** DUANE MOLITOR / duanemol@gmail.com / 425.761.2416**

Senior Art & Animation Director with cg production management expertise specializing in next-generation AR/VR game development and innovative proprietary art tools development. Track record for delivering on time/budget. Established reputation for leadership, cross-division collaboration, reliability, and mentorship. [*www.duanemolitor.com*](http://www.duanemolitor.com)*.*

####  AWARDS

* Received *Microsoft Patent Award* for “Smart Camera For Virtual Conferences”.
* Microsoft Best Practices white paper selection for “Pro-Bono 3D Character Vendor Test”.

####  PROFESSIONAL EXPERIENCE

01/2019 – PRESENT

 **Art Director** – **SHFF, Inc.**, Austin, TX

* Hire and manage/train/mentor internal and remote staff.
* Design and direct art & animation style.
* Create art and efficient procedures/process for proprietary engine.
* Define/prioritize deliverables via Agile/Scrum milestone schedule.

11/2016 – 12/2018

**Art Director – Nerd Kingdom**, Irving TX

* Manage/mentor art & animation staff. Design and direct art & animation style for open-world sandbox IP (with Maya and Unity). Design/document proprietary animation assets and tools.
* Define/prioritize deliverables via Agile/Scrum milestone schedule.

03/2015 – 01/2016

**Creative Director – Fuzzycube Software**, McKinney TX

* Reported to CEO and collaborate directly with client CCO at [Magic Leap](http://www.magicleap.com/#/home).
* Directed art and animation for Magic Leap prototype demos.
* Point-of-contact for art production with FL, CA, and UK partners.

06/2013 – 03/2015

 **Creative Director – Freelance Consultant**, Frisco, TX

* *Captured Dimensions,* advised potential post-capture techniques for transforming 3D scans.
* *900lbs of Creative*, concept Perot Museum augmented reality (AR) mobile apps prototypes.
* *shopVIDA.com*, research technical art solutions and partners for automating online process.

02/2008 – 11/2012

 **Art Director** –**Microsoft Research (MSR)***, Microsoft Corporation*, Redmond, WA

* Designed and directed 3D art and animation for immersive entertainment experiences for next-gen interactive applications and wearable technology. Created all art and animations in mobile application prototypes for early [Microsoft HoloLens](http://www.microsoft.com/microsoft-hololens/en-us) and HoloLens’ [Free-Viewpoint Video](https://www.youtube.com/watch?v=RNFA1x5zH7I).
* Recruited and managed mocap vendors and character art teams including international talent.
* Spearheaded augmented reality (AR) research initiative to define a new discipline and area of development/differentiation for Microsoft. Developed all aspects of concept proposals including AR vision and cross platform application ideas through interactive and art driven prototypes.
* Regularly presented innovative technologies research to select members of CEO Steve Ballmer’s executive staff, MSR leadership, and Interactive Entertainment Business (IEB) incubation teams. Educated VIPs on competitive landscape and scope of product/user experience possibilities.
* Influenced MSR department head to acquire division’s first remote mocap system and AR eyewear to shorten art production and technical development turnaround for prototyping.

*Key Projects:* ***Microsoft HoloLens*** – AR eyewear ***Avatar Spectrum*** – Xbox One Kinect

 ***Kent Studio*** – Xbox One Kinect ***Avatar Kinect*** – Xbox 360 Kinect

01/1999 – 02/2008

 **Art Director** –**Microsoft (Game) Studios***, Microsoft Corporation*, Redmond, WA

* Partnered with Technical Art Director (and hired art staff) to plan and create an innovative character variation system that auto-generated a near infinite library of fully articulated 2D/3D characters based on gender, age, ethnicity, geography, and occupation. Library served all simulation platforms – creating notable efficiencies in time/cost for character development.
* Collaborated with cross-functional peer leads to agree on artistic goals of each game release. Defined supporting art pipelines and deliverables. Coordinated with program management to track/maintain schedules. Ensured high quality standards were exceeded/achieved.
* Drove art style and character aesthetics. Developed art processes, skeletal rigs, and tools to improve animation blending, increase character variety, and introduce originality where possible.
* Determined art/animation production staffing requirements. Sourced talent agencies and vendors to aid recruiting. Managed teams through milestone deliverables. Trained employees on proprietary art/animation tools, new aspects of commercial tools. Mentored career development.
* Identified new art software and top outsourcing vendors used by multiple internal studios.
* Defined and documented Best Practice for Microsoft Studios’ pro-bono 3D character vendor test.
* Animated 3D characters and vehicles. Modeled and animated character blendshapes for lip-sync and facial expressions to display realistic emotion and improve overall facial performance.

*Key Projects:* ***Microsoft ESP*** – PC ***Gravity Kings*** – Xbox prototype

***Flight Simulator X*** – PC ***Forza 2*** – Xbox 360 prototype

 ***Shadowrun*** –Xbox 360 ***MechCommander 2*** – PC

 ***MechAssault*** –Xbox launch title ***MechWarrior 4: Vengeance* –** PC

 08/96 – 01/99

 **Art Lead** – *FASA Interactive Technologies*, Chicago, IL

* Developed animation procedures for several proprietary animation systems.
* Defined milestone schedules, assigned art tasks, and provided timely feedback.
* Hired/managed art team. Collaborated with engineering teams to create proprietary art tools.
* Worked as *Art Director* for MechWarrior 3. Plus, designed/art directed game user interface.
* Animated characters and building destruction for game-ready art and proof-of-concept cinemas.
* Modeled and textured buildings, terrain, foliage, and effects including levels of detail and damage.

*Key Projects:* ***DisneyQuest’s Invasion!* –** Location Based Entertainment (LBE)

 ***MechCommander Gold*** – PC

 ***MechWarrior 3*** – PC

####  SOFTWARE

Maya, 3D Studio Max, Photoshop**,** Unity, After Effects, Xsens MVN Studio (motion capture software), Slack, Git, JIRA, Perforce, Sourcesafe, Source Depot, Microsoft Office.

####  EDUCATION

 **Columbia College**, Chicago, IL

* *Advanced Computer Graphics* post-graduate studies (2 yrs)
* *Bachelor of Arts*

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