Professional Practice Development Assessment

Ben Anderson

Introduction

Introduction:
This assessment will cover the process of conducting research and developing an industry relevant professional development plan.

The provided brief is designed to collect all the evidence of competency required for this subject. Following an alternative brief and/or presenting additional evidence of competency needs to be negotiated with your trainer. Further information on the assessment process and requirements can be found in the unit's subject and assessment guide.

The assessment will include:
- A self-evaluation.
- Conducting research into studios and products.
- Research into key sources of industry relevant information.
- Analysing job listings and determining industry requirements.
- Creating a professional development plan.
- Seeking feedback and evaluating career plans.

The assessment instructions:
- All sections marked in green must be edited/filled out by each student. Be sure to replace "Student Name" on the first slide and include your name in the document filename.
- All research sources must be current and valid and must be recorded in the relevant section of the assessment workbook.

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Submission | Guidelines

The following files must be zipped and uploaded to Canvas for assessment. Ensure files are in appropriate folders. All folders and submitted files must adhere to the provided naming conventions. Naming convention is SubjectName_AssetName_FirstNameLastName.

Example folder structure is below:

ProfessionalPracticeDevelopment_FirstNameLastName

ProfessionalPracticeDevelopment_FirstNameLastName
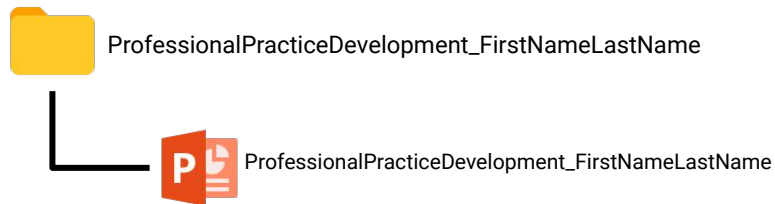
Within each folder, please submit relevant files:

Professional Practice Development Folder
- Professional Practice Development assessment workbook PowerPoint

Self-Assessment

Self-Assessment | Career Goals

Identify and describe three short term career goals and two long term career goals in the table below.

Question	Career goals
Clarify your first short term career goal.	Publish 'Inferno' on Steam. A couple friends, Bas and I, have started a game studio in games plus. We are currently working on a voxel based Platformer. It is my goal to work on this project so that I can have full experience of the complete developmental progress on a game, from start to finish.
Clarify your second short term career goal.	Learn as much about Unreal Engine 5 as I can. I will make a whole bunch of little game prototypes that explore features I am looking to learn about. Areas I am interested in Learning about in Unreal Engine 5 at the moment are: Optimisation - with Unreal Insights, Mastering Lighting - with Lumen, and Networking :)
Clarify your third short term career goal.	My Third Short Term goal is to refine my Game Designing Skills, particularly in designing intuitive and unique mechanics for games and also well designed levels to compliment those mechanics. To achieve this I hope to prototype a whole bunch of games in Unreal Engine and see what sticks, see where my strengths are and where my weaknesses are.
Clarify your first long term career goal.	I would love to be able to grow the indie studio I have founded with a few people. I would love to be able to pay the wages of at least a few employees at some point, whilst also acting as director of a game project.
Clarify your second long term career goal.	I would love to work for a AAA studio working on Game Design. Probably in a position of Narrative Design, though I could also go for a Lead Game Developer if I ever got skilled enough to take the role. I would love to work on Strategy games or RPG games.

Self-Assessment | Feedback

Discuss your career goals with your trainer and seek feedback and advice. Feedback will be given verbally by your trainer, take notes below and describe how you will address the feedback.

Feedback	Actions Taken Based on Feedback	Approved
The 2nd and 3rd Short Term goals are a little bit more long term focused than short term. Perhaps write about skills you would like to develop in the short Term.	My Second Short Term goal is rewritten and is now to develop my skills in Unreal Engine 5. My Third Short Term goal is develop my game design skills, particularly in creating game systems and level designs that are both intuitive to players, and creative and unique.	☐

Self-Assessment | Soft Skills

Identify three soft skills that relate to your career goals and provide an example of how you could improve on each.

Soft skills	Examples of how you could improve on the soft skill
Communication	I must get used to pitching in front of people, talking and sharing ideas with people. I can practice by getting to know the other studios in GamesPlus where our indie studio resides. I can also practice my communication skills by learning to work better with my team.
Creativity	Keep writing GDD, making quick prototypes, and finding out what ideas are really fun and which ones aren't. Also figuring out where my weaknesses are as a game developer.. For instance I think my level design skills are quite lacking, so practicing coming up with creative but also fun level designs that aren't symmetrical would be a good start.
Leadership	We currently have a few Artists working as contractors to help us make our game as an indie studio. This is a perfect opportunity for me to practice leading a team to get a project seen to completion. While the stakes are relatively low, I should try and practice this skill as much as possible, till I find the right group dynamic.

Self-Assessment | Technical Skills

Identify three technical skills that relate to your career goals and provide an example of how you could improve on each.

Technical skills	Examples of how you could improve on the technical skill
Proficiency in Game Engines	Practice both Unreal Engine and Unity as much as I can, there are thousands of hours of content on the internet so I could be learning these softwares for years to come. To practice this skill as much as I can, I could develop prototypes of game ideas I have, it would give me opportunity to learn specific skills in either engine whilst also developing my other game design skills.
Skills in Coding Languages	I need to keep practicing coding in languages like C# so that I can prototype game designs, and keep up to date so that I can understand the needs of programmers. Working in Unity will give me plenty of opportunities to practice coding.
Skills in Modelling Programs	I should keep practicing modelling and texturing in maya so that I can understand the tasks of an Artist. It will also help make my pitches look a little more appealing and may help me in the future.

Industry Research

Industry Research | Job Advert 1

Research a job advertisement related to your career goals. Identify and list the soft and technical skills required.

Job advertisement soft skill requirements:

- Teamwork: I would be working among other designers and need to collaborate with them.
- Communication: I would need to present ideas for levels as well as provide feedback for others in ways they can understand.
- Creativity: I would need to have good enough creativity and level design skills to make fun and interesting levels that are also designed well.
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Job advertisement technical skill requirements:

- Knowledge in Level Design Practices.
- Experience in Unreal, Unity or Maya.
- Experience in planning level layouts in Photoshop or other similar drawing tools

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Team Name

Diablo

Job Title

Level Designer - Diablo IV

Requisition ID

R016959

Job Description

The minions of hell grow stronger! Our family of skilled developers is growing! Our backgrounds are varied, but we all share a passion for the dark, gothic, and macabre. If you value a tight-knit team that celebrates self-expression and a multi-disciplinary approach, then join us on the Diablo IV team!

The Diablo team is looking for a skilled 3D Level Designer with experience building environments using Unity, Unreal or other similar 3D level-building tools. Level Designers need to be able to build fun and exciting environments that look and play excellently.

Industry Research | Job Advert 2

Research another job advertisement related to your career goals. Identify and list the soft and technical skills required.

Job advertisement soft skill requirements:

- Working Independantly
- Communcation with a producer, art and audio departments
- Cooperation with other Game Developers

Job advertisement technical skill requirements:

- Creative Writing
- Scripting Game Logic
- Narrative Design Practice Knowledge

Game Designer Victoria 3 (content)

Paradox Interactive · Stockholm, Stockholm County, Sweden (On-site) 2 weeks ago · 45 applicants

💼 Full-time · Associate

🏢 201-500 employees · Computer Games

💡 See how you compare to 6 applicants. Try Premium for free

🎯 Actively recruiting

Apply ⬈   **Save**

Are you a creative and dedicated games industry professional with experience in game design and content creation? Are you a learning focused individual with a knack for documentation who is interested in helping Paradox Interactive take our brands to the next level? Then you may be the one we're looking for!

About The Role

Industry Research | Portfolio 1

Research and analyse a portfolio of an industry professional that aligns with your career goals. List the software used and technical skill proficiencies demonstrated.
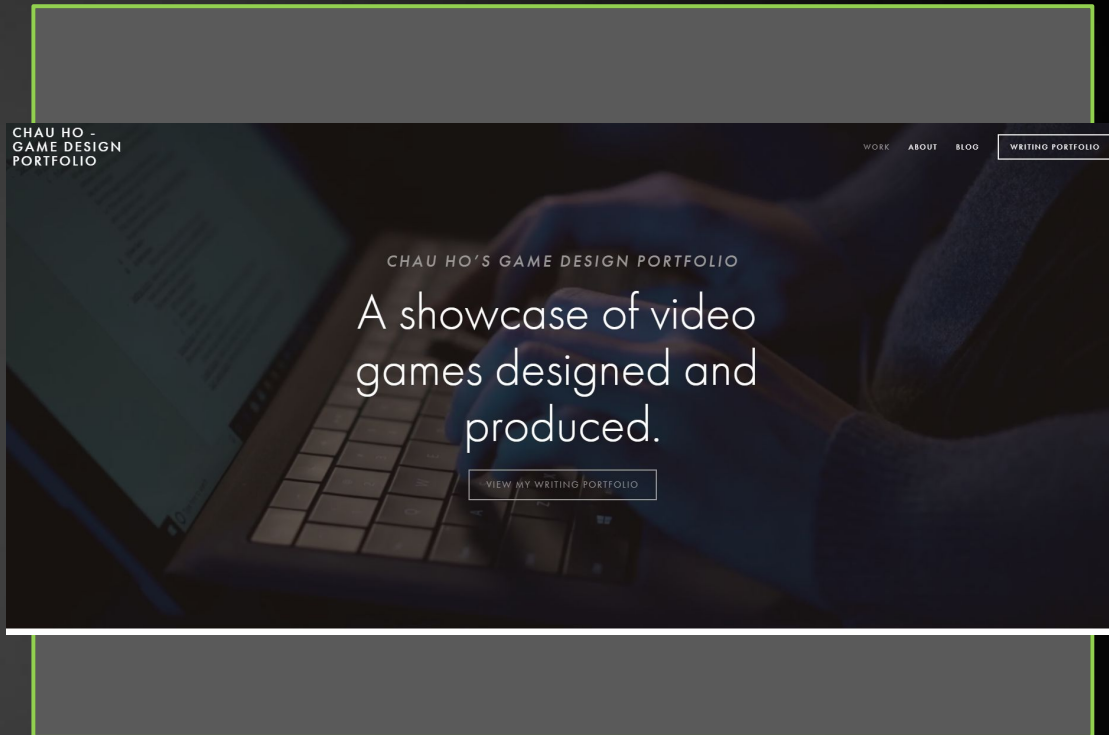
Software used to create the portfolio:
Built a website to display Text and Images of the Work they have done.

They also have links to the games they have made so that they can be played.

Technical proficiencies demonstrated:
They list the roles they have experience in for every project that they have worked on:
Creative Director, Producer, Design Lead, Writer and Narrative Design

They also list every game jam they have participated in as well as their role within the game jam.

CHAU HO - GAME DESIGN PORTFOLIO   WORK   ABOUT   BLOG   WRITING PORTFOLIO

CHAU HO'S GAME DESIGN PORTFOLIO

A showcase of video games designed and produced.

VIEW MY WRITING PORTFOLIO

Portfolio Screenshot

Industry Research | Portfolio 2

Research and analyse another portfolio of an industry professional that aligns with your goals. List the software used and technical skill proficiencies demonstrated.

Software used to create the portfolio:
Also built their portfolio on a website so that they could display all their projects they have worked on with images included, as well as other pages to view Resume and About..

Technical proficiencies demonstrated:
Has listed the technical roles they took for each project: Game Design, Art, Programming.
Has also listed their education in their resume and specifically listed their hard skills:

- A broad understanding of all areas of game design
- Exceptional skill in writing for games
- Excellent skill in gameplay and systems design
- Excellent design documentation skills
- Excellent rapid prototyping skills

Michael Levall's Game Design Portfolio

Projects and Experience | Writing Portfolio | Resume | About Me

Projects and Experience

Vind and **Down the Well**, April 2017 to January 2019, **Game Design**

Please Knock on My Door, Sept 2014 to Sept 2017, **Design, Art, Programming**

Portfolio Screenshot

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Industry Research | Local Company

Select and research a local studio/comapny and answer the questions below.

Questions	Answers
What is the name of the chosen company researched?	Uppercut Games
How many employees work at the company?	According to Zoominfo, Uppercut games 26 employees currently. https://www.zoominfo.com/c/uppercut-games-pty-ltd/355326559
Where is the studio located?	Canberra, Australia
When was the company founded?	2011
Who are the key people of the company?	The 3 founders, Ed Orman, Andrew James, and Ryan Lancaster

Industry Research | Local Projects

Utilising the chosen local studio/company research and answer the questions below.

Questions	Answers
Identify a project the company has release including the release date?	Submerged, released on PC, PlayStation, and Xbox in August 2015, it later released to IOS in 2016.
Who is the target audience?	Easy going, relaxing, adventure game - great for fans of games such as Tomb Raider who enjoyed the climbing and exploring. Probably great for ages 10+ as it features no violence. Story is not delivered in dialogue, so for fans of games who like to discover things through the general atmosphere of the game.
How successful was the project? Include sales figures if available.	Game-Stats estimate that the game has made an estimated $1.5 million in revenue from Steam and has accumulated 25,000 followers. https://games-stats.com/steam/game/submerged/ I couldn't get access to Xbox and PlayStation numbers -but they should be found here? https://newzoo.com/game/submerged
How was the project received by the public?	It received a fair amount of traction prior to release, with popular YouTube channels featuring it, and attracting 200k views on their videos. Mostly Positive on steam – 3,813 reviews IGN rated the game 6.8 / 10 Metacritic rated 56%

Industry Research | International Company

Select and research an international studio/company and answer the questions below.

Questions	Answers
What is the name of the chosen company researched?	Amplitude Studios
How many employees work at the company?	According to LinkedIn Amplitude currently employs 157 people. https://www.linkedin.com/company/amplitude-studios/
Where is the studio located?	Amplitude is based in Paris, France. Though there is currently an office here in Games+ Canberra, so there may be a potential future in Australia too.
When was the company founded?	2011
Who are the key people of the company?	Founded by Mathieu Girard and Romain de Waubert

Industry Research | International Projects

Utilising the chosen international studio/company research and answer the questions below.

Questions	Answers
Identify a project the company has release including the release date?	Humankind
Who is the target audience?	Fans of Grand Strategy, particularly those that like similar games to the Sid Meier's Civilization series
How successful was the project? Include sales figures if available.	Has an estimated Revenue of $15 million USD according to game-stats, and has accumulated 201,000 followers. https://games-stats.com/steam/game/humankindtm/
How was the project received by the public?	Overall, it has a mixed review on Steam with about 15,000 reviews PC Gamer rated it a 71% IGN rated it a 7/10 PCGamesN rated 8/10 Overall, the community sentiment isn't great, but game reviewers have scored it rather decently.

Industry Research | Knowledge

Research intellectual property rights, industry social issues, and emerging technologies and answer the questions below.

Explain why intellectual property regulations must be adhered to.
It protects genuine business Assets and can result in heavy infringements if broken including potential jail time.

Research industry relevant social issue. Choose one and explain how the social issue is impacting the industry and suggest solutions.
Mistreatment of Employees.
The video game industry is rampant with labor and sexual abuse..
It impacts the industry in many ways for instance: 40% of workers go unpaid for crunch time where designers work up to 70 hour weeks, Women at Activision Blizzard receive less pay than their male counterparts, and the DFEH said victims of sexual abuse at Riot games deserve $400 Million in total reparations
Clearly, it is a serious issue that needs addressing.
First off, the first thing that needs to be addressed right away is that Women should be paid equal to Men in the gaming industry, it is crazy that this is even happening. Secondly, employers should aim to increase the diversity of people in the gaming industry, it has been male dominated for a long time and a non diverse workplace is likely to create all kinds of problems. Lastly, there need to be laws regarding crunch that protect workers so that employers can't take advantage of them in this way.

Research industry relevant emerging technologies. Choose one and explain how it affects the industry.
Unreal Engine 5 has made developing beautiful games easier than ever before! Many big-time companies have been shifting off of their own engines to swap to Unreal Engine 5, such as CD-Projekt Red announcing that the Witcher 4 would be developed on that engine.
Unreal Engine 5 allows models with insane triangles to be rendered without completely killing the performance of your PC, it also has a new system for developing real time dynamic lights, so that developers don't have to worry about baking lights anymore.
Overall Unreal Engine 5 will have a massive impact on the Game Development Industry moving forward, as it should make developing faster than before, and also make developing bigger projects easier than ever before.

Industry Research | Industry Bodies

Research two industry bodies or associations and explain the how they can benefit your professional development. Focus on finding local groups that you have easy access to.

Industry Body/Association	Benefits
GamesPlus - AIE Canberra	This coworking office space allows indie devs to work on their games and grow their industry connections at the same time. It holds regular events that allow indie developers to meet up, show off their work, and learn about each others skills and talent. It also holds events that are valuable in providing feedback on projects, art, and whatever you have been working on.
IGEA - Interactive Games and Entertainment Association	IGEA Provides: • Research, Data and Insights on the gaming industry • Lobbying and Advocacy work on behalf of members and the wider Games Industry • Government Relations • Social and Networking Events • And Run the Australian Game Developer Awards

Industry Research | Industry Event

Research industry events for professional development. Choose an event that aligns with your career goals and estimate a budget to attend the event. This could be a conference or expo that hosts industry developers, speakers and community.

Find out the basic details of the event.

- When is the event?

- How much would it approximately cost to attend. Include ticket price, travel, accommodation and anything else needed.

Event name	Date	Ticket price	Travel expenses	Accomedation expenses	Other expenses	Total cost
GDC	March 20-24 2023	$349 for Expo	$2620 - flight to america and back	$1571 - food and hotel	$400?	$4940

Write a short description of why it would be valuable to attend the event.
GDC is THE event for Game Developers. Game Developers from all over the world attend this event, so it is a fantastic opportunity to meet developers from AAA studios and Indie studios alike. Australia doesn't have the hottest game development scene, so places like America are going to have much bigger opportunities to get your name out there as a Game Developer.
GDC also holds many presentations on Game Design skills and tricks, so I could learn a ton of valuable knowledge here, not necessarily just in networking.

Industry Research | Research links

Collect all the links used to gather industry information during your research, ensuring that they are current and valid and list them below.

Industry Problems

https://digitalcommons.unl.edu/cgi/viewcontent.cgi?article=1147&context=ncpacapstone

Human Kind Stats

https://games-stats.com/steam/game/humankindtm/

Amplitude Stats

https://www.linkedin.com/company/amplitude-studios/

Submerged Stats

https://games-stats.com/steam/game/submerged/

https://newzoo.com/game/submerged

Uppercut Stats

https://www.zoominfo.com/c/uppercut-games-pty-ltd/355326559

Professional Development Plan

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Professional Development Plan | Network

List three current network contacts and how the contact can aid your professional development. These people may include family, friends, peers, trainers, work colleges, industry connections and other extended contacts.

Contact name	How are you connected	How can they aid in your professional development
William Minter	Friend / Share the Game Plus Space in AIE - Canberra	They are an Artist / Lead Artist for Upsurge Studios - so they are connected to the Industry, and also are interested in doing Art for future projects.
Scott Anderson	My Father	Is a game developer who writes pc games for his indie studio he started, SACADA. He has connections in the industry, and also can provide me a ton of knowledge on designing games.
Jarrod - Community Manager for Games Plus	Community Manager for Games Plus, the office space I work in.	Being the Community Manager for Games Plus at AIE, they have a ton of industry connections.. They are also great at giving advice on starting up indie studios, as they have seen many come through the space over the years.

Professional Development Plan | Networking

Develop a networking plan/strategy that will establish and expand your industry contacts. This could include internships, forums, social media, conferences, seminars, social meet-ups and events.

Networking Method	Elaborate on your strategy and explain how the new connection will help you professionally
Pizza and Pixels, Rush Hour - Networking Events	Every month at GamesPlus, Pizza and Pixels is held, which is an event for Indie Developers to get together, show off what they have been working on and get feedback. It is an excellent opportunity to meet local Canberra devs, as well as get my name and my work out there for people to see. Rush Hour is similarly held once a month at GamesPlus. It is an event where all studios in the office space meet in the office to show off work we have been doing, it is a great opportunity to receive valuable feedback, as well as show off what you're capable of to other developers. Also currently, with Amplitude Studios residing in GamesPlus Canberra, is a great opportunity to get seen by some big time developers actually deep in the industry.
Internships	I would love to apply for as many internships as I can in game design, in the hopes of landing at least one. Working as an intern would be a great opportunity to develop my skills further whilst also making an impression on people who may one day want to hire me.
DevLogs	Another option to slowly gain connections might be do post weekly devLog videos on Youtube. Relatively new channels grow quite fast, so there seems to be a desire to consume that kind of content. It would also help me get into contact with other Indie Developers that make youtube content, such as Thomas Brush... It would also be a great way to gather an audience for the project I am currently working on.

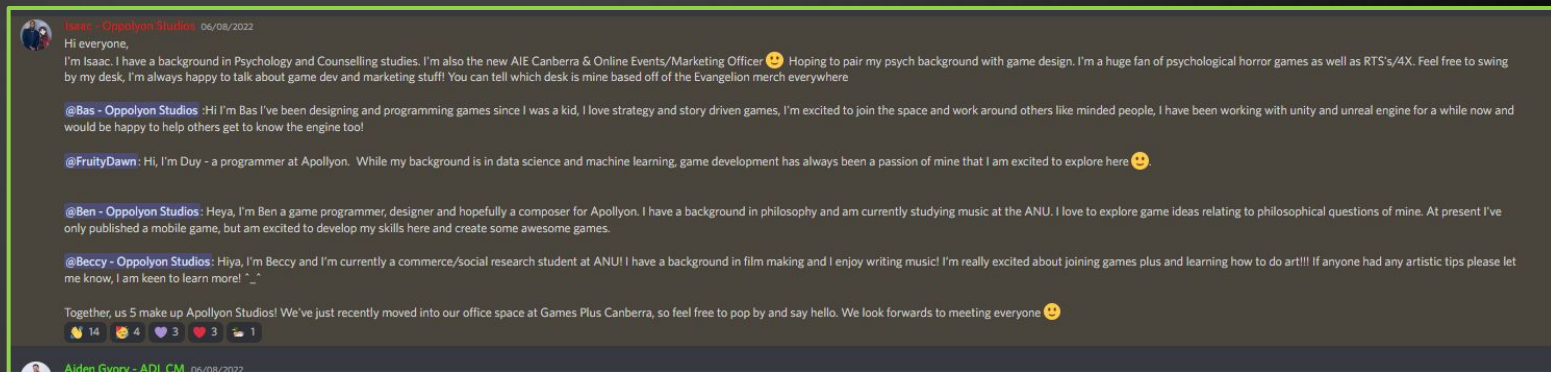# Professional Development Plan | Networking

Provide evidence of participation with an industry body or association. This could include a screenshot of joining the industry body or posting on the associations forum or social media.

Industry body or association name:
GamesPlus

How did you participate with the industry body or association:
Me and a few Friends founded an Indie studio at the Games Plus office in canberra - this is us introducing ourselves - we now have met, and become quite friendly with quite a few developers who share the space with us!

Industry Body Participation Screenshot

Professional Development Plan | Career Plan

Define a career plan that identifies and outlines the milestones required to achieve your career goals.

Milestone	Date	Explanation of achievement and goal
Complete First Game as a Studio.	March 2023?	We are aiming for before March, but we shall see. This would be my second test at working on a game from start to finish. Having another game under my belt will surely add to my hireability.
Apply for Internships	Sometime 2023	Scoring an internship at a proper company will be great for me, as I can further develop industry techniques and skills. It also adds a major milestone for me and makes me more hireable. To achieve this goal I shall focus on developing my Portfolio, I shall participate in Game Jams when I can, as well as create prototypes of game ideas I have, and publish all the work I have accomplished.
Apply for a Junior Role as a Level Designer or Narrative Designer	2024?	After finishing the Advanced Diploma, I shall keep fleshing out my portfolio with little prototypes of games that I have been working on, as well as completed projects I have worked on with the Indie studio I have started with Friends [I should have finished a project by now too](Named Oppolyon Studios). If I managed to score an Internship adding this to my portfolio would also boost my chances of getting a junior role. Attending Networking events such as pizza and pixels held at games plus may also help.
Try and Land a Lead Designer Role	2030? +?	After a ton of experience, and after working on my skills for years, hopefully I should have the experience and the talent to lead a team of developers on a project. This is probably my career ultimate goal. I would probably try and land a role as lead designer for a strategy / grand strategy game, or a story based game.
Success at Oppolyon Studios?	2023 - Onwards	Bas, I and a few friends are committed to making games together, and plan to slowly expand the business if we see success with the release of our games. If Working at my own company can become a full-time job of mine that would be a dream come true. To commit to this goal we shall finish our first project as well as work on many many business documents (which we're already in the process of) so that we may create the right company structure and have an organized workflow once we get additional team members.

Professional Development Plan | Feedback

Discuss your professional development plan with your trainer and seek feedback and advice. Feedback will be given verbally by your trainer, take notes below and describe how you will address the feedback.

Feedback	Actions Taken Based on Feedback
A lot of my Plan was out of my control (getting jobs) and didn't really specify how I would achieve these goals.	I have gone into more depth on my strategy that I would use to achieve these goals. I have also rephrased these goals so that they reflect something that I can control (Applying for these kinds of jobs).

Evaluation

Evaluation | Career Plan/Goals

Consider your career goals and the feedback you received and answer the questions below.

Question	Answers
Identify a weakness that may prevent you achieving your goals?	A lot of my end goals rely on Communication and Public Speaking to be a strong skill of mine. At present, I am not the most comfortable with public speaking and so this is a skill I would need to develop and practice a lot in order to meet these goals. Also, the game industry isn't massive in Australia and so if I wanted to lead projects in the future, I may not get many opportunities to unless I am willing to move countries (I am).
Identify a strength you have that will assist you in achieving your goals?	I love writing, so document writing won't be an issue for me. I have also been brought up as a game developer, so I already have a lot of experience in many coding languages and game engines. I also love to break down specific game mechanics of games to figure out why they are fun or not so I think game systems comes kind of naturally to me.
What external constraints and limitations could prevent you meeting your goals?	The Australian Game Development scene is much smaller than in some other countries, so opportunities to work on large scale projects will be few and far between. I would need to be willing to move to other countries to grab a whole bunch of opportunities, I would also need to be skilled enough where importing me from another country would be worth it…
What is a short-term action item you could do to help achieve your goal?	Enter upcoming game jams as they come up on Game Jolt! It would help get my name out there and also give me a goal to work towards and also test my skills in a limited timeframe! … And also finish working on the game I am making with my studio of friends.
What is a long-term action item you could do to help achieve your goals?	Keep prototyping games as often as I can, the more hours of practice I can put in now, the faster I will develop skills and hopefully stand out among the game development scene. Currently I am typically working on Game Design projects from 9:30am - 11pm so around 98 hours a week. If I can keep this up I should improve my skills hopefully quite quickly!