
SIMON HURLEY



Experience Summary:

Senior Game Producer / Writer with:

- 7+ years experience in **Game Production and Project Management** through all stages of game development, from initial concept and preproduction through full production and ship, including in-house and remote management, outsourcing, PR with game press, and publisher relationship management
- 12+ years experience in **Team Management & Business Development**, including building new teams, people management, project scheduling, goal-setting, and building / maintaining external partnerships
- 8+ years experience as a **Technical Recruiter and Human Resources Manager**
- 8+ years experience in **Writing and Documentation**, both narrative, scripts, & technical documents

Credited Games:

TBD – *Aliens: Colonial Marines* (Xbox 360, PS3, PC)
2009 – *Borderlands* (Xbox 360, PS3, PC)
2008 – *Brothers in Arms: Hell's Highway* (Xbox 360, PS3, PC)
2008 – *Brothers in Arms: Double Time* (Wii)
2006 – *Brothers in Arms: D-Day* (PSP)
2005 – *Brothers in Arms: Earned in Blood* (Xbox, PS2 & PC)
2005 – *Brothers in Arms: Road to Hill 30* (Xbox, PS2 & PC)

Proficient With:

- **Project Mgmt:** MS Project, JIRA
- **Writing:** MS Word, FinalDraft, Wiki
- **Office:** MS Excel, MS PowerPoint
- **Visual:** Adobe Photoshop, MS Visio
- **Audio/Video:** Sony Vegas, CuBase
- **Source Control:** Perforce, SharePoint
- **Hardware Tools:** Xbox 360, PS3, PC

Work Experience:

5/09 to Present – **Senior Producer / Project Lead** – **Gearbox Software, LLC** – Plano, TX

- **Project Lead** – Picked up defunct *Aliens: Colonial Marines* project and got back on track with publisher Sega. Built and managed full development team for multi-platform AAA title. Wrote and maintained project and team schedules, drove game design, managed all publisher communication and milestone delivery. Successfully pitched concept and story to Fox Studios and Sega.
- **Writing** – Wrote *Aliens* game story, treatment and script. Wrote and maintained game design docs.

10/05 to 5/09 – **Producer / Writer** – **Gearbox Software, LLC** – Plano, TX

- **Production** – Managed *Borderlands* development team from the start of the project. Built and maintained all project schedules, managed all communication and milestone delivery with publisher 2K Games. Spearheaded company-wide outsourcing for concept art and in-game content. Demoed game to press / retailers at E3 and Leipzig, including multiple interviews.
- **Writing** – Wrote original *Borderlands* game script, back-story documents, story treatments, and various short stories for character development. Organized and maintained game design documentation.
- ***Borderlands was the best-selling new video game IP for 2009.***

2/04 to 10/05 – **Associate Producer / HR Director** – **Gearbox Software, LLC** – Plano, TX

- **Production** – Built and maintained all project schedules from concept through ship for two multi-platform AAA *Brothers in Arms* titles. Served as primary point-of-contact with publisher Ubisoft and outside studio creating ports. Managed 35+ in-house and remote dev contractors, supervised on-site QA team. Coordinated and integrated localized game content in 13 languages on multiple sim-shipped platforms, including pushing games through European and Japanese platform certification.
- **HR & Recruiting** – Recruited over 50% of Gearbox full-time staff (30+ developers). Recruited and managed 70+ contractors, in-house and remotely, over 3 projects. Initiated and ran 'COGS' contract-to-hire program, including relationships with schools, mod community, development sites, etc. Maintained employee benefits, conducted new hire orientations, ran contractor payroll, conflict resolution, etc.
- **Writing** – Re-wrote employee policy manual. Consolidated project design documentation. Wrote game battle dialog and cert-compliant product instruction manuals for all platforms and PC readme.txt files.

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1/05 to 6/05 – **Adjunct Professor (part-time) – University of Texas at Dallas** – Richardson, TX

- Taught Computer Game Development class in the Arts & Technology department at UTD.

6/03 to 11/03 – **Technical Recruiter – Matrix Resources, Inc.** – Dallas, TX

- **Technical Recruiter:** Performed external and internal recruiting and staffing, placing employees through internet searches, networking, database tracking, and cold-calling. Identified candidates with specific experience and skills, qualified for positions, negotiated rates, and closed contracts.

10/01 to 6/03–**Assistant Manager (part-time) – Gamestop.com** – Dallas, TX

- Worked part-time to learn about game industry – responsible for video game retail marketing and sales.

6/00 to 6/03 – **Technical Recruiter / Human Resource Manager – Comforce IT, Inc.** – Dallas, TX

- **Technical Recruiter:** Performed external and internal recruiting and staffing, placing employees through internet searches, networking, database tracking, and cold-calling. Identified candidates with specific experience and skills, qualified for positions, negotiated rates, and closed contracts.
- **Human Resource Manager:** Served as HR manager for 150+ employees, including benefits, conflict resolution, employee orientations, terminations, and legal issues. Wrote six comprehensive training and reference manuals to train new/existing employees and recruiters (which were adopted nationwide).
- **Business Development:** Generated and maintained new clients, determined client needs, and negotiated client contracts. Maintained weekly and monthly sales goals, quotas, commission spreadsheets, and yearly budgetary planning/P&L.
- **Immigration Manager:** Provided immigration services (maintaining work visas, advancing green card applications, filing INS paperwork, etc.) for over 30 foreign consultants
- **Network Administrator:** Designed, built, wired, and maintained 40-user PC/server/laptop network. Resolved network/desktop issues, maintained/rebuilt PCs, provided user support for Windows 95/98/NT/2000/XP. Developed company intranet site using HTML.
- **Received the 2000 Outstanding Employee Service Award.**

3/99 to 4/00 – **Operations Supervisor – First American Financial** – Dallas, TX

- Supervised and led 2 different 12-person floor teams. Provided daily team operations supervision, performed quarterly strategic planning and analysis, conducted employee performance reviews and training. Coordinated efforts with multiple nationwide branches and various government offices.
- Documented workflow processes based upon hands-on work, research and interviews with Subject Matter Experts. Designed and built extensive team management and departmental training packages, including manuals, workbooks, trainer guides, and multimedia materials.
- **Achieved a 98.5% customer satisfaction level; 200% increase in production from previous year.**

11/96 to 2/99 – **Organizational Development Consultant – CSWT** – Denton, TX

- Served as Project Manager to provide various client consulting services including training packages (hardcopy/multimedia), personnel selection/assessment, structured interviews, and return-on investment studies. Coordinated personnel for 3 International Work Team Conferences.
- **Received Employee Appreciation Award in 1997 & 1998.**

10/93 to 6/95 – **Office Manager / Client Services – Sun Life Insurance Co.** – Tallahassee, FL

- Managed daily operations for satellite office of an insurance and financial advising company. Point-of-contact for over 200 clients. Recruited and trained new personnel, developed and led telemarketing sales and promotion campaign for cold-calling potential insurance clients.

Education:

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- **Bachelor of Science, Performance Management Psychology** (Business minor)
Florida State University
 - Completed graduate studies toward **Master of Science, Industrial/Organizational Psychology**
University of North Texas

Continuing Education:

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- Collin College – Advanced Scriptwriting (2009, 2010)
 - Game Education Summit, Speaker (2008)
 - Game Developer Conference – Production Track (2006)
 - UTD – Computer Game Conference (2001, 2002, 2003), Speaker (2004, 2006, 2007)
 - Lorman – Hiring and Maintaining Foreign Nationals Seminar (2001)
 - SemCo Enterprise Systems – Technical Recruiting Class (2000)
 - Dallas Training & Recruiting – Information Technology / Advanced Technologies (2000)
 - CSWT – International Work Teams Conference (1996, 1997, 1998)