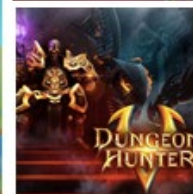
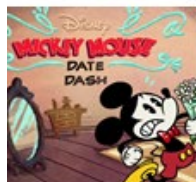
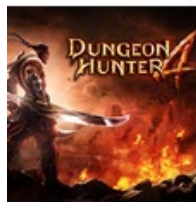


HELLO! I'M OSAMA!



MY GAMES:





BABY OSAMA





I MADE THIS!

I WANTED TO MAKE THIS:





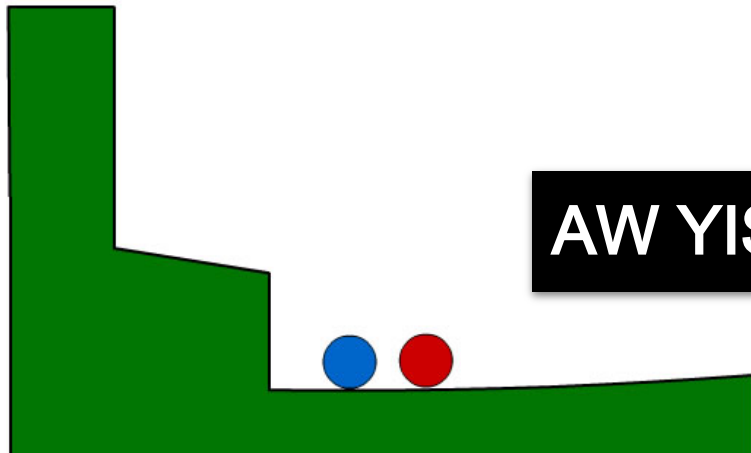
UNIVERSITY, I GUESS...

I'D RATHER BE SAILING



SHIPPING AGENT

- WORK ETHIC.
- IMPORTANCE OF DEADLINES.
- ORGANIZATION.
- ATTENTION TO DETAIL.
- RESPECT FOR PROCESS.
- COMMUNICATION.
- NEGOTIATION.
- EMOTIONAL INTELLIGENCE.



AW YISS!

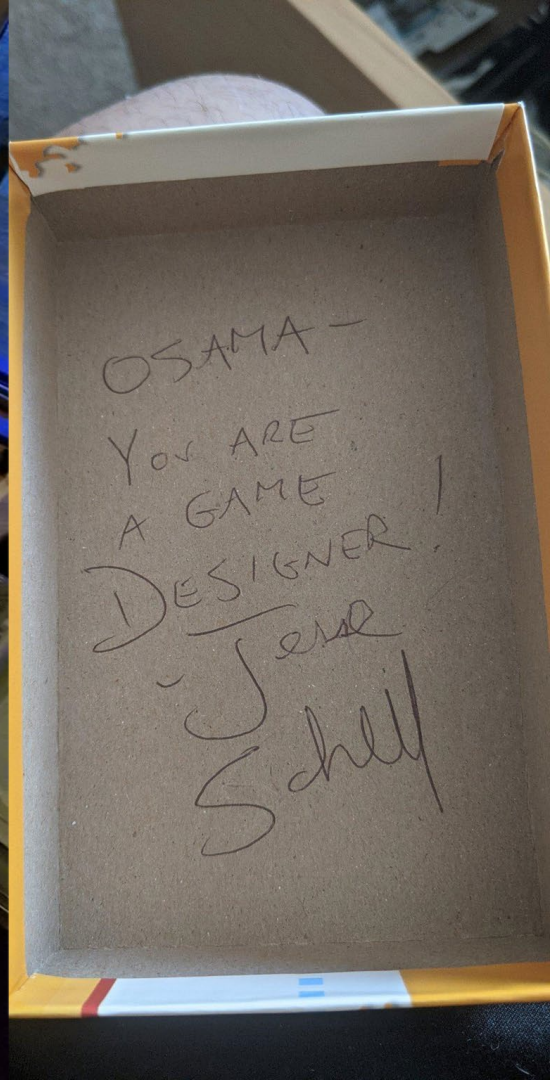


GRAPHIC/WEB DESIGN

- PROJECT MANAGEMENT.
- DEALING WITH CLIENTS.
- SELF-MOTIVATION.
- PROBLEM SOLVING.
- CRITICAL THINKING.
- SCRIPTING/PROTOTYPING.
- PHOTOSHOP/MOCK -UPS.
- ITERATING.

A man with dark hair and a beard, wearing a black t-shirt, is shown in profile, looking down. The t-shirt has a logo on the left chest that includes the word 'VAL' in red. The background is dark and indistinct.

AHMAD TO THE RESCUE!



THANK YOU!



**Marina
Díez
@Ninfa_dp**

What you see about me



- 27 years old
- CEO of my own company, 3ofcups Games
- Lead Designer of Dordogne with Un Je Ne Sais Quoi Studios
- Undergrad in Italian and German, MA in Games Design
- Forbes 30 Under 30, Game Dev Heroes 2020, BAFTA Crew...



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What you don't see but it's
important to know regarding
career

I wanted to become a vet



- When I was a kid, I had lots and lots of dreams but the biggest was to become a vet.
- However, my biggest dream was changing quite often.
- And then I also discovered THE TRUTH...

When life starts happening



Manuela & Miguel, my parents (2020)

- When I was 5 my dad suffered a heart stroke.
- My mom needed to do everything by herself + taking care of my dad
- 2 years after that, my dad started suffering from depression and a while later he was diagnosed with bipolar disorder.

When you are going through a traumatic experience, often there's no room for dreaming anymore



- I needed to grow very fast, really not understanding what was happening more than “something is wrong at home”



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Teenager depression

- This led me to develop a terrible teenager depression.
- I used to stay up in the nights until the morning on my computer or not sleeping at all during days.
- I used to have great grades but I stopped going to school and missed a whole year.
- I surrounded myself with bad people and alcohol & tobacco appeared in my life
- As a result of that environment, I ended in an abusive relationship. I was lucky enough to survive.
- At school, the teacher said to my parents that I was never going to achieve anything in life



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When things started changing



The day of my uni graduation (2017)

- Even though lots of bad things were happening to me, I found shelter in studying again.
- During the rest of high school I got great grades and honorific mentions.
- I could left that abusive relationship.
- Thanks to my grades, I got a grant for going to uni and I decided to study languages and literature, Italian and German specifically.



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After uni I got lost again because I couldn't find a job



- I started working in digital marketing, first as a trainee and then as a manager in the fashion industry.
- I liked it at the beginning but then I felt that I was not doing what I really wanted to do.
- My mom suggested me to go into games as I've been always passionate about them and I was very creative.
- I decided to apply to a MA at Brunel University London.
- In the meantime, I started making my own games with the engine Bitsy and went to local games events in Madrid

After uni I got lost again because I couldn't find a job



- When I got the letter from Brunel telling me I got accepted I couldn't believe it! BUT THEN...
- The MA was almost £8,000 and we couldn't afford it.
- However, my parents wanted to support me and decided to ask for a loan at the bank.
- From my side, I also needed to ask for a loan in the UK so I could survive in London. I got £10,000

During my MA (2018-2019) I was super lucky



- I made amazing friends in London that pushed my career and inspiration to the infinite
- My teachers at Brunel helped me a lot and supported me constantly
- I got an IGDA Velocity grant to attend GDC in San Francisco for the first time in my life
- I went to Pirate Jam, organised by American McGee, in Thailand with my best friend to make games in a boat for 10 days.

After all these adventures and once I finished my MA...



- I still needed a job.
- Many times in interviews I was turned down because I didn't have experience in studio even though they liked my work
- I started working as a lead designer with Un Je Ne Sais Quoi for the game Dordogne but they didn't have money back then, so I decided to help them so I could get a bit of experience in studio.
- GamesAid, a charity in the UK hired me as their operations coordinator

After all these adventures and once I finished my MA...



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The experience that let me stay in London



- It was not a job as a game designer but it was a job in the games industry.
- It allowed me to surround myself with industry people and keep going with my career
- It allowed me to stay in London as otherwise if I couldn't find a job, I needed to go back to my parents in Spain

2021- let's keep swimming!



- In April 2021 I was featured in Forbes 30 Under 30 Europe.
- I led a project about identifying your own emotions and accepting them instead of dismiss them were the emotions become plants you can plant in a garden.
- Keep working with Dordogne
- Dreaming again

What I want to say
with all of this

KEEP DREAMING: DREAMS ARE ALSO SELF CARE

- I know life can be pretty harsh and it's not easy.
- What are the **small actions** that you can take from today to pursue your dreams and being a step closer to make them true?
- Surround yourself with **inspiring people**
- You are important, **you come first**
- Be kind to yourself and treat you with respect

Thank you 😊

**Marina
Díez
@Ninfa_dp**

Hard Skills are Important, but Soft Skills are Importanter

Dr. JC Lau (she/her)
Producer, Harebrained Schemes
@drjclau

A Question

How do people enter the game industry from a completely unrelated area of expertise and succeed?

A Strategy

Research

- What area/discipline do I want to work in?
- What skills do I lack?
- What skills do I have?

Preparation

- Skills development
- Networking/talking to people in the industry
- \$\$\$???
- Applications!

Soft Skills are Hard!

Required for all jobs and roles!

- Collaboration: How do you interact with others on your team?
- Communication: How can you make yourself understood?
- Growth Mindset: How do you (continue to) learn?
- Find what works for you!

I did the thing?!?!



Summary

- Research the industry, its roles, and where you'd best fit
- Sell your soft skills! They have value!
- Don't stop developing your skills!

“You Want to do What?”

Non-Traditional Pathways to Game Development



Erika Mariko Olsen
(They/She)
Publishing Producer
Humble Bundle



Osama Dorias
(He/Him)
Lead Game Designer
Warner Bros.



Marina Díez
(She/her)
Creative Director
3ofCups Games



Dr. JC Lau
(She/her)
Producer
Harebrained Schemes



Erika Mariko Olsen
@meowriko



Osama Dorias
@osamadorias



Marina Díez
@Ninfa_dp



Dr. JC Lau
@drjclau

Thank You!

You Want to Do なに?!

Erika Mariko Olsen (they/she) | オルセン・えりか・真里子
Publishing Producer, Humble Bundle



My Past Resume... would you hire me?

Bachelor's Degree in Music
Performance

Swim Teacher/Lifeguard (~8 years)

Performing Arts Teacher (~5 years)

Japanese Pageant Queen

Convention Volunteer





Publishing Producer

Work on multiple titles
at the same time with a
focus on product quality,
timing, & budget.





Producer
(Development Manager)

Work with multiple teams on their overall work system, long term planning, and day-to-day.





Production Coordinator

Work with multiple teams on their day-to-day, and own oneoff projects.





Recruiting Coordinator

Manage a pipeline of candidates and improve the process.





So How Did I Get Here?

1. Networking & Volunteering
2. Timing / Luck
3. Identifying Skills w/o Perfect Context
4. Convincing Others (the hard part)

1. Networking & Volunteering

It's not just about meeting the right people.

- Build social skills
- Make actual friendships
- Build credibility in a space you care about
- Make your skills & passions known
- Create an interesting bullet point on your resume

KEY CONCEPT: Be willing to give before expecting to receive



2. Timing / Luck

You don't get control over the opportunities but you do have control over saying Yes/No.

** Networking is a prerequisite



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3. Identify Skills w/o Perfect Context

Break down the things you do into their basic pieces.

Break down the things other people do into their basic pieces.

You'll often find that people are doing the same things in a different context.



3. Identify Skills w/o Perfect Context

Lead Barista:

- Customer service
- Schedule barista shifts
- Remember orders

Teacher:

- Create lesson plans
- Organize chaos/kids
- Keep parents happy

3. Identify Skills w/o Perfect Context

Lead Barista:

- Customer service
- Schedule barista shifts
- Remember orders

Teacher:

- Create lesson plans
- Organize chaos/kids
- Keep parents happy

Producer:

- Stakeholder management
- Schedule team meetings (calendar tetris)
- Attention to detail
- Goal Setting
- Set meeting agendas
- Organize chaos/adult kids (herding cats)



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4. Convincing Others

This is the hard part.

There are many people in the industry who look for Perfect Context.
Some have a fixed mindset and will never be convinced.

But some CAN.



4. Convincing Others

You don't have to do it alone.

Find your allies, advocates, & mentors.

Thank You

Erika Mariko Olsen (they/she) | オルセン・えりか・真里子
Publishing Producer, Humble Bundle

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linkedin.com/in/erikamolsen