

JOHN HAYES

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SUMMARY

I have always had a passion for creating memorable characters. As developer with 20 years in game creation as a 3D character artist, 10 years of that has been as a lead character artist, I embrace the challenge of creating assets for games that involve pushing the visual boundaries of the technology, with the tools and people that I work with.

As a self-motivated and disciplined professional I continue to develop my background in the digital arts, including sculpting, texturing, shader setup, rigging, environment assets design, prop creation, concept design, illustration, 3D printing, and model making. I am accustomed to performing well under pressure, completing all projects within schedule, and working well with others, all applied towards an effort to connect and make a difference for game players.

Highlights:

- Developed real-time high-resolution character modeling/sculpting, surfacing, and animation for **Iron Man II** (Xbox 360 and PS3), **Lair** (PS3), **Golden Axe** (Xbox 360 and PS3), **Maximo Ghosts to Glory** (PS2), **Final Fight Streetwise** (PS2), **Sly Cooper Thieves in Time** (PS3), **Vainglory** (Mobile), and **Spyro Reignited Trilogy** (PS4).
 - **Founded a 3D print design service** for both Fused Deposition Modelling (**FDM**) and Resin Sculpt prototypes of pop-art toys.
 - **Mentored junior team members** through verbal and written feedback to ensure the production of high-quality assets and maintain brand consistency.
 - Helped marketing teams with **digital assets production and promotions**
 - Featured in the **2012 Game Developer Magazine's Annual Front-Line Award**.
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CORE COMPETENCIES & SKILLS

3D Sculpting ★ Character Modeling ★ Animation ★ Texturing ★ Painting ★ Anatomy ★ Leading Teams ★ Mentoring

Maya ★ ZBrush ★ Adobe Photoshop ★ Substance Painter ★ Marmoset Toolbag ★ Unity ★ Unreal Engine ★ Modo ★ Ornatirx ★ Marvelous Designer ★ Hair Strand Designer ★ SketchBook Pro ★ Infinite Painter ★ Clip Studio Paint

PROFESSIONAL HISTORY

Artistebot 3D Design and Printing

Founder and Owner

Sunnyvale, CA

February 2019 – Present

- Sculpted and produced pop-art toy prototypes for members of **FaZe Clan e-sports organization**.
- Provide 3D printing prototypes for industry professionals and other clients.
- Optimize clients' designs for 3D printing and provide post-processing and finishing of parts.
- Designed and built a Raspberry Pi powered LCD and camera to monitor and control printers over WiFi.

Sanzaru Games

Senior Character Artist

Foster City, CA

April 2018 – November 2018

- Modeled and surfaced in-game characters for **Spyro Reignited Trilogy** (PS4).
- Sculpted high-resolution assets.
- Leveraged JIRA to capture user stories (requirements), and tracking issues or changes in requirements.

Super Evil Megacorp

Lead Character Artists

San Mateo, CA

April 2013 – March 2018

- Modeled and surfaced in-game characters for **Vainglory**.
- Sculpted high-resolution assets.
- Worked with Marketing and created promotional art materials representing the artistic vision of the game.
- Collaborated with various teams within the organization to establish and implement quality control for the game assets.

- Collaborated with engineers and other technical artists to implement art assets and assisted in troubleshooting and asset management and creation. Helped bring core gaming to mobile and other emerging platforms.

Sanzaru Games

Senior Character Artist

Foster City, CA

March 2010 – April 2013

- Modeled and surfaced in-game characters for **Sly Cooper Thieves in Time**.
- Sculpted high-resolution assets.
- Helped create a majority of the characters used in the game, including all the main player characters, their costume variations, and hero props such as their Time Machine/Van.
- Worked with the art director and other character artists to set visual standards across the game.
- Polished existing assets to create a more cohesive atmosphere and improve performance.
- Worked with Marketing and created promotional art materials representing the artistic vision of the game.
- Collaborated with various teams within the organization to establish and implement quality control for the game assets.

3D Artist Magazine

Tutorials Author

Dorset, UK

November 2008 – April 2013

- Answered questions from readers and **authored tutorials on various aspects of 3D character creation**.

Sega Studios

Lead Character Artist for Iron Man II

Senior Character Artist for Golden Axe

San Francisco, CA

November 2008 – February 2010

June 2006 – November 2008

- Modeled and surfaced in-game characters for **Iron Man II** (Xbox 360 & PS3) and **Golden Axe** (Xbox 360 & PS3).
- Sculpted high-resolution assets.
- Evaluated outsourced assets, reduced turnaround time, additional polish work, and maintained strict quality by providing regular feedback to outsourced vendors.
- Mentored and trained junior art staff resulting in excellent teamwork and consistent style throughout production.
- Helped streamline the character pipeline, technical documentation, and best practices.
- Collaborated with multiple teams within the organization to establish and implement quality control for game assets.
- Leveraged my experience in creating real-time game assets to implement a fur effect that rendered accurately in real-time and minimized the impact on game performance.
- Configured CGFX and various proprietary shaders.

Factor 5

Senior Character Artist

San Rafael, CA

April 2006 – June 2006

- Modeled and surfaced in-game characters for **Lair** (PS3).
- Sculpted high-resolution assets.

Capcom Studio 8

Lead Character Artist for Final Fight Streetwise

Senior 3D Artist for Maximo vs The Army of Zin

Senior 3D Artist for Maximo Ghosts to Glory

Sunnyvale, CA

January 2004 – March 2006

January 2002 – January 2004

October 2000 – January

2002

- Modeled, surfaced, and animated in-game characters for **Final Fight Streetwise** (PS2), **Maximo vs The Army of Zin** (PS2), and **Maximo Ghosts to Glory** (PS2).
- Led and mentored a team of character artists to execute all projects on time and under budget.
- Collaborate with designers and programmers to storyboard and improve gameplay mechanics and solve design challenges.
- Developed and maintained a Maya character animation rig for use in Final Fight Streetwise.
- Developed real-time environment and level modeling, texturing, and lighting.
- Helped develop concepts of several main characters and assets.

EDUCATION

- **Vancouver University Worldwide, Vancouver, BC**
Bachelor of Arts & Technology
- **Vancouver Film School, Vancouver, BC**
Certificate of Completion
- **Applied Multimedia Training Center, Calgary, AB**
Diploma of Multimedia & Communication
- **Alberta College of Art and Design, Calgary, AB**
Drawing, Sculpting & Animation

AWARD

- 2012 **Game Developer Magazine's Annual Front Line Award**