

SCOTT STEPHAN

An interactive Product leader merging a technical development background with Agile leadership principles

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KEY EXPERIENCE

Tangle : August 2021 - January 2024

Head of Product (04/22 - 01/24)

- Created, maintained and communicated a full Feature Roadmap that shipped more than 30 new features to live users and served as a bridge between our internal teams, external stakeholders and our customers.
- Developed & enacted Product Launch plans that took Tangle from a closed Alpha to a public, paid SaaS product, including subscriptions and payment processing, global tax compliance and 1.0 Product Readiness planning.
- Enacted quarterly Product Planning processes that pulled users, discipline leads, C-Suite and Board Stakeholders into one KPI-oriented loop.
- Oversaw a team of 5 direct reports who spanned Production, QA and Sales, including annual performance reviews and career guidance.
- Facilitated and ran KPI review meetings, as well as Analytics (MixPanel) setup and deployment. Developed key dashboards and reports to oversee progress on KPI goals.
- Deployed, wrote and maintained all of Tangle's Help Desk documentation on ZenDesk

Executive Producer (08/21 - 04/22)

- Developed, implemented and iterated on a cross-functional pipeline that took features from user research & ideation to shipped product. This pipeline shipped over 30 new features in 2 years to live customers.
- Evolved Production Processes to support a team that grew from 6 to 27 during my time in the role. Utilized strong Agile principles to create clear responsibility, vision and tasking across those 27 employees and their more than 4,000+ stories that were written & assigned during Tangle's development.
- Managed hiring, interviewing & onboarding new candidates for our first dozen hires. Implemented a candidate intake pipeline that handled more than 1200 unique resumes.

Subvsrvice : October 2019- August 2021

Senior Producer

- Utilized a variety of production strategies- from Agile, to waterfall, to Scrum- to ship a variety of XR experiences for clients like Amazon, Ford, Netflix and others with consumer reach in the tens of millions and with cumulative budgets exceeding 3 million dollars
- Responsible for project scoping & budgeting and per-project P&L
- Built studio-wide production & project management processes in concert with other division leads that promise clarity, reliability and KPI-based success
- Oversee a team of 5 Project Managers who themselves collectively oversee dozens of creative, engineering and outsource resources
- Manage vendor vetting, SOW & Contract creation and other paperwork-based excitement

FoxNext VR Studio : June 2017 - September 2019

Director of Games (5/2018 - 09/2019)

Senior Project Manager (6/2017 - 5/2018)

- Utilized Agile methodologies to lead 4 titles with budgets over 3 million dollars each through development and onto all major consumer-facing VR platforms (PSN, Steam, Oculus Store) as well as custom Location-Based Entertainment (LBE) platforms.
- Supervised the full production cycle of our games from drafting RFPs, through developer selection and vetting, into the crafting of SOWs and all the way through production and publishing.
- Assessed weekly builds and worked with studio stakeholders and playtest data to

AWARDS & HONORS

Anamnesis

- Indiecade @ E3 2014 Selection
- Indiecade 2014 Festival Selection
- Ama.ze Awards: Most Amazing Game Nomination

Aegis Defenders

- Oversaw the Kickstarter that raised \$145,000+ and lead to Humble Bundle publishing deal

theBlu

- 96% positive on Steam with 200+ reviews
- 3 time Proto Award Winner:
 - Best Sound Design (2016)
 - Best Mobile VR Experience (2015)
 - Most Immersive (2016)

Speaking & Press

- GDC 2016 Panel: Design Lessons from the HTC Vive & Beyond
- TEA 2018 Panel: Game Design in Themed Entertainment
- NewYorker.com: Featured in Simon Parkin's, *The Coming Horror of Virtual Reality*
- FoxTalks: Introduced theFoxNext VR studio during a simulcast that reached all 20th Century Fox employees globally
- Invited to & Attended the Spring 2019 Fallingwater Immersive Design Residency

SKILLS

Game Development

- 8+ years as a Unity developer with C#
- Shipped 5 complete, commercial projects in Unity and Unreal 4.
- Experience building analytic and scripting tools in Python & Javascript

Production

- Managed publishing on PSN, Steam, Oculus Store, Apple App Store and Google Play, including VRC, TRC and FQA processes
- Experience in budgeting for a small studio and shipping polished and award winning products to a commercial audience
- Shipped projects utilizing Agile processes in Jira, Shortcut, Asana, Trello, Monday and other tools.

KEY PUBLISHED TITLES

Games

develop key feedback for our developers.

WEVR: May 2014 - June 2017

theBlu: Encounter, Season One (PC/Vive/Rift, Unity, Launch Title, 4/2016)

Project Lead (12/2016-6/2017)

Technical & Design Lead (6/2015-12/2016)

- Lead a team of 12 to develop an expanded version of theBlu for the HTC Vive launch. Handled hiring, initial project scope, and day-to-day project direction, including stand-ups, backlog grooming and stakeholder communication.
- Managed asset integration, pipeline supervision, feature scripting and build supervision. Also handled platform submission and publishing for multiple SKUs
- Oversaw port of Season One to the Oculus Rift SDK and Touch API as well as development of Elite Venues SKUs for deployment in Dubai Aquarium, Natural History Museum and other unique, non-gaming locations

theBlu: VR (Gear VR, Unity, Launch Title, 6/2014)

theBlu: Encounter (PC/Vive, Unity, GDC Press Demo, 3/2015)

Game Designer (5/2014-2/2015)

- Pitched, designed, and scripted game scenarios with proprietary in-house tools for in-dev prototype hardware

Gnomes and Goblins (PC/Vive, Unreal 4, 9/2016)

Senior Designer

- Co-designed and prototyped an AI-driven encounter with creative direction from director Jon Favreau
- Designed & scripted UX elements, custom audio tools, player feedback mechanics and save data serialization

OTHER RELEVANT EXPERIENCE

- **SuperBrothers, Producer (JETT: The Far Shore) (1/2019-9/2019)**
 - Created and managed internal production schedules for collaborators spread across 6 countries and 5 timezones
 - Managed platform relationships with Epic & Sony Playstation
 - Managed WFH contract relationships & pricing
 - Created and managed publishing and release management metadata on the then-unreleased PS5 DevNet platfors
- **Guts Dept., Lead Producer (Aegis Defenders) (2/2014 - 9/2015)**
 - Co-founded Studio Guts and produced the successful Kickstarter campaign that raised over \$145,000.
 - Managed payroll, publisher pitching & relations, and backer community management. Maintained development schedule in-line with Kickstarter goals and promises.
- **GameDesk Institute, Game Designer & Co-Producer (01/2012 - 09/2012)**

EDUCATION

University of Southern California: MFA: Interactive Media & Games (9/2012 - 9/2015)

Juniata College: BA: English & Philosophy (07/2002 - 05/2006)

- **AutoCompete (2015)**
 - Lead Engineer
 - iOS/Android
 - Over 250k+ downloads
- **Aegis Defenders (2016)**
 - Producer
 - PS4/Switch/PC
- **theBlu (2016)**
 - Vive Launch title
 - Technical Designer
 - PC / Vive / Oculus Rift
- **Gnomes & Goblins (Preview, 2016)**
 - Technical Designer
 - PC / Vive
- **Crisis on the Planet of the Apes (2017)**
 - Senior PM
 - PSVR / Vive / Rift
- **Unreleased Kingsman title (2018)**
 - Senior PM
 - PSVR / Vive / Rift
- **Predator VR (2018)**
 - Senior PM
 - PSVR / Vive / Rift / LBE
- **JETT: The Far Shore (2021)**
 - Producer
 - PS4 / PS5 / PC
- **Tangle (2022)**
 - Head of Product
 - Windows/macOS SaaS product

Apps, XR & Agency

- **Amazon Pumpkin (2020)**
 - Senior PM
 - Released on 9 million+ Amazon boxes
 - iOS/Android AR
- **Amazon- The Pack (2020)**
 - Senior PM
 - Released on 4 million+ Amazon boxes
 - iOS/Android AR
- **Ford Drive 4 Ur School (2020)**
 - Senior PM
 - Replaced in-person Ford events w/ virtual test drives
 - Web/Mobile, React + Threes.JS
- **Nautilus 2021 (2020)**
 - Senior PM
 - 3D exploration of Lincoln launch vehicle on the web
 - Web/Mobile, React + Threes.JS

For screenshots, video and expanded descriptions visit
scottstephan.org