



Michael Hines - Résumé

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Portfolio - www.luminousmachine.com

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I know how to build great teams, determine an art style that meets the game's design and appeals to the audience, and put the pipelines, goals and focus in place to get the team to the finish line. I am a problem solver, an artist and a manager, and I love making games.

Skills

- Experienced Art Director with skill in directing all game-art pipelines (Animation, Character art, Effects, Environment art, Object art, User Interface Design)
- Experience with multiple visual styles and ability to determine visual styles appropriate to individual game designs and target audiences
- Experience hiring full art teams from the ground up
- Experienced Technical Art Director with understanding of all technical aspects of game design and ability to direct technical art staff
- Experience setting up and maintaining all art pipelines (including technical tools and production process)
- Experienced with Art Direction of marketing and press materials and preparation of print, web and broadcast materials
- Experienced manager with large and small team sizes (up to 40 artists and technical artists plus multiple teams of outsourced artists)
- Experience planning and managing technical projects, including management, task and project planning for Engineering teams
- In depth knowledge of complexities involved in creation of massive multiplayer titles, including ability anticipate many issues and pitfalls in all aspects of their creation (not isolated to art concerns)
- Experienced in coordinating multiple outsource art contractors (up to 70 external artists at one point), including testing and setting up relationships, establishing processes, providing direction and feedback and dealing with issues or unsuccessful contracts
- Excellent communication skills, including ability to interface effectively and work as a tight team with Engineering, Design, Production and Executive groups
- Intense motivation to make the highest quality products and exceptional personal investment to ensure project success
- Ability to motivate team and inspire dedication and enthusiasm through active sharing of goals, clear direction, definition of expectations and personal conviction
- Experienced with development on PC and platform titles, including:
 - **Fat Princess** (PS3) – multiple awards, including IGN Best Downloadable at E3
 - **Gods and Heroes** (unreleased PC) – multiple pre-release awards, including best visuals and best MMO at E3
 - **Lost Continents** (unreleased PC)
 - **Goblin Commander** (Xbox, PS2, Gamecube)
 - **Uru** (Ages of Myst Online) (PC)
 - **RealMyst** (PC)
 - **Atlas Technology Suite** (PC) – Toolset for building, launching and operating full scale MMO games

Technical Skills

- Extensive experience with Maya, Max and Photoshop
- Experience with Zbrush and Sculpttris (newer freeware high-poly sculpting tool)
- Experience with multiple export and asset setup pipelines including UE3, Granny, Renderware and multiple proprietary systems
- Extensive knowledge of modeling, material and shader setup, texturing, lighting, rigging, animation, visual effects, layout and design. (personal skill in all areas, with minimal animating skill)
- Strong concept and fine art skills
- Experience creating banners, flyers, posters, box-art layouts, web banners and elements for PR, marketing, recruitment and internal use
- Skill with Adobe Premier and After Effects creating and editing movies using in-game capture, concept art, VFX and audio.
- Extensive knowledge of 3D rendering engines and techniques, including an understanding of the hardware functionality and underlying code solutions. I have developed a multitude of graphics features and tools from a conceptual standpoint and worked directly with engineers to implement them
- Extensive knowledge of Excel. Ability to create dynamic scope of work plans, asset tracking documents, schedules, budgets, staffing plans and org charts
- In depth understanding of asset and scene optimization techniques and process
- Extensive experience with Microsoft Project, Hansoft and Excel as project management software
- Experience and skill with multiple bug tracking systems (Hansoft, Jira, BugTraq, proprietary systems), as well as understanding of production process needed to ensure productive use of the systems
- Experience with Perforce, Alienbrain, SVN and Visual Source Safe version control systems
- Extensive personal experience with audio composition and technical process (digital recording, mixing, mastering and music composition).

Employment History

Titan Studios, Inc. (Epic Games China) June 2008 - Present

Position: **Project Director**

Responsibilities: Manage internal Engineering team, coordinate feature and system development with game team needs and requirements, design tool systems and feature sets for MMO building toolset, establish mock workflow planning for Art and Design production teams to determine optimal tool and system designs, develop project and staffing plans, manage resource allocation for multiple projects, work with internal game teams on asset production and design process for titles, coordinate external art outsourcing, coordinate event planning and demos, conduct employee reviews, assist with HR and team building for company, coordinate with external and remote site producers on multiple projects.

(*note – full team transferred from Darkstar Industries to Titan Studios)

Darkstar Industries. August, 2007 - Present

Position: **Technical Art Director**

Responsibilities: Development of tools, production pipelines and feature sets for multiple projects. Creation of example assets and engine demonstrations. Creation of PR and marketing art materials. Direction and communication with outsource art resources.

Perpetual Entertainment, Inc. August, 2003 - August, 2007

Position: **Art Director/Technical Art Director**

Responsibilities: Art Director and Technical Art Director on Gods and Heroes: Rome Rising. Created team from base up to develop MMORPG title. Established and put into production all art pipelines. Worked with minimal tools support and a small team (initially) to develop systems and tools that would meet needs. Owned all aspects of team and production until staff could be hired on to take on the different positions. Maintained 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 and on all aspects of art production and technical art pipelines, including prioritizing tasks and evaluating needs to meet project goals. Conducted reviews and managed careers of all art team members. Oversaw marketing material creation and worked with publisher (SOE) to generate marketing and PR materials (including both reviewing and creating assets).

VR-1 Entertainment/Jaleco Entertainment Inc. February, 2002 - July, 2003

Position: **Production Lead/CG Artist**

Responsibilities: Acted as lead artist on two separate projects. Goblin Commander was a console based RTS with a comical style. The other, Lost Continents, was a MMORPG with a hyper-real style. The job responsibilities included the same essential tasks as my previous position, however, the primary software package was Maya 4.0 instead of studio MAX, and I worked with two different proprietary engines. On the first project I led, I had a team of 6 artists, and 3 concept artists. I was placed on the Lost Continents team in an attempt to revamp and update the project. I reworked the art production pipeline and quality, and updated the schedule. I also reworked the style guide for the project and created a new competitive visual quality level and look and feel to make it viable for an extended release date. Unfortunately the product did not ship, but the process gave me a lot of insight into large scale production planning and production quality evaluation and improvement.

Cyan Worlds, Inc. November, 1999 - November, 2001

Position: **Production Lead/CG Artist**

Responsibilities: Design, modeling, texturing, and animating of low-poly 3d models using 3dStudioMax, as well as texture creation using Adobe Photoshop and Fractal Design Painter. I developed extensive working knowledge of the proprietary 3d engine and also acted as a technical advisor to the other production artists. The hand-tailored nature of the data sets coupled with the level of freedom we had in constructing for our engine required an extensive knowledge and understanding of real-time rendering techniques and specifically z-buffer manipulation and optimization techniques. I played a primary role in the development of realMyst, which was released 4th quarter of 2000. I was in charge of preparing, maintaining, and presenting our material to potential investors, and did this under pressure on many occasions. I was the Art Lead on one of the primary areas in Uru: Ages of Myst. My particular team varied based on current needs, but when I left I was coordinating 3 CG artists, 3 Technical Artists (Production Software Engineers) and myself. I scheduled the tasks, made sure that the milestones were met, and coordinated our efforts with management and the technology team. My position also involved extensive visual design and asset creation.

Headspin, Inc. October, 1998 - November, 1999

Position: **CG Artist**

Responsibilities: Very similar to position at Cyan. Worked in conjunction with programming staff to develop features for real-time polygon based 3d rendering engine. Specialized in creating visual effects and lighting manipulation. Also responsible for implementing triggering system for gameplay and character events.

Portraits By Commission, July, 1995 - October, 1998

Position: **Portrait Artist**

Responsibilities: I contracted and executed portraiture commissions. Included setting up lighting and environments, painting, drawing, and photographing portraiture clients.

Working Artists, Inc.

Position: **Artist in Residence**

Responsibilities: Responsible for completing various commissioned art projects acquired through the Artist co-op. Included portraiture, landscape, and mural painting.

Education History

Attended Murray State University, Murray, KY. 1991-1995

Received degree, Bachelor of Fine Arts, area of specialization in Drawing.

Attended Lyme Academy of Fine Arts, Old Lyme, CT. Summer, 1994

Received certificates of completion for several courses, including figure drawing and painting, anatomy, landscape painting, and still life painting.

Attended Western High School, Frankfort, KY. 1988-1991

Received Academic and Commonwealth Diplomas.

Awards and Recognition

Graduated Cum Laude from Murray State University.

Received Special Recognition award from Department of Fine Arts and Communication at Murray State University.

[References provided upon request.](#)