If given another opportunity I'd work with Mike again.

Ray Lederer – Concept Artist/Illustrator, Bethesda Game Studios

Relationship: Indirect Report, Concept Artist, VR-1 Entertainment / Jaleco Entertainment

Mike is one of the few Art Leads I truly respected. He is a multi-talented artist and an excellent lead. Before he came to VR-1/Jaleco I'd not worked with someone of his caliber. I wouldn't hesitate recommending him for anything he chooses to pursue.

Houman Meshkin – Advanced Technology & Projects, Google

Relationship: Indirect Report, Graphics Programmer, Perpetual Entertainment

Mike is a very talented and experienced artist and art director. My interactions with him were mostly on the technical side, so I was very impressed by his understanding of the technical aspects and limitations of our rendering engine. He frequently had great ideas for improving our art process and/or rendering engine, because he understood both sides. Additionally, Mike is an extremely hard working guy. He was very approachable and easy to talk to. I highly recommend Mike without hesitation, and would certainly love to work with him again.

Ryan Dancey

Relationship: Indirect Supervisor, CEO, Goblinworks

Mike was a key early hire for our team at Goblinworks. He became the leader of our art team and worked miracles on a micro budget and with a tiny staff. Mike's leadership qualities are matched by his artistic abilities - he can paint and model in 3D at the highest professional level. Highly recommended, would work with Mike again anytime.

Sean Hugunin – Senior Product Manager, eBay

Relationship: Indirect Report, Producer, Perpetual Entertainment

I don't know anyone who works harder than Mike. He's an exception artist and maybe even a greater leader. I was pretty amazing by his work ethic. He seemed to have a solution for any challenge our team faced. If you're looking for a dedicated, passionate leader with a positive perspective, Mike is certainly your guy.

Darran Hurlbut – Concept Artist, Goblinworks

Relationship: Direct Report, Concept Artist, Goblinworks

Mike is an excellent art director. He skillfully managed a small team to produce and epic MMO. Mike always maintained a great sense of the overall project to guide the team, he was able to use his many years of gaming production pipeline experience to allow a small team to produce their best work and all the while maintain a friendly, fun, and productive working environment. It was a great experience working on PFO with him, would be great to work with him again.

John Stewart – Character Technical Designer, Firaxis Games

Relationship: Direct Report, Technical Artist, Perpetual Entertainment

Soldiers are often said to respect a general who leads from the trenches, and something similar could be said for Mike. Mike invests a lot of personal energy in keeping abreast of his entire project situation, including aesthetic, art-technical, and workflow details. This knowledge, combined with his relaxed conversational demeanor, allows him to approach each individual on his team as an equal and guide as a teammate. My discussions with Mike generally felt more like a conversation between friends than a report to a superior. It's worth noting that whatever difficulties the Gods and Heroes project encountered, Mike always kept his art team ahead of the curve.

Ross Armstrong – Lead Animator, Glu Mobile

Relationship: Direct Report, Lead Animator, Perpetual Entertainment

I had the pleasure of working with Mike at Perpetual Entertainment for almost 4 years. Mike is an outstanding art director and team leader. He possesses not only a thorough knowledge of art but also the ability to communicate his vision effectively to others. Mike effortlessly navigates between the technical aspects of video game creation and art creation to achieve his goals. He is highly focused individual with a strong work ethic, frequently working days at a time to ensure that production schedules were being met. Most of all, he's is fun to work with and his personable nature and great sense of humor are not altered by the pressures of looming deadlines. Mike's a challenging and inspiring manager and I would welcome an opportunity to work with him again.

Juan Carlos Larrea – Lead Vignette Animator, 343 Industries

Relationship: Direct Report, Animator, Perpetual Entertainment

I would never hesitate to work with Mike again. Not only was I able to see his great work when we worked together, but also, his work ethics are bar none. I have never seen anyone commit to a project the way he does. If anyone is looking for someone who can leave a great mark, that doesn't dance around issues, someone that is easy to talk to and that people respect and look up to, then look no further. Now to the social aspect. He is the kind of person that will make a good work environment better. I have not met anyone that dislikes Mike while working with/for him. As I mentioned, it's so easy to go up to him and talk about any issues no matter how large or little they can be. He listens to people's needs, gets things done and keeps a cool head when times can be rough. I can see nothing but good things in his future and I'm sure I'm not the only one saying so either.

Steve Allen – Senior Level Architect, Arkane Studios

Relationship: Direct Report, Environment Artist, Perpetual Entertainment

Mike is an astounding artist, manager, and person in general. During my time at Perpetual, I watched in amazement at the sheer volume of work Mike took on, and he still managed to rock it all to a superb level of quality, while balancing management on his shoulders at the same time. Mike's an Art Director that knows his stuff. My favorite Art Director I've ever worked with in 9 years in this industry.

Ken Nguyen – Concept Artist, Nway

Relationship: Direct Report, Concept Artist, Perpetual Entertainment

Mike is a very productive, dedicated and hardworking art director, with a strong leadership role. He won't sleep until the job is done. He is always available to help anyone needing directions and answers. His easy going and cool attitude makes him fun and enjoyable to work with. He has a great artistic vision and an eye for what works and not.