

# BRIAN GIAIME

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I have been making games for over 13 years and aim to do so for many more. My ambition is to be instrumental towards realizing the ultimate hobby game through design, collaboration, and empathy.

## EXPERIENCE

### LEAD SYSTEMS DESIGNER, BLIZZARD ENTERTAINMENT

NOVEMBER 2021 – JANUARY 2024 – [UNANNOUNCED SURVIVAL GAME](#) – PC, CONSOLE

Directly managed the system designers on Blizzard's AAA survival game, overseeing and accountable for design of progression systems, economy systems, crafting systems, building systems, procedural generation ruleset support, and more, through multiple senior staff reporting to me running strike teams in addition to teams I ran myself. Oversaw a total of 6 direct reports.

In the last two quarters of the game's lifetime, I also lead the game's combat design, overseeing implementation and tuning for a half dozen FPS weapons and integrating them into a power progression scheme matched to itemization. Took in an associate combat designer and treated him as a direct report at this time even though he didn't technically report to me.

### LEAD SYSTEMS DESIGNER / PRINCIPAL SYSTEM DESIGNER, UNDEAD LABS

MARCH 2020 – OCTOBER 2021 – [STATE OF DECAY 3](#) – XBOX, PC

Supported the Design Director with deep dive proposals for core progression structures, game loop structure, key designs such as crafting, community simulation, base building, weapon customization. Presented designs to 40+ team members during "office hours". Did hands-on prototyping to help drive alignment and clarity of vision while running strike teams.

### SENIOR SYSTEM DESIGNER, UNDEAD LABS

OCTOBER 2019 – MARCH 2020 – [STATE OF DECAY 2: JUGGERNAUT EDITION](#) – XBOX, PC

Accountable for balance & systems design for this "director's cut" re-release of the game. Tuned bases and loot for a new open world map in addition to large-scale balance passes.

MAY 2019 – SEPTEMBER 2019 – [CANCELLED STATE OF DECAY TITLE](#)

Led a strike team to develop proof of concept building system gameplay for unannounced title. Presented to Phil Spencer to build alignment between Undead Labs and XBOX Game Studios.

FEBRUARY 2019 – MAY 2019 – [STATE OF DECAY 2: HEARTLAND DLC](#)

Lead the base-building strike team, designed & tuned a new core progression unique to the DLC.

NOVEMBER 2018 – FEBRUARY 2019 – [STATE OF DECAY 2: CHOOSE YOUR OWN APOCALYPSE](#)

Reworked core systems to support variable difficulty. Responsible for proposals, iteration, and tuning for new difficulty modes; heavy collaboration with engineering to future-proof tooling.

SEPTEMBER 2018 – NOVEMBER 2018 – [STATE OF DECAY 2: ZEDHUNTER UPDATE](#)

Led cross-disciplinary crossbows strike team, delivered half dozen new weapons & consumables.

#### JULY 2018 – SEPTEMBER 2018 – **STATE OF DECAY 2: DAYBREAK PACK DLC**

Led the cross-disciplinary Rewards strike team, executed two dozen custom weapons, consumables, and facilities to build at home base. Tuned all content & progression.

#### **DESIGNER, UNDEAD LABS**

#### MAY 2018 – JULY 2018 - **STATE OF DECAY 2: INDEPENDENCE PACK DLC**

Prototyped and delivered Independence Day themed sandbox toys & unique weapons.

#### AUGUST 2015 – MAY 2018 – **STATE OF DECAY 2** – XBOX ONE & LATER, PC

Designed & accountable for base building experience, crafting experience & content, ranged weapon combat, stat design, itemization, loot systems & tuning for three distinct open world maps, and community simulation. Tuned & balanced 200+ guns & 50+ melee weapons.

#### OCTOBER 2013 – AUGUST 2015 – **MOONRISE** - IOS, STEAM

Fleshed out combat system to support PvE and PvP, designed & tuned progression, skills, character build system, built cross-disciplinary process to bring characters to life.

#### **GAME DESIGNER I, GLU MOBILE**

#### MAY 2013 – OCTOBER 2013 – **DEER HUNTER 2014** – ANDROID, IOS

Accountable for hard & soft currency game economy, weapon feel, and balance. Game delivered over 50MM in lifetime revenue.

#### JUNE 2012 – MAY 2013 – **TONS OF GUNS** – ANDROID, IOS

Accountable for game economy, itemization & loot, reward schedules, weapon feel & balance from pre-production through launch into live ops.

#### **LEVEL DESIGNER, THE AMAZING SOCIETY (AKA GAZILLION ENTERTAINMENT)**

#### JUNE 2010 – JUNE 2012 – **MARVEL SUPER HERO SQUAD ONLINE** – UNITY WEB MMO

Designed and shipped over two dozen level layouts with accompanying encounters. Accountable for player reward rates & scoring system.

## **EDUCATION**

#### **MAY 2007 – MAY 2011**

#### **BACHELOR OF SCIENCE IN GAME DESIGN, DIGIPEN INSTITUTE OF TECHNOLOGY**

Graduated while employed. Founded the Game Design Club. TA for Game Mechanics class.

## **SKILLS**

- Game, Systems, Combat Design
- Live Ops / Live Service
- Progression & Economy
- Tuning & Game Feel
- People Management
- Team Leadership & Consensus Building
- User Story Mapping
- Customer Advocacy
- Ethical Monetization
- Unreal Engine 4 (Veteran)
- MS Excel (Veteran), Excel VBA
- UE4 Blueprint (Competent)
- LUA, C#, C/C++ (Rusty)
- MS Office, Confluence, JIRA, Google Suite, P4V

## **LECTURES, WORKSHOPS, LITERATURE**

Sellers, M. 2017. [\*Advanced Game Design: A Systems Approach\*](#) (310, 436)

8/2015 – PAX DEV Workshop – [Let's Build a Game Economy!](#)

5/2011 – LOGIN Conference Lecture - ["Retaining Unfamiliar Audiences: Content Design for Ages 6-12"](#)