


NICOLAS PANKOWIAK

GAME PRODUCER & E-SPORTS ENTHUSIAST

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Creative, passionate, driven game producer, with a strong interest in the e-sports industry, I would like to express my interest in applying to your company. My experiences in game development and outsourced co-development management, as well as e-sports events organization, have helped me develop a thorough understanding of the video games industry as well as leadership, management and system design skills.

This resume is fully interactive. You can click on my website, linkedin profile and headlines to access web pages.

WORK EXPERIENCES



CREATIVE ASSEMBLY | Horsham (United Kingdom)

August 2021 - Today [Development Manager](#) | Full-time

- Managing 40+ people split into multiple cross-disciplinary feature teams on a new AAA FPS IP for PC and consoles
- Collaborating with feature owners, disciplines leads and stakeholders to manage the product backlog
- Planning an agile product roadmap using Gantt Scheduling to coordinate complex multiple interdependencies
- Aligning the teams on a strong top-down direction and vision to deliver high quality releases
- Monitoring and reporting on development progress using various tools including Hansoft, Jira, Excel and Power BI
- Supporting the teams to deliver sprint objectives by breaking down high level goals into clear and achievable tasks
- Identifying risks and providing solutions to keep a high level of confidence in delivering the goals

April 2020 - August 2021 [Associate Development Manager](#) | Full-time



BLACK SHAMROCK | Dublin (Ireland)

December 2018 - January 2020 [Junior Producer](#) | Full-time

- Shipped Lord of the Rings: Adventure Card Game on Playstation 4, Xbox One and Nintendo Switch
- Managed a team of 10+ people in charge of level art and environment production on a AAA co-development
- Introduced teams to feature-focused development with multiple cross-disciplinary self-managed feature teams
- Collaborated with clients, directors, leads and feature owners to convey a strong vision and clear goals to the team
- Identified risks and adapting the milestone plan to deliver high quality releases in time
- Project management using mainly Scrum methodology (including LeSS framework) but also Waterfall
- Monitored development progress using various tools including Hansoft, Jira and Kanban Boards
- Developed tools (Google Apps Scripts) to optimize workflows and facilitate coordination

July 2018 - November 2018 [Assistant Producer Intern](#) | Internship

- Shipped Paranoia: Happiness is Mandatory
- Managed a team of 30+ people (all departments)
- Assisted producer in daily management tasks (milestone plan, scheduling, sprint planning)
- Identified issues and adapted the plan accordingly to mitigate their impact
- Tracked development and managed quality assurance progress using Hansoft and monthly reports



FOCUS HOME INTERACTIVE | Paris (France)

July - September 2017 [Assistant Line Producer Intern](#) | Internship

- Shipped Vampyr on Playstation 4, Xbox One and PC
- Handled playtests organization from creating of forms based on playtest objectives and selection of players
- Developed macros on Google Spreadsheet to improve playtest forms by expanding and automating data collection
- Collated and analyzed data to outline the issues and good aspects of the game into comprehensive reports
- Provided qualitative feedback on multiple aspects of the game (game design, art, writing...)

EDUCATION






2013 - 2018 [Game Design and Management \(Master's Degree\)](#) | [Supinfogame Rubika](#) | Valenciennes (France)

Graduated from Supinfogame Rubika, I have expanded my knowledge in game development processes through both academic course work and professional training. I have developed skills in game design, programming and management.


SKILLS

SOFTWARE SKILLS






Expert

 Hansoft
 Jira
 Confluence
 Powerpoint
 Word

Advanced User

 Excel
 Trello
 G Suite
 Unity 3D
 Unreal Engine

Basic Knowledge

 Power BI
 Basecamp
 Premiere Pro CC
 Photoshop CC
 InDesign CC

INTERPERSONAL SKILLS

French: Native | **English:** Fluent (990 TOEIC 07/18)

I am very persistent and I will do everything I can to reach my objectives. I can easily adapt to new environments, colleagues and softwares. Also, I am a very dedicated team worker and will never give up on my teammates. I like to think that there are no problems, only solutions. Used to overseeing projects, I am not afraid to be in charge.

MANAGEMENT & TECHNICAL SKILLS

Project Management

Organized and methodical, I can anticipate the needs and provide goals for my teams by making projects plan. Using Scrum, I learned to better anticipate and manage identified risks, which led to higher quality deliveries on time.

Team Management

Good communicator, I make sure to convey a strong and shared vision to the whole team. I also take the time to identify my teammates' weaknesses and strengths to motivate them and help them achieve their best work.

Game Design

Throughout multiple game projects, I learned to analyse players behaviours. It helped me drive my design intentions towards better player-centric game systems that provide a rich and challenging experience.

Programming

With some technical background in Unity and Unreal Engine 4, I am not only able to use those two game engines, but also, I am able to quickly prototype game systems with Unity C# or Unreal Visual Scripting (Blueprints).

E-SPORTS PROJECTS

LAN EXPERIENCE | Valenciennes (France)

April 2017 - January 2019 [League of Legends Tournament Administrator](#) | Volunteer

Founded in May 2003, Lan Experience has become one of the biggest electronic sports association in the north of France, in particular thanks to their "Lan Ex" events which gathered approximatively 200 players during their most recent editions.

- Administrated League of Legends Tournament of the first edition of Valenciennes Game Arena
- Handled the tournament organization under the responsibility of the tournament organizer
- Managed schedules and scores
- Made sure teams were ready in time and game was launched with correct settings
- Watched games and made quick decisions when technical issues occurred
- Sanctioned when a player/team infringed tournament rules
- Made sure no one was cheating



RUBIKARENA | Valenciennes (France)

April 2016 - June 2017 [President & Co-founder](#) | Volunteer

RUBIKARENA is a french electronic sports association founded in August 2016. I was the co-founder of this non-profit organization which I managed with three other people. Our main responsibility was to organize esports events in Valenciennes.

- Organized two internal tournaments for which I created the rules and format
- Co-organized and supervised the national finale of one of the biggest french speedrun tournament
- Collaborated with NESBlog, a popular french collective of content creators
- Managed teams of 6-7 people for each tournament (admins, commentators)
- Handled the communication (posters, social networks) and inscriptions
- Supervised the tournaments to make sure schedule and rules were respected
- Created the assets for communication and video editing using Adobe Photoshop and Adobe Premiere
- Edited the events live on Twitch using Open Broadcaster Software

HOBBIES

Video games

1. Competitive
2. Shooters (1st, 3rd)
3. A-RPG & C-RPG
4. Racing
5. Survival Horror
6. Action-Adventure

E-sports

I like to watch tournaments, or to participate in those kind of events as an organizer, spectator or player.

Sports

I played soccer at a competitive level for seven years. I also like to watch big events (World Cup, European Cup, etc.)

Entertainment

I love action movies. I like electro and rock music. Also I like to read mangas, comics and fantasy books.

New Technologies

I am very interested in new technologies, especially computer hardware, consoles, and virtual reality.