RANDY HILDEBRAND

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Experienced Production & Tech Leader

Seasoned People, Project and Tech Leader with extensive experience in video games and SAAS. Credited on 14 AAA video game titles in People Leadership, Production and Development roles. Proven track record of leading cross-functional creative teams and projects, while managing organizational change and growth. Deep expertise in video game production, project management methodologies and tools. Results-driven, proactive mindset, able to leverage a technical and creative background along with relationship-building skills to achieve successful results.

PROFESSIONAL HISTORY

Inflexion Games   2022 – 2024
Director, Engineering Production

- Responsible for team, project and organizational leadership for Programming Department on Nightingale game title.
- Provided career management and coaching for Leads, Programmers and EM's, with direct supervision of internal and external Gameplay and UI staff.
- Ensured on-time delivery of features, systems, tools that enabled Design and Art teams to deliver on the experience.
- Successfully brought method to chaos by phasing in scheduling framework, dependencies workflow, automation and dashboards to support better collaboration across disciplines.
- Improved scope ingestion for Programming team through proper work breakdown/planning and by driving healthy trade-off discussions (vs. piling on), which allowed for predictable delivery.
- Engineering Excellence: Carved out room for Programmers to maintain their codebase ownership areas, for example to add test coverage or to execute on beneficial refactors.
- Produced various cross-discipline game features on Nightingale and coordinated overall performance optimization effort for the game.

Thinkific   2020 – 2022
Director, Engineering

- Responsible for building and leading Growth, Mobile, Payments and Enterprise teams within the Engineering.
- Strong focus on growing the engineering organization while fostering a healthy, collaborative culture.
- Augmented the internal Mobile team with external near-shore developers to accelerate delivery.
- Provided career management/coaching for Principal Engineers, Engineering Managers, Team Leads and Developers.
- Managed organizational change to ensure optimal team structure/composition and optimal manager to report ratio.
- Responsible for multiple major department initiatives, such as phasing in incident response process and on-call across the department and Sustainability & Scale Engineering.

Electronic Arts Inc.   2016 – 2019
Franchise Development Director, Artworks

- Led 3D Art Production and R&D organization comprised of internal and external vendor teams with annual budget of $16MM;
- Responsible for management of art production, shader development and art R&D efforts across the FIFA franchise, collaborating with art directors, technical directors and rendering engineers to deliver on the visual experience.

- Drove execution across 11 projects - hands on project managing and overseeing a team of production staff that delivered on all projects reliably, on time and within budget whilst meeting the required quality bar.
- Collaborated with FIFA Exec Leadership, HR, Legal, Recruiting, Marketing, Licensing and Finance partner teams, to achieve successful outcomes, including a $2MM YOY savings after my first year.
- Built a high performing team through proactive career/performance management and by promoting team work, openness and inclusion.
- A big focus of the role was managing staff ramps/allocations between projects over time. For this, I implemented a Resource Management Office toolset and processes that enabled staff demand, project allocation and space planning to be done based on reliable data.

AbeBooks Inc., an Amazon Company   2015 – 2016
Engineering Manager
- Provided career, performance and day-to-day management for team of software engineers.
- Responsible for building and executing on team's roadmap, collaborating with off-site stakeholders and developers.
- Responsible for rolling out services and customer-facing features at scale, built using Amazon's Web Services tech.
- Oversaw maintenance of existing codebase and 24/7 live support for critical systems;
- Worked with team to create plan for phased migration of large scale seller inventory database and all related web services, in order to eliminate reliance on 3rd party vendor; received senior leadership approval after thorough research into options and risk assessments and executed the project successfully.

Electronic Arts Inc.   2005 – 2015
Development Director, Online Development Department – BioWare (2012 – 2015)
- Responsible for managing multiple distributed web/mobile/server project teams (in-house staff, external vendors and contractors). Delivered on multiple projects using Agile Approach.
- Drove day-to-day project management, built, monitored and reported on department budget and managed headcount/hiring.
- Identified department resource needs and worked with Talent Acquisition to resolve.
- Facilitated distributed agile development by phasing in Jira as well as accompanying processes and best practices.
- Ensured adequate support from central development and support teams for Bioware Studios.

Development Director, Studio Operations – BioWare (2010 – 2012)
- Responsible for building Operations team and strategy, supporting Edmonton & Montreal development studios.
- Collaborated with and leveraged support from Publishing, Legal, Finance, Central Tech and 1st party groups to ensure adequate support for game teams and to ultimately secure on-time, worldwide product launches.
- Program/Project Management - built and oversaw studio-wide release schedules for entire product portfolio consisting of various multi-platform AAA game titles, downloadable content and micro-transaction offerings.
- Member of studio's RMO (Resource Management Office), responsible for studio staff ramp/allocation planning.
- Managed all operational aspects such as finaling strategy, product certification, legal approval and age ratings.

Development Director - Black Box Studio (2008 – 2010)
- Responsible for managing group of technical and creative staff on AAA game title.
- Responsible for Software Localization effort (technical and creative) for large, high profile products, sim-shipped in 21 languages, up 30 SKUs globally on leading video game platforms.
- Supervised localization staff, internal as well as external contracted services and oversaw ~$5MM annual budget.
- Collaboration with Off-site teams, Business Development, Publishing, Legal and Finance departments in order to achieve successful outcomes.

Software Engineer - Electronic Arts Canada (2005 – 2008)

- Lead Software Engineer for user interface on multiple EA Sports titles. Responsible for delivering online/offline UI, ensuring code quality, in time delivery and mentoring of team members.

Software Engineer - M.I.T New Media e-Learning, Frankfurt, Germany (2002 – 2005)
- Lead Software Developer on custom e-Learning software, web and intranet applications for premium customers such as BMW and Mercedes.

SPECIAL ACCOMPLISHMENTS

- Credited on a variety of AAA Video Game titles:

  - 2024 Nightingale   PC Early Access   Director, Engineering Production
  - 2019 FIFA 19   PC, Xbox One, PS4, Switch   Franchise Development Director
  - 2019 FIFA 18 World Cup   PC, Xbox One, PS4, Switch   Franchise Development Director
  - 2018 FIFA 18   PC, Xbox One, PS4, Switch   Franchise Development Director
  - 2017 FIFA 17   PC, Xbox One, PS4, Switch   Development Director
  - 2014 Dragon Age Inquisition   Xbox One, Xbox360, PS3/4, PC   Development Director
  - 2012 Mass Effect 3   Xbox360, PS3, PC   Development Director
  - 2011 Dragon Age II   Xbox360, PS3, PC   Development Director
  - 2009 EA's skate.3   Xbox360, PS3   Development Director
  - 2008 EA's skate.2   Xbox360, PS3, Wii;   Development Director
  - 2008 NFS Undercover   Xbox360, PS3, Wii, PC, PS2, DS   Development Director
  - 2007 EA's skate   Xbox360, PS3, Wii   Development Director
  - 2007 NFS ProStreet   Xbox360, PS3, Wii, PC, PS2, DS   Development Director
  - 2006 NHL Live 07   Xbox360, PS3   Software Engineer
  - 2006 NCAA March Madness   Xbox360, PS3   Software Engineer

- Personal Project:
  Conceptualized, developed (in C#), created art for, and designed gameplay for 'My Train World,' a video game for children, available on Mac and PC ([Demo](#)).

EDUCATION

University of Cooperative Education, Lörrach, Germany
- Bachelor's Degree in Mechanical Engineering
- Major fields of study: Product Design & Development, Construction

PROFESSIONAL DEVELOPMENT

PMP Certification	Agile Project Management Training	Coaching for Development
Managing within the Law Training	Mosaic Supervisory Management	Game Development Framework
EA University C++, Levels 1/2/3	Power Up! Management Development	MS Project, Levels 1/2/3