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	Melbourne Australia 3192

Heath Smith – AAA Game Design

Date Of Birth   December 1st, 1978

Nationalities   Australian (birth) & Canadian (citizen by naturalization).

Summary   I am a AAA Game Designer with 13+ years' experience in the video games industry at some of the top studios in North America and Australia.

My passions are management, leadership, mentoring and direction. Through roles such as Lead Game Designer (Shadow Of The Tomb Raider), Game Design Mentor (CG Spectrum) and Design Director (Consulting), I have provided the design direction, tools and methods for others to succeed.

As a manager, my strong collaborative, interdepartmental communication and mentoring skills ensure features are embraced by all departments and designers become the best they can be. I am also highly proactive at identifying issues before they occur.

As a designer, I am always striving for excellence in three core areas – the creativity to look beyond cliché but keep the audience in mind, excellent communication and the attention to detail to see features through to the end.

My joy is seeing a vision embraced – defining it, sharing it, empowering the team to make it better – and celebrating when they do. In this way it has often been possible in my career to reach that holy grail of game development – teams which almost make games 'by themselves'.

I strongly believe in passionate, collaborative discourse and checking ego at the door to make the best games possible.

Specialties   Management, mentorship & direction. Helping others achieve design success by giving them the tools to succeed - not doing the work for them.

Setting the vision for AAA experiences. Unique and original design ideas developed in collaboration with stakeholders. Outstanding teamwork and communication, enabling the entire team to contribute. Championing their ideas to create a positive reinforcement loop.

Rational Systems Design. Single-Player Level Design. Combat Systems and Encounter Design. Puzzle Systems & Level Design. Meta-game & Economy Design.

Agile scheduling and production. Good time estimation and realistic goal-setting helped by programming background. Professional and mature approach.

Previous / current employment

Jan 2020 - Current   **CG Spectrum**   Melbourne, VIC, Australia

Role: Game Design Course Mentor

Development Tools: Zoom, Slack, Powerpoint, Word, Excel

Responsibilities:

- Mentoring students around the world in Game Design. Hard Skills covered include: Level Design, Systems Design, Rational Design, Single-Player, Multi-Player. Soft Skills covered include: Communication, Leadership, Persuasion.

- Mentor profile: https://www.cgspectrum.com/mentors/heath-smith

- Blog post: https://www.cgspectrum.com/blog/become-a-game-designer-5-tips

Apr 2019 - Current   **Heath Smith Game Design**   Melbourne, VIC, Australia

Role: Founder & Design Director

Development Tools: Zoom, Slack, Power-point, Word, Excel

Responsibilities:

- Design direction, mentoring and guidance through my design consultancy business for a variety of clients developing a variety of game genres (single and multiplayer) for console, mobile & PC. Full cycle services: conception/vision, development, milestone reviews, systems & level, rational design, UX & UI, economy, metagame., agile production.

- Clients include: Mighty Serious, True Crime Mysteries, GoGallop Studios.

Jan 2016 - Mar 2019   **Eidos Montreal**   Montreal, QC, Canada

Role: Lead Game Designer

Projects:

- **Shadow Of The Tomb Raider** (September 2018, Square-Enix, Xbox One/PS4/PC)

Development Tools: In-house design tools, MS Office, Adobe Photoshop, Jira

Responsibilities:

- Managed and mentored a team of up to 6 designers to deliver Exploration (All new 3Cs), Combat (Fear In Combat), Puzzle (Collectibles and Puzzle Nuggets), Living World and Metagame. Employee Mentoring, Professional Development and Review

- 3Cs: Rappel and rope swing designed to integrate seamlessly with existing Axe Climbing system. Underwater navigation and challenges. Overhang axe-climb.

- Combat: New concealment (Rambo-style concealment wall). New herbal remedies to expand on healing system. New 'fear in combat' weapons and tools such as Hallucinogenic Arrows. New enemy archetypes to challenge new concealment (thermal vision), Aztec warriors.

- Puzzle: New monolith riddles. Ancient knowledge. All collectibles and traps.

- Living World: Predators (jaguar) and prey (critters). Friendly NPC navigation, reaction and awareness, including conversations for side-quests and information givers.

- Upgrades: All skills in skills tree (including DLC) and weapon upgrades.

- Scheduling, planning and prioritizing of features, constant Agile planning and review with cross-discipline feature teams, user test results analysis.

- Shadow Of The Tomb Raider received overall positive reviews with an average Metacritic of 82 on Xbox One (Lead Platform). https://www.metacritic.com/game/xbox-one/shadow-of-the-tomb-raider

Apr 2015 - Dec 2015   **Eidos Montreal** Montreal, QC, Canada

Role: Senior Game Designer

Projects:

- **Shadow Of The Tomb Raider** (September 2018, Square-Enix, Xbox One/PS4/PC)

Development Tools: In-house design tools, MS Office, Adobe Photoshop, Jira

Responsibilities:

- Responsible for development of 'Living History' pillar of the game (residents of Lost Amazon City).

- Designed, Prototyped and Developed NPC conversation systems, behaviors, awareness, reactions, navigation, dialogue, hosted animation systems, steaming solutions etc.

- Big change over Rise Of The Tomb Raider which had a handful of NPCs spread out across a village, now we had to cater for 'Assassin's Creed' levels of NPCs and their expected behaviors and responses to player actions.

Nov 2013 – Mar 2015   **Eidos Montreal** Montreal, QC, Canada

Role: Senior Designer (Level Design)

Projects:

- **Rise Of The Tomb Raider** (November 2015, Square-Enix, Xbox One/PS4/PC)

Development Tools: In-house design tools, MS Office, Adobe Photoshop, Jira

Responsibilities:

- In collaboration with Leads and Directors, defined the vision for the Challenge Tombs in Rise Of The Tomb Raider (ancient, epic undiscovered spaces, unique stories based on historical facts, knowledge reward with real game-play benefit, ancient mechanism puzzles based on historical context, danger)

- Worked with the cross-discipline Challenge Tomb team to deliver 5 tombs (House Of The Afflicted, Catacomb Of Sacred Waters, Pit Of Judgement, Voice Of God, Ice Ship). From concept to prototyping to play-testing to completion, turning them around in very short time-frames, ensuring quality, uniqueness and fun.

- SRL Captain - responsible for puzzles on main path in Montreal content. Also responsible for placement & rational pacing of animals collectibles, resources etc in Montreal content.

- Metacritic: **86** http://www.metacritic.com/game/xbox-one/rise-of-the-tomb-raider

Jan 2013 – Oct 2013   **Square-Enix Montreal**   Montreal, QC, Canada

Role: Senior Game Designer

Projects:

- **Cancelled AAA Hitman Title**
  - *Other tablet prototypes*

Development Tools: Unity 3D, MS Office, Adobe Photoshop

Responsibilities:

- Setting the visions for both 3C and COMBAT (in collaboration with the Gameplay Director). Multiple presentations, live wall displays and constant communication to ensure the team understands the visions.

- Leading cross-discipline (design, animation, programming, art) agile teams to deliver multiple successful rapid Unity prototypes of core 3C and COMBAT game features (3rd and 1st person). Both vision setting and in-engine prototyping.

- Collaborating with the rest of the design team to road-map and prototype the remaining core mechanics.

- Studio switched direction to tablet gaming.

- Responsible for multiple ambitious tablet prototypes, from 2 day to 2 week cycles with 'incubation' team.

Feb 2011 – Nov 2012   **Activision Beenox**   Quebec, QC, Canada

Role: Senior Game Designer

Projects:

- **The Amazing Spider-Man** (June 2012, Activision, Xbox360/Ps3)

Development Tools: In-house design tools, MS Office, Adobe Photoshop

Awards: 2011 Recrue de l'année / Recruit of the year

Responsibilities:

- Under the direction of the Lead Designer, leading the cross-discipline agile combat team to deliver a AAA-quality combat experience:
  - Melee combat system (rock/paper/scissors 'Arkham'-style combat)
  - Integrated USP Web Rush mechanic into combat
  - Integrated Spider-Man DNA moves into combat

- From high level design, developing all main flow (not boss) enemy AI archetypes - attacks, navigation, vision, 'rock/paper/scissors'. Delivering clear Rational/OCR based designs for combat, communicating to the team, revising and seeing through to execution.

- Stealth system - Designed, and revised many times delivering accessible and easy to understand stealth experience. Developed mechanics and encounters that allow player to choose stealth or combat, rewards for both play-styles. All enemy AI, Hero combat & stealth VOs - working with Narration, defining logic, implementation.

- Continuously working with Level Designers to create well paced levels based on correctly used enemy archetypes. Including enemy introductions, tutorials and all main path levels combat encounters. Ensuring good pacing and variation in combat game-play by varying enemy mix, challenge type and difficulty of encounters throughout levels (main path levels). Difficulty level creation and balancing for combat.

- In-game economy design, implementation & balancing. All upgrades and rewards.

- Manhattan city game-play - new designs and assistance for existing designs for interesting and varied Manhattan city game-play. Pacing gameplay introductions.

Nov 2009 – Aug 2010   **TrickStar Games**   Melbourne, VIC, Australia

Role: Lead Game Designer

Project: International Cricket 2010 (June 2010, Codemasters, PS3/Xbox360)

Development Tools: In-house design tools, MS Office, Adobe Photoshop

Responsibilities:

- Developed high level plans and scope with customer. Delivered a feature-rich scope in a constrained time frame to differentiate the sequel. Due to the critical and commercial reception of previous game, I was able to implement innovative ideas which grew from prototypes in the previous title.

- Designed, planned, prototyped and iterated new behind-batsman and behind-bowler 3rd person game-play views, in an attempt to make cricket games a more visceral and immersive experience. The feature was met with overwhelmingly universal praise - reviewers and players consistently stated how much more immersive, exciting and fun the feature made the game.

- Once again, worked with team (publisher, producer, designers, artists, animators, programmers and sound designers) to drive vision and implement all new and updated features in an agile way so game shipped on time, with a high quality standard.

- Also responsible for press engagement on title for Trickstar with online (IGN, Gamespot) and print media, to convey vision of game and new features. The game, especially the game-play, was received as a marked improvement over the previous title, with an average review score of 74% on PS3 and 70% on both platforms.

- Also during this time I was responsible for many pitches and, in tandem with other senior Trickstar employees, was responsible for future design direction of the studio.

Apr 2008 – Oct 2009   **Transmission Games**   Melbourne, VIC, Australia

Role: Lead Game Designer

Project: Ashes Cricket 2009 (August 2009, Codemasters, PS3/Xbox360/PC)

Development Tools: In-house design tools, MS Office, Adobe Photoshop

Responsibilities:

- Taking over design of existing project and getting it back on quality/schedule. Motivating team coming off the back of a canceled project - getting them on-board with my vision for the game.

- Championing innovative new ideas to customer through prototyping, some which made it into final product, others which led direction of sequel.

- Seeing the project through all stages - initial design, implementation, bug fixing. Producing over thirty design documents over course of the project, thoroughly documenting and breaking down all features into work-able chunks to ensure agile workflow process. Working with team to accept all ideas for improvement for designs.

- Driving focus testing as a key method of measuring game-play. Interacting with end-user customers via www.planetcricket.net to determine requirements for follow-up patch work. Working on patch to increase quality of existing product.

- Publicity engagements via IGN and Gamespot.

- Driving many company-wide initiatives e.g. a pitch competition to foster inter-project and inter-discipline creativity. I was also involved in many proposal documents which led to opportunities for the company. I also performed the role of Creative Director in tandem with the two other Design Leads - responsible for professional development reviews for all design staff, as well as weekly review of our own projects to ensure cross-project quality.

Jul 2006 – Mar 2008   **Transmission Games**   Melbourne, VIC, Australia

Role: Game Designer / Level Designer

Projects:

- **Sin City** (Unreleased, Red Mile Entertainment, PS3/Xbox360/PC)
- **Heroes Of The Pacific** (Unreleased, Red Mile Entertainment, Wii)
- **Heroes Of The Pacific** (Unreleased, Red Mile Entertainment, PSP)

Development Tools: Unreal Engine 3 (Matinee, Kismet etc), In-house design tools, MS Office, Adobe Photoshop

Responsibilities:

- **Game/Level Designer -** Sin City (3rd person action/adventure)

Creating level design documents, dialogue, scriptwriting, cut-scene development. Working under lead with external 3rd parties to convey and expand their vision into the interactive medium.

- **Game Designer -** Heroes Of The Pacific Wii (Flight Combat)

Responsible for: Dealing with publisher to converting existing IP from previous gen consoles to next-gen motion-controls. Prototyping motion controls. Design documents for flight combat title. Pitch work for sports titles.

- **Level Designer -** Heroes Of The Pacific PSP (Flight Combat)

Responsible for: Level Design, mission scripting, cut-scene scripting (cinematography), writing dialogue. Creating fast paced, well balanced levels suitable for a mobile gaming title, while keeping spirit of original PS2 game.

Nov 2006 – Mar 2007   **Transmission Games** Melbourne, VIC, Australia

Role: Game-play Programmer

Project: Heatseeker (May 2007, Codemasters, PSP)

Development Tools: MS Visual Studio, In-house tools, MS Office

Responsibilities:

- Game-play programming (C++), bug fixing, optimization, liaising with outsourced mission scripting personnel.

Jan 2005 – Jan 2006   **IBM Global Services** Melbourne, VIC, Australia

Role: Business Analyst

Project: Cornerstone (RACV)

Development Tools: Java Websphere, MS Office

Responsibilities:

- Customer requirements analysis - dealing with multiple levels of horizontal and vertical management to create a single vision. UI and screen flow. Websphere development.

Feb 2001 – Dec 2004   **IBM Global Services** Melbourne, VIC, Australia

Role: Programmer / Developer

Projects: LOLO, FMC, MNPCIS (Telstra)

Development Tools: Java Websphere, SOAP, MS Office, IBM Websphere, VisualAge for Java

Responsibilities:

- Previous life as a web application developer.

Jan 1999 – Feb 2000   **AST Consulting**   Melbourne, VIC, Australia

Role: Technical Support & Website Development

Responsibilities:

- Network administration, software installation/support, laptop support, internet/intranet website development, software & hardware procurement/configuration/rollout/training.

Education	Jan 2006 – Dec 2006 **Academy of Interactive Entertainment (AIE)**

Melbourne, VIC, Australia

Advanced Diploma of Professional Game Development (Software Development Major)

- Studied video games development & design, graphics, AI, console specific development and networking. Learned game programming fundamentals as well as advanced AI.
- Responsible for leading design and implementation of combined Art/Programming six-month project - 'SnacVac'. Turned around project when it wasn't going to be finished into a successful piece of work students could use as a folio piece.

Jan 1997- Dec 2000   **RMIT University (City)**   Melbourne, VIC, Australia

BA Applied Science (Software Engineering)

Final Year (2000) Results:

- Personal Identity & Community In Cyberspace: **High Distinction**
- Introduction to Artificial Intelligence: **High Distinction**
- File Structures and Database Systems: **High Distinction**
- Data Communications and Networks: **Distinction**
- Software Engineering Project B: **High Distinction**
- Professional Development 3: **High Distinction**
- Intelligent Web Systems: **Distinction**
- Concurrent Computing: **High Distinction**
- Java for C Programmers: **High Distinction**

Other positions of responsibility:

- Team leader and co-designer of a year-long, large-scale software engineering project at RMIT - an on-line trading centre - using PHP4, MySQL Java and HTML.

Jan 1993 – Dec 1996   **Melbourne High School**Melbourne, VIC, Australia

Victorian Certificate of Education

- VCE Tertiary Entrance Rank: **97.05**

Languages	Excellent spoken and written English skills.

Basic spoken and written French skills.

Other Interests	Fitness & Sports (running, cycling, gym, tennis)

Music (vocals, guitar, drums, see previous band – www.walkentheband.com)

References	**Vincent Monnier** – Gameplay Director - +1 (514) 887-3056 (Canada)

Daniel Drapeau – Gameplay Director - drapeau.dan@gmail.com (Canada)

Arne Oehme – Level Design Director - mortannon@hotmail.com (Netherlands)

Rodolphe Recca – Lead Game Designer - +1 (514) 655-6964 (Canada)

Andrei Nadin – Executive Producer - +61 413 120 085 (Australia)

Recommendations   (via Linkedin - http://au.linkedin.com/in/heathsmith)

CG Spectrum

"I am currently enrolled in (Introduction to Game Design) at CG Spectrum and am being mentored by Heath. I can attest to his character and ability as a mentor. He's not only very personable and experience in the industry, but he is also genuinely vested in my success as a game designer. He's always full of great feedback and anecdotes and offers very helpful advice and guidance."
— **Nelson Santos**, *Game Design Student, CG Spectrum, Heath mentored directly.*

Heath Smith Design Consulting

"It has been fantastic working with Heath on the Game Design for our AR mobile game. From creating a high-level vision and pillars, to advice on rational level design and narrative direction, Heath has elevated every aspect of our game. Taking a top down approach to the game design has also made the overall development so much smoother than our previous game. Heath's expertise, enthusiasm and professionalism have made him an absolute pleasure to work with. I feel very fortunate to have crossed paths with Heath and would recommend him without hesitation."
— **Emma Ramsay**, *Co-Owner, **True Crime Mysteries & 10Tickles Animation, Design & Marketing**, Heath consulted for.*

"It is a pleasure to work with Heath as his overall professionalism, game design expertise and creative impute is outstanding. His experience working on "AAA" projects shines through in many ways especially analysing the design and creative processes. His ability to dissect every aspect of a game design, then offer constructive impute and above all great gameplay solutions is invaluable. We will continue to use his services into the future as he provides excellent value and his consultancy services greatly enhance our ability to produce world-class games."
— **Mike Fegan**, *CCO, **GoGallop Studios**, Heath consulted for.*

Crystal Dynamics
Eidos Montreal
Square-Enix Montreal

"I worked with Heath on Rise of the Tomb Raider and Shadow of the Tomb Raider. In both cases, we were working in separate studios across a country from each other, but Heath is an excellent collaborator and we worked amazingly well despite the distance. He is a great communicator and designer and was able to handle the difficult task of working remotely extremely well. It is clear to anyone who has worked with Heath that he has an innate design sense that is extremely fine tuned. It doesn't take long for Heath to land on an answer that fulfils our goals but manages to stay within resource constrictions. But besides that innate sense, Heath is also extremely good at listening. When I had questions or concerns or didn't understand something about the project, I could go to Heath and ask those questions, knowing I would get a well thought out answer. I would love to work with Heath again, either in person or remotely."
— **Grant Parker**, *Game Designer II,* *Crystal Dynamics, colleague.*

"I had the pleasure of working with Heath on both, Rise of the Tomb Raider and Shadow if the Tomb Raider. I absolutely love working alongside him. He's extremely hardworking, intuitive, and a master at his craft. But more importantly, he's a joy to work with and makes every day and great one. I'm happy to endorse Heath."
— **Ben Stanton**, *Principal Lead Animator,* *Crystal Dynamics, colleague.*

"I worked with Heath during the development of Rise of the Tomb Raider and Shadow of the Tomb Raider. He is an incredibly energetic individual and not only applies this energy into his tasks but also beyond. He would be thinking two steps ahead, do research and catch balls before they drop. He would see ideas through to execution and be always ready to push the envelope. His proactive style and quick thinking was inspiring and a huge benefit to the teams he worked with. Apart from his design skills his strong social skills stood out. He was consistently able to bind teams together and unlock the potential of people around him. Quick wit and charisma combined with a strong sense of focus and purpose allowed teams around him to stay unified even in rough weather. I wish him all the best!"
— **Arne Oehme**, *Level Design Director,* *Eidos Montreal, colleague.*

"I've had the pleasure of working with Heath in shipping Shadow of the Tomb Raider. I have no doubt that the quality of the game wouldn't be the same without his presence. Every day, Heath worked diligently and with passion to bring out the best game possible. Heath has a very strong design sense. I saw him being able to go from creative to pragmatic depending on the situation. Heath is also very cultivated. I miss discussing with him music and cinema and videogames. I would work with him again any day."
— **Daniel Drapeau**, *Gameplay Director,* *Eidos Montreal, managed Heath directly.*

"I had the great pleasure of working with Heath at Square Enix Montreal and at Eidos Montreal. Heath is an extremely-driven talented game designer, who is passionate about his work and takes his responsibilities very seriously. His dedication to continually developing his skills and knowledge is inspiring. He's an excellent leader who sets well-defined goals, and dedicates time to ensure his teammates can do their best work. Heath's likable and gregarious personality brings fun to the projects he works on, and help him forge strong relationships with his colleagues. I would work with Heath again in a heartbeat!"
— **Stuart Wheeler**, *Senior Game Designer,* *Eidos Montreal, Heath managed directly.*
Square-Enix Montreal, colleague.

"We worked together on Rise and Shadow of the Tomb Raider where he helped to shape the design and give each game its own identity and flavour - a huge challenge given the 25 years of history behind the franchise. He is detail oriented in his design philosophies, communicates his team's intentions well and still isn't afraid to get his hands dirty when needed. Heath also brings smiles to the team with his brand of memorable "pun" humor. I wish him the best of luck with his future endeavours.
— **Wilson Mui**, *Animation Director,* **Eidos Montreal***, colleague.*

"I was lucky enough to work with Heath on Shadow of the Tomb Raider at Eidos Montreal. His work ethic and talents were a huge part of what made Heath a great team member. He was always willing to give a hand to help out in any way he could. He took the time to sit with me and explain his workflow which greatly improved how I handled integrating some of my animations in engine. Heath had a great attitude and was very passionate about the project. It was a pleasure to work with Heath and I would be happy to have the chance to work with again in the future."
— **Steven Miller**, *Senior 3D Animator,* *Eidos Montreal**, colleague.*

"A true pleasure being around the most cordial with all his co-workers, Heath is also passionate and highly knowledgeable of his craft and video games in general. On Shadow of the Tomb Raider he was one of the strongest pillars and key in building the most solid foundation of the design and beyond as other directors were always keen in asking for his valuable feedback about their own work. I truly enjoyed my time working alongside Heath and would renew the experience with no hesitation. An undeniable force for any team looking for a hard working innovator and true game enthusiast.
— **Jean-Francois Mignault**, *Senior Art Director,* *Eidos Montreal**, colleague.*

"Heath and I worked together as a team back at Square-Enix Montreal, on Hitman and various other projects big and small. I also got to see his management style when we worked on different projects at Eidos Montreal. It's clear we both share a strong, no-nonsense desire to look past ego and make the decisions a game needs to excel, and that level of thinking and organization is what makes him an excellent game designer and project leader. It was a pleasure to work with Heath and I'd absolutely work with him again the future.
— **Richard Knight**, *Senior Game Designer,* *Square-Enix Montreal**, colleague.*

Activision Beenox

"Heath was one of my game designers on Amazing Spider-Man. Quickly, he became a senior and my "right hand". He took more leadership responsibilities and gained the respect of the entire team. Amazing Spider-Man was a really ambitious project which required Beenox to reimagine the core mechanics of Spider-Man through the lens of the movie license. Heath was mainly responsible of the new combat system and AI under my supervision, but his great work and professionalism proved to me that he was able to also take more responsibilities in other areas. Heath clearly understood the vision we established for ASM. His passion, analytic sense, ambition and easy-going nature were high assets to push the team in the right direction to deliver a AAA game. I feel lucky to hire Heath and it would be a great pleasure to work with him again. Therefore, you have to be quick before I keep him for me!"
— **Rodolphe Recca**, *Lead Game Designer, Activision Beenox, managed Heath directly.*

"Heath was Game Designer on "The Amazing Spider-Man" 2012, in Activision Beenox. I arrived in the company almost in the same time than him and I must say that Heath was very impressive. Heath was in charge of the whole combat system of the game, and the upgrade/economy system (and many other stuff). Heath was nice, VERY motivated, talented and determined. He never backed down. During this year alongside Heath, I had the opportunity to learn a lot from him. Heath was a source of inspiration and a great support. I am proud of his work and I hope to work with him again in the future! I miss you, man!"
— **Nicolas Briere**, *Game Designer, Activision Beenox, colleague*

"I had the pleasure of working with Heath for nearly two years at Activision's Quebec City studio, Beenox. There he was working in the role of the Senior Game Designer/Combat Team Lead and our teams interacted on a daily basis. Having known that he hailed from previous leadership positions in Australia it was no surprise to me when he performed his role on The Amazing Spider-Man with the passion and drive of someone with experience. Over the production, he had become someone known for setting a high water mark for quality across many departments. While his primary duties were dealing with combat, he was directly responsible for quality being raised on many areas of the game, including player and NPC behavior/Ai, narrative proofing, in-game experience tracking and leveling, UI design, game documentation, and NPC voiceover accuracy. I would certainly recommend Heath for any project, and would myself, love to work with him again one day."
— **Eric Vervaet**, *Audio Lead, Activision Beenox, colleague*

"I met Heath when he joined my team during the development of The Amazing Spider Man (PS3/X360). As a Senior Game Designer on the project, he worked on an incredible amount of game systems in the game. And not only did each time he touched something it magically worked perfectly, but he proved he has great leadership skills: planning tasks, helping and teaching juniors and intermediates, never stressed and always the right attitude. He was also inspiring to people around him, motivating people with his behaviour, a team player, always coming up with the solutions, working with others' ideas and giving a soul and consistency to everything he worked on within the production constraints. I have to admit that, in terms of game design, Heath was the man!"
— **Gerard Lehainy**, *Creative Director, Activision Beenox, managed Heath indirectly*

"I worked with Heath on The Amazing Spider-Man. He was the Senior Game Designer/Combat Team Lead. From day one (seriously) his interest and passion for the project was clear - he gave nothing but the best. He is passionate in his work and he is not satisfied with just 'good' if there's room to go beyond! Be prepared - he doesn't accept things half-done, he will expect from others AT LEAST the same that he gives. He's smart and ambitious and understands the process of making AAA games, producing excellent results. Heath also has great people skills - you feel like you have known him for a long time, and you know what? This united the team with amazing results from all disciplines: animation, programming, game design - you name it. He got the best of every team member - that's a leader. Well, he won best employee of the year, need I say more? It was a pleasure to work with him on the project and he earned our respect with his creativity, great attitude, and critical sense and communication skills. Without a doubt, without Heath it wouldn't have been the same. You just have to look at the combat system, level pacing (the best with limited resources) and UI design, and you'll see what I'm talking about. Heath, it has been a pleasure working with you!"
— Guillermo Dupinet*, Art Director Animation, Activision Beenox*, worked directly with Heath at Activision Beenox

"I had the pleasure to work with Heath on The Amazing Spider-Man. Heath was Senior Game Designer / Combat Team Lead and very quickly became a reference on how to achieve AAA quality material. The whole combat system of the game was driven by Heath and he proved himself completely up to the challenge. He led his team to ensure that the combat was fun and well-paced and never lost focus. His team was always the first in production to show really cool mechanics and combat moves. By doing so, Heath allowed all the team to understand what we wanted to achieve in terms of quality. Heath is very creative and funny (a great + when you're working on a Spider-Man game). He was a pleasure to work with from a narrative design standpoint. He came up with many wonderful narrative ideas during the course of the project. That convinced me of the fact that he could be a great Narrative Designer. Actually, with his intelligence and high level of commitment, Heath could be pretty much anything he wants. He proved it by helping narrative, level and game designers with their tasks (proof reading, UI design, level pacing…). Heath is simply the best game analyst I've ever worked with. His internal reviews combined with his sharp problem solving skills and attitude helped everyone from other designers to programmers to raise the quality of our product. I can easily recommend Heath for any project, he is one of the cleverest persons I've worked with and I would absolutely love to work with him again!"
— Benjamin Schirtz*, Lead Narrative Designer, Activision Beenox*, colleague

Trickstar Games
Transmission Games

"I worked with Heath at both Transmission Games and Trickstar Games. Heath always proved to be a passionate about design and is very good at getting his ideas across. His experience and abilities are a great fit within a team and his attention to detail is really something to be admired. International Cricket 2010 was a better game due to Heaths determination and drive. Pair this with a personable, well rounded individual and you have someone I would happily work with again and again."
— **Andrei Nadin**, *Senior Producer, Trickstar Games*, managed Heath at Trickstar Games

"I worked with Heath at Trickstar Games when he was the principal designer on International Cricket 2010, and previously for many years while he was a programmer at Transmission Games. Heath is an outstanding designer. Every feature which makes Cricket 2010 shine over its predecessor can be directly attributed to him. Not only are his ideas well thought out, Heath has the tenacity to see them through until the end. Heath has the ability to get people around him on board with his ideas, and motivate them to get them implemented. His leadership made some of the most innovative features in Cricket 2010 see the light of day, such as the immersive batsman camera. As the lead programmer on that title, I found Heath great to work with. He is eminently approachable, a great communicator, and gets along with everybody. His programming background gives him a clear advantage in that he can take the technical intricacies of game development into account in his design work."
— **Matt Delbosc**, *Lead Programmer, Trickstar Games*, worked directly with Heath at Trickstar Games

"Heath is a truly energetic and talented designer, with a head so full of ideas that he has trouble stopping the flow to talk about anything else. His love of games, and his efforts to develop his projects and his own skillset to the highest level possible make for infectious outbreaks of excitement among those working with him. Although I was only able to work with him a short time, the work we were undertaking to develop new IP was made hugely rewarding, and his disciplined approach to game design made sure none of that effort was wasted. I hope very much to work alongside Heath again, and to take further some of the fantastic ideas and designs he carries in his head, as they will make for truly excellent games."
— **Nick Martinelli**, *Studio Art Director, Transmission Games*, worked directly with Heath at Transmission Games

"I worked with Heath for almost 2 years at Transmission Games, while he was an engineer and then a designer on the Ashes Cricket games. Heath has one of the best attitudes of anyone I've ever worked with. He will do whatever it takes to support his systems, explain his designs, help his fellow team members, and generally focus everyone on a common goal. Heath was a key part of the designer and artist support structure on the team. This was in addition to his ability to develop and maintain well thought out, well written systems. Either as an engineer or a designer, Heath is the type of person who helps bring up the performance of his whole team."
— **Cam Dunn**, *Studio Technical Director, Transmission Games*, managed Heath indirectly at Transmission Games

"I worked with Heath on a small pitch project over a short period of time. All sorts of adjectives come to mind - enthusiastic, passionate, professional, insightful, thorough... but probably the best description I can give is that Heath just wants to make kick-ass games, and he's really quite good at it! Great communicator, totally ego-less, astonishingly productive, and impatient - in a good way, the sort of impatience that gets results from the rest of us. If this were eBay, I'd be saying "AAA+++ would definitely buy again"."
— **Adrian Hofman**, *Lead Programmer, Transmission Games*, worked directly with Heath at Transmission Games

"I can only echo other peoples comments in saying that Heath is very passionate in his work. He is prepared to take apart a game and rethink it which helped Ashes 2009 wonders. He has great ideas and is willing to take on board comments from others."
— Ian Uniacke, *Senior Programmer, **Transmission Games***, worked directly with Heath at Transmission Games

"Heath is a talented and extremely dedicated designer. He was brilliant to work with for his sly wit and presence. Heath has a strong work ethic and was committed to achieving fun mechanics and balanced game play, and was able to balance lead design with his responsibilities in game pitching. Heath is also a capable coder and a strong leader. I would love to work with Heath again, and I fully recommend him."
— Mike Blackney, *Programmer, **Transmission Games***, worked indirectly for Heath at Transmission Games

"Heath was a well respected designer at Transmission who revamped and revolutionised the Ashes Cricket game we were working on. He has excellent communication skills and unquestionable initiative and loyalty. He did a great job of ensuring the project maintained the highest quality through his insightful proposals and excellent documentation. I look forward to working with Heath again in the future."
— Sean Holmesby, *Junior Programmer, **Transmission Games***, reported to Heath at Transmission Games