ANDREW BARRON

DESIGN, PRODUCTION & DEVELOPMENT DIRECTOR
GAMES & SIMULATIONS

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www.andrewbarron.net   info@andrewbarron.net

CORE SKILLS

- People management
- Agile project management
- Product ownership
- Business analysis
- UX & game design
- Software development
- Business communication

SOFTWARE & LANGUAGES

- Jira/Confluence
- SVN, Git
- C, Java, BASIC
- HTML/CSS/JS
- Adobe XD, InVision
- MS Office, GSuite

EDUCATION & CERTIFICATIONS

ASSOCIATES IN SCIENCE COMPUTER SCIENCE - 2014

Shoreline Community College
Shoreline, Washington

SCRUM ALLIANCE

Scrum Certified Professional - ScrumMaster (CSPO-SM) 2018

Scrum Certified Professional - Product Owner (CSPO-PO) 2018

Certified Scrum Product Owner (CSPO) 2016

Certified ScrumMaster (CSM) 2014

INTERNATIONAL INSTITUTE OF BUSINESS ANALYSIS (IIBA)

Certificate of Capability in Business Analysis (CCBA) (in progress)

CAREER PROFILE

Senior Design & Development Director with 10+ year career in software development of video games, simulations, and serious applications. Experienced in building, managing and leading cross-functional organizations of 30-50 designers, engineers, and testers. Passionate about agile organizational transformation and pushing the limits of human performance in software companies.

WORK EXPERIENCE

BOHEMIA INTERACTIVE SIMULATIONS
PRAGUE, CZECH REPUBLIC • AUG 2013 - PRESENT

Formerly Bohemia Interactive Australia, BISim is a global leader in military training simulations. Affiliated with Bohemia Interactive, a leading video game developer.

Design Director • Jun 2014 – Present
- Management of 15+ designers in 4 offices; staff budget of over $1 mil/yr
- Responsible for resource allocation on 50+ projects/year on 4+ products
- Standardized hiring, onboarding, training, and compensation, allowing for systematic company growth
- Hired and launched the company's first UI/UX design team from scratch

Product Owner • Aug 2019 - Present
- Product owner spearheading creation of company's next-gen product, VBS4
- Direct management of 9 staff, cross-functional development team

### Product Development Director • Jul 2018 - Aug 2019
- Accountable for all development on the company's flagship product, VBS3
- Management of 30-40 staff including programmers, designers, testers, etc
- Utilized work of additional 20-30 outsourced and internal staff
- People management duties including hiring, budgeting, coaching, organizational design, etc

Lead Producer (Technical Project Manager) • Feb 2016 – Jul 2018
- Project management of 10+ projects per year with total budget over $4 mil/yr
- Championed an agile management transformation from "siloed" departments to scaled, cross-functional scrum teams
- Significantly improved project efficiency by 200% over an 18-month period

Lead Technical Game Designer • Aug 2013 – Jun 2014
- Took over and lead a 180-degree turnaround from when morale was at an all-time low, improving retention rate from the lowest to highest in the office
- Improved task management methods to reduce chaos and eliminate overtime
- Initiated coding standards to bring consistency to scripted gameplay systems
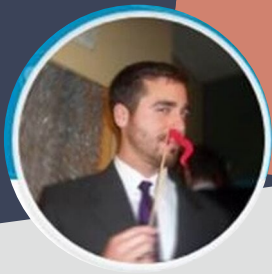
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SELECTED PUBLIC SPEAKING

DEPICTION OF WAR IN GAMES: CAN YOU DO BETTER?

Game Developer's Conference
2018

LESSONS LEARNED FROM SCALING TO 250+ DEVS

GameOn Lithuania Conference
2018

VR USE CASES OF MILITARY SIMULATIONS

Czech VR Fest
2017

WORK EXPERIENCE

DEFENSE ADVANCED RESEARCH PROJECTS AGENCY
AFGHANISTAN • JUN 2012 – JUN 2013

Part of the TransApps program, which rapidly developed mobile apps for military combat use.

Field Service Representative (Contractor)
- In-theater support, distribution, user training, and user feedback collection
- Helped double user-base across Afghanistan from 2,000 to 4,000+ devices

BOHEMIA INTERACTIVE AUSTRALIA
NSW AUSTRALIA; ORLANDO, FLORIDA • AUG 2006 – SEP 2010

Globally disruptive simulations startup using video game technology for military training.

Senior Technical Game Designer
- One of a few designers on the initial small team to rapidly develop the company's 2nd generation flagship product (VBS2)
- Diverse tasks included design/scripting core gameplay systems, content configuration, UX design, testing, requirements analysis, installer and pipeline maintenance, and customer training

UNITED STATES MARINE CORPS RESERVE
VARIOUS LOCATIONS • JUNE 2002 – APRIL 2012

Various roles including armorer, civil affairs specialist, marksmanship coach, and more.

Non-Commissioned Officer
- Managed a team size of up to 12, and assisted in management of up to 36
- Awarded Navy & Marine Corps Achievement Medal for service during combat deployment to Sangin, Afghanistan in 2011