



# Get Noticed & Get Hired

Upgrading the Game Industry Resume

**Sonia Michaels** | Senior Lecturer, Humanities & Social Sciences, DigiPen Institute of Technology

**Mojan Ahmadi** | Coordinator of Career Services, DigiPen Institute of Technology

**Alexandra M. Lucas** | Content Writer, Microsoft Cortana

**Rachel Thompson** | Assistant Director of Career & Alumni Services, DigiPen Institute of Technology

**David Lau** | Senior Economist, Amazon Game Studios



# Let's get to know each other!

- Who are you, and why are YOU here?
- Who are we, and why are we here?  
*(This is not an existentialist question... not at this time.)*





# What we'll cover today

- What does a “game industry resume” look like?
- Showcasing your skills
- Using valuable resume “real estate” effectively
- Crafting effective bullet points
- Personal branding: presenting passions & personality
- “Leveling up” your resume
- The Hiring Manager’s perspective
- Final thoughts





# It's okay to use COLO(U)R...

- But you don't have to use it unless you *really* want to!
- More useful for artists & designers than programmers
- Remember, color comes pre-loaded with symbolism





# Game Designer Austin Lindsay

(425) 870-7659 | [auston.lindsay@gmail.com](mailto:auston.lindsay@gmail.com) | [austonlindsay.com](http://austonlindsay.com)

## Skills and Proficiencies

- System Design
- Rapid Prototyping
- Testing and Iteration
- UI / UX Design
- Level Design
- Technical Design
- Scripting
- Game Feel

## Student Projects

*Projects viewable at [austonlindsay.com/projects](http://austonlindsay.com/projects)*

### Designer / Developer, *RocketBots* (Solo project — Unity)

09/16 – Present

- Refined first-person shooter mechanics to create compelling, yet accessible gameplay.
- Reviewed and analyzed playtesting data to iterate on design and improve game systems.
- Rapidly prototyped new mechanics, analyzing their effects on second-to-second gameplay.
- Wrote editor tools and systems to improve the overall speed of development.

### Systems Designer / Producer, *Planetary Pest Squad* (6 person team — Unity)

09/15 – 12/16

- Implemented and refined camera, character movement, weapon targeting, and projectile





# Creative formatting is okay...

- As long as it doesn't get in the way of clarity!
- Readability must always be #1
- *"Beauty is where elegance meets function"*
- Consider your audience carefully





Professional experiences, projects, and skills take precedence over education and credentials.

- What do you know how to do?
- What have you already done?





# Presenting your skills effectively

- Organization/categorization (no laundry lists!)
- Placement for maximum impact
- Level of experience







## SKILLS

### Mechanic Design

- ▣ Design documentation
- ▣ Mechanic balancing
- ▣ Concept Expansion
- ▣ Rapid prototyping

### 2D & 3D Level Design

- ▣ Mission Scripting
- ▣ Geometry Building
- ▣ Prop Decoration

### Scripting

- ▣ Python
- ▣ AS3
- ▣ C/C++
- ▣ C#

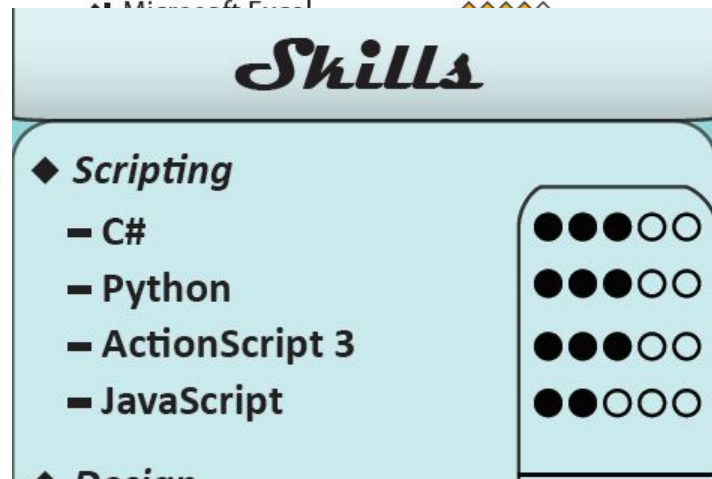
### Game Engines

- ▣ Unity3D
- ▣ Flash
- ▣ UDK

### Software

- ▣ Adobe After Effects
- ▣ Adobe Illustrator
- ▣ Adobe Photoshop
- ▣ Adobe Premiere
- ▣ Microsoft Excel

Please resist the temptation  
to do this... please!





# I only get one page?!

- View white space as “real estate”

- Modify document margins
- Text wrapping
- Adjust spacing between lines and sections
- Free form document > Templates

## DON'T:

- Counsel 250+ DigiPen students on resume and cover letter reviews, mock interviews, and career planning.

## DO:

- Counsel 250+ DigiPen students annually on resume and cover letter reviews, practice interviewing, portfolio reviews, and the initial stages of career planning





# I STILL only get one page?!

- Make intentional aesthetic choices
  - Font size and types
    - Not all fonts are sized equally
  - Consistency all around!
    - Hyphens
    - Naming conventions
    - Placement of information

**CONSISTENCY**  
**IS** 





# Adding new information

Title

M/Y - M/Y

Place

**Engine Programmer**

*January 2017 - Present*

*Furbaby Games, 2D Side Scrolling Platformer*

*(Team of 7)*





# Writing meaningful bullet points

- Aim for 3-5 bullet points per experience
- Select purpose of each bullet point **before** writing
- Explain each bullet point in four steps

*What skills do I want the employer to notice about me in this project/job?*





# 4 steps to a fabulous bullet point

- What you did? – *Clear, action verbs*
  - Verbs alone should tell your story
- How you did it? – *Skill or strategy used*
- How many? – *Use data to prove your point*
- Why does it matter? – *Results and goals*
  - Give your point significance!





# Example time

*what + how + how many + why =  
pre-determined skill*

- **Programmed** a custom game engine in C++ that allows for collision detection functionalities with 3 engine programmers.









# Personal Branding

- Prioritize intentional unity
  - All materials should clearly and intentionally identify themselves as **yours**

alexandra.mercer.lucas@gmail.com

425 686 9688

alexandramlucas.com

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ALEXANDRA M. LUCAS

Game Writer & Narrative Designer

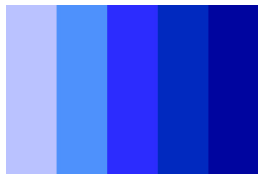
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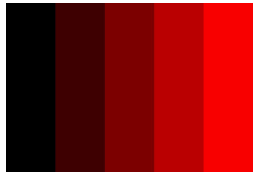


# Personal Branding: COLOR

- Intentional Color Choices
  - Harness intentional associations
    - Color Theory
  - Beware unconscious bias
    - <https://www.colormatters.com/>



v.



LONESHARKGAMES



MONOLITH



GAMES





# Personal Branding: FONT

- Intentional Fonts

- Indicate targeted profession
- Communicate attention to detail
  - <http://www.dafont.com/>
  - <http://www.fontspace.com/popular/fonts>

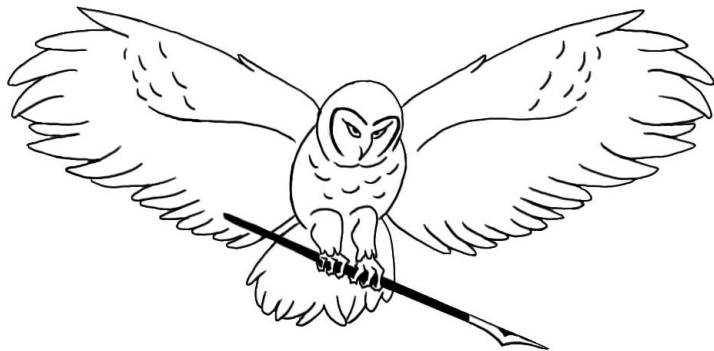
HEADING

- Bullet point



# Personal Branding: ICONS

- Intentional Icons
  - Identify favorite animals, objects associated with your craft
  - Not an artist? Commission art and pay one!





# Passions & Personality

- What do you care about?
- Communicate interest in issues pertaining to games & the world
  - Set yourself apart
  - Demonstrate awareness & commitment to passions
  - Positive phrasing
  - Constructive criticism v. negativity





# Translating Passions

- Convert subjective passions into objective work

LGBTQ+, women's rights, racism, xenophobia



*Document multiple metrics, including gender, race, ethnicity, and age, to ensure inclusive character representation for 100+ NPCs*



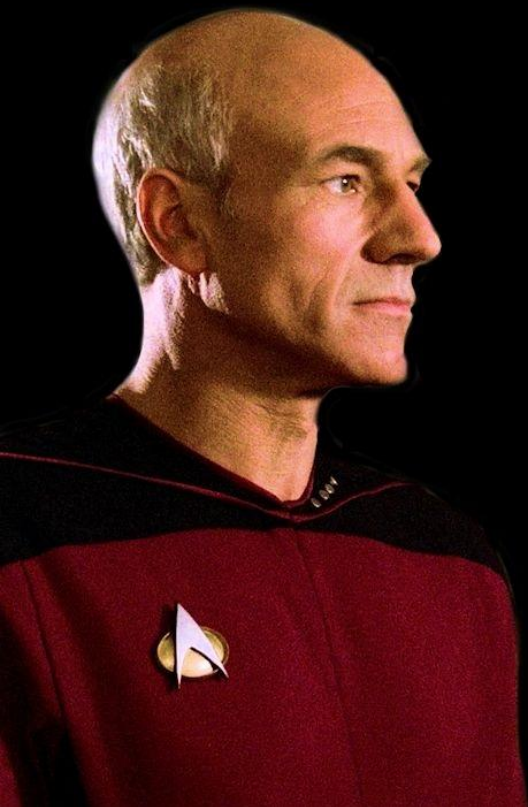


# Getting Personal

- When to share your beliefs & ideals?
  - Resume
    - Goal: avoid unconscious bias & get past HR cullings
  - Interview/Networking
    - Goal: comfortable, pleasant, & open-minded

**<Ultimately, only you can decide your comfort level>**





**IT IS POSSIBLE TO COMMIT  
NO ERRORS AND STILL LOSE.  
THAT IS NOT A WEAKNESS...THAT IS LIFE.**

**-CAPTAIN JEAN-LUC PICARD**







# Level Up<sup>+</sup> Your Resume

If it looks like a professional and sounds like a professional...

- Communicate that you are a professional, not a student
- Are you using the word “student”, “quarter/semester”, “course”?
- Emphasize your projects - experience is huge





- Employers are “bosses” and always deserve your special attack
- Treat your resume as a “master doc”





# Identify your gaps, then fix them

- What might be considered a “gap”
  - What could be more well-rounded?
- Combatting imposter syndrome
- Focus on skills, not tasks
  - I’m hiring you, not the team, and not the project
  - Take the “we” out of your resume



MIND THE GAP





## *(Broken record), “intentional”, (broken record)*

- Prioritize all things of relevance
  - Think like Tracy Chapman:  
*“Give me one reason to stay here, and I’ll turn right back around”*
  - Why should the employer care?
- Update transitions and accolades right away
  - Revise your resume immediately, *especially when reapplying*
  - Try not to show the same resume to an employer twice  
*Why?--Because you’ve filled some gaps right?!*





# Studio Research for Customization

- Alumni are a fantastic way to start!
  - Introductions through your school
  - Alumni-centered student events
  - First points of contact
- Show your passion - use industry jargon





# Hiring Manager's Perspective

- Understand the Manager's Business Requirements
- Learn the Studio's Organizational Structure
- Fit, Talent, and Growth Potential





# Think Like a Hiring Manager

- Hiring managers are **busy**! 10 to 15 seconds to assess fit.
- **Cognitive biases** creep in.
  - Watch out for potential red flags!
- LPT: Change name and **ask for feedback**





# How to Stand Out

- Use strong **qualifiers** and **quantitative descriptions**
- Use the “**So What?**” test
- Construct a **consistent narrative** using **action verbs**
- “Xbox Gamerscore: 120,000”







# Final Takeaways

- **David** - Use specifics and don't embellish!
- **Rachel** - Avoid academic terms, identify and fill any gaps & customize for every employer
- **Alexandra** - Brand yourself intentionally & translate your subjective passions into objective project work
- **Sonia** - Empathize with the reader & make design and content decisions accordingly!
- **Mojan** - Be authentic, and assume ownership over your materials





# Contact Us

- **Mojan Ahmadi** | *Coordinator of Career Services, DigiPen Institute of Technology*
  - [mahmadi@digipen.edu](mailto:mahmadi@digipen.edu)
- **Sonia Michaels** | *Senior Lecturer, Humanities & Social Sciences, DigiPen Institute of Technology*
  - [smichaels@digipen.edu](mailto:smichaels@digipen.edu)
- **Rachel Thompson** | *Assistant Director of Career & Alumni Services, DigiPen Institute of Technology*
  - [rthompson@digipen.edu](mailto:rthompson@digipen.edu)
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  - [davidlau@uw.edu](mailto:davidlau@uw.edu)
- **Alexandra M. Lucas** | *Content Writer, Microsoft Cortana*
  - [alexandra.mercer.lucas@gmail.com](mailto:alexandra.mercer.lucas@gmail.com)
  - [alexandramlucas.com](http://alexandramlucas.com)
  - @silkenmoonlight

