Mike Hines   +1.206.351.6068   mike@luminousmachine.com

I love creating worlds and solving problems. I have over 25 years of game and virtual experience development background, including extensive, hands-on development in almost every area of game art creation, and have significant experience in game design, programming, production and audio. I have over 20 years of art direction, technical art direction and project leadership experience with 10 companies, and have shipped 12 products.

I love solving creative problems and working with others who love to do the same, and I love creating immersive, compelling, fun worlds and experiences. My goal is to find ways to use my creativity, skills and experience to build a more inclusive, connected, inspired and sustainable world. I'm looking for Creative Director or Art Director roles, preferably on VR projects that improve the world in distinct ways.

Skills (strength areas in bold)

Creative	Tech	Development
Visual Style Development	**Tech Pipeline Dev**	**Project Development**
Art Guide Creation	**Art/Engineering Bridge**	**High Level Goal Setting**
Concept Art & Illustration	**Graphics Feature Dev**	**Preserving Vision**
Lighting & Visual Effects	**Optimization**	**Critical Path Decisions**
Textures & Materials	**Technology Evaluation**	**Team Development**
3D Environment Modeling	**Technical Training**	**Career Development**
VR Asset Development	Tools Programming (C#)	**Cross-Discipline Dev**
Game & Product Design	Gameplay Programming	**Agile Production**
Character Modeling	UI Setup & Implementation	**Bug & Task Management**
PR & Media Materials	Animation Networks	**Hiring & Onboarding**
Logo Development	Basic Rigging	Budget Planning
Video Editing	Technical Documentation	Constructive Critical Feedback
Music & Audio Creation	Branch & Build Management	Full Scrum Experience

Tools

Art	Code	Engines/Platforms	Production/Other
Photoshop	**Horizon Scripting**	**Unity**	**Excel/Sheets**
Procreate	**C# for Unity**	**Horizon Worlds**	**Word/Docs**
Maya	Visual Studio	Unreal Engine	**Powerpoint/Slides**
Blender	Blueprints	VRChat	**Hansoft, Jira**
Zbrush	Python		**Perforce, Plastic,**
After Effects	Max Script		SVN, Git, Mercurial
Premier			

Website - luminousmachine.com
Portfolio - mikehines-portfolio.tumblr.com
Art Blog - mikehines.tumblr.com
LinkedIn - linkedin.com/in/michaelhines

Shipped Products

2021
Horizon
Oculus/Facebook/Meta
Art Lead
Released
(PC & Quest, *Unity*)

2019
Oculus Home
Oculus/Facebook
Contingent Worker
Released
(PC, *UE4*)

2018
Battletech
Harebrained Schemes
Technical Art Director
Released
(PC, *Unity*)

2016
Astroderps
Indie with Chronos VR
Concept and Lead Artist
Live (Steam)
(PC, VIVE VR, *UE4*)

2015 (Early enrollment)
Pathfinder Online
Goblinworks
Art Director
Live
(PC, *Unity*)

2012
Mercenary Ops
Epic Games China
Project Director (Atlas)
Released
(PC, *UE3*)

2011 (developed 2007)
Gods and Heroes
Perpetual Entertainment
Art Director
Launched (shut down)
(PC, *Renderware*)

2010
Atlas Technologies
Titan Studios
Project Director
Licensed and In Use
(PC, *UE3*)

2009
Fat Princess
Titan Studios
Technical Art Director
Live
(PS3, *Truth*)

2003
Goblin Commander
VR1 / Jaleco
Lead Artist
Released
(Xbox, PS2, GC, *Truth*)
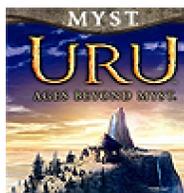
2003
URU: Ages Beyond Myst
Cyan Worlds
Lead Artist
Live
(PC, *Plasma*)

2000
Real Myst
Cyan Worlds
Tech Art Lead
Released
(PC, *Plasma*)

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Detailed Employment History

Facebook/Meta	**Seattle, WA, USA**	**Mar 2021- Nov 2022**

Position: **Art Lead**
Responsibilities:
- Led art team that was focused on the core first party spaces and experiences
- Acted as pillar lead, reviewing and providing feedback to teams on overall goals
- Built relationships with Design, Engineering & Tech Art teams to facilitate development
- Built initial new user experience and prototyped multiple variants
- Heavily contributed to or facilitated cultural and community worlds for public events, including Pride, Women's History Month, Black History Month and Lunar New Year
- Coordinated with Production to improve and establish process for teams

Facebook	**Seattle, WA, USA**	**Jan 2020 - Mar 2021**

Position: **Technical Art Lead**
Responsibilities:
- Established new Tech Art team
- Hired and onboarded multiple tech artists
- Built relationships with art, engineering and design teams
- Defined team goals and managed team (in period of no Manager)
- Supported multiple product groups on pipeline, rendering and optimization needs
- Acted in partnership with Engineering to create and implement optimization roadmap

Facebook	**Seattle, WA, USA**	**Apr 2019 – Jan 2020**

Position: **Art Lead**
Responsibilities:
- Art Lead for multiple projects within Horizon
- Gave direction and feedback to 2d and 3d artists
- Collaborated with Design and Engineering leads
- Built VR environments for Oculus Quest
- Developed optimized art pipelines for mobile VR
- Assisted in development of overall art style and guides
- Improved adoption and understanding of pipeline tools
- Created documentation

Oculus/Facebook	**Seattle, WA, USA**	**Aug 2018 – Mar 2019**
(ProUnlimited Contract)		

Position: **Technical Artist (Contingent Worker)**
Responsibilities:
- Streamline content pipeline for Oculus Home
- Optimize and stabilize content for full product launch
- Create documentation and tools for internal and external artists
- Develop material and particle VFX in UE4
- Develop User Generated Content art pipeline for Oculus Home
- Evaluate externally developed tools and provide feedback to developers
- Lighting, modeling and texturing support to finalize incoming assets
- Asset integration and setup for Oculus Home in UE4
- Documentation and help with Unity setup for team
- Supplemental visual feedback to external teams when needed

Harebrained Schemes	**Kirkland, WA, USA**	**Jan 2016 – July 2018**

Position: **Technical Art Director**
Responsibilities:
- Tools Design and Development (C#, Unity)
- Director for Technical Art Team
- Manager and Producer for General Art Team
- Feature Design and Development
- Technical Documentation and Training
- Debugging
- Runtime Destruction System

Chronos VR (indie team)   **Seattle, WA, USA**   **Dec 2015 – Jun 2016**
Position: **Lead Artist**
Responsibilities:
- Environment art concept and creation
- Character art concept and creation
- Animation acquisition and integration (used Mixamo animations)
- Lighting and VFX
- Logo, PR and Marketing Materials

Goblinworks   **Redmond, WA, USA**   **Sep 2012 – Dec 2015**
Position: **Art Director**
Responsibilities:
- 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, Including Video and Audio Recording and Editing
- Tech Art Support
- Planning, Budgeting and Company Culture Development

Sparklight Studios   **Seattle, WA, USA**   **Jun 2012 – Present**
Position: **Owner**
Responsibilities:
- Full company setup
- Design, art and code for all projects
- Development of all websites, logos and materials
- Business plan and budget development
- Social networking and PR
- Tool research, licensing and purchase
- Pitch creation and presentation

TRC Family Entertainment   **Sliema, Malta**   **Nov 2011 – Jun 2012**
Position: **Art Director**
Responsibilities:
- Built 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

Titan Studios   **Seattle, WA, USA**   **Jun 2008 – Jan 2011**
Epic Games China   **Shanghai, China**
Position: **Project Director**
Responsibilities:
- 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 team 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

Darkstar Industries   **Louisville, CO, USA**   **Aug 2007 – Jun 2008**
Position: **Technical Art Director**
Responsibilities:
- 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

Perpetual Entertainment   **San Francisco, CA, USA** **Aug 2003 - Aug 2007**
Position: **Art Director**
Responsibilities:
- 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 to meet needs on 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 to artists and leads
- 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

VR-1 Entertainment   **Boulder, CO, USA**   **Feb 2002 - Jul 2003**
Jaleco Entertainment

Position: **Lead Artist**
Responsibilities:
- 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

Cyan Worlds   **Spokane, WA, USA**   **Nov 1999 - Nov 2001**
Position: **Lead Artist**
Responsibilities**:**
- 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 pass 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

Headspin   **Chapel Hill, NC, USA**   **Oct 1998 - Nov 1999**
Position: **CG Artist**
Responsibilities:
- 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 demo to seal purchase of company
- Company was purchased by Cyan following successful engine license and demo

Education History

Murray State University, 1991 – 1995, Murray, KY, USA
Received degree, Bachelor of Fine Arts, area of specialization in Drawing
Graduated Cum Laude and received Special Recognition Award from Fine Arts Department

Lyme Academy of Fine Arts, Summer – 1994, Old Lyme, CT, USA
Received certificates of completion for several courses, including figure drawing and painting,
anatomy, landscape painting, and still life painting

Recommendations

Patrick Jensen - Art Director, Meta
Relationship: Direct technical lead, Art Director, Meta
I had the pleasure of working directly with Mike since March of 2020 and cannot recommend him more highly. Mike truly elevated the team members who were lucky enough to collaborate with him. He offered great leadership, productive feedback and creative insight always with a positive and professional approach. His organized process, deep product thinking, and expertise in crafting immersive worlds and experiences was demonstrated time and time again as we shipped and iterated on various projects together. Mike also had great empathy for the community, which he would interact with regularly. Add to this his advocacy for diversity, inclusion and team health - Mike is a genuine culture carrier and a fantastic artist that I would work with again in a second.

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.