

DALE NEWCOMB, JR.

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SUMMARY

I am highly skilled in building and running efficient and cohesive cross-functional agile teams, resulting in high performance, high engagement, low turnover, and rapid ramp-up. My expertise designing and developing immersive experiences and applications includes virtual reality, games, simulation, and training. Creative problem-solving, attention to detail, and creating sustainable and scalable practices are notable strengths. As a servant-leader, I create impact and amplify the impacts of others, mitigate risks, and improving efficiency.

SKILLS

HARD: Virtual Reality (Vive/Rift/WMR) • Unity 3D 5.x-2018.3 • SteamVR Plugin • Unreal Engine 4.x • C#/C++/Java/C • Augmented Reality (ViroReact/Vuforia) • Audacity • JIRA • Trello

SOFT: Agile Project Management (Scrum/Lean/Kanban/XP) • Servant Leadership • HR Management • Tuckman EI/EQ • DISC • Creative Problem Solving • Adaptability • Customer Interaction

AWARDS & CERTS

2015 Appian Engineering MVP Award • Certified Scrum Master • Mobile Development Professional Certification Top 8 finish (of 90+ teams) and "Best Use of Vive Trackers" award at 2019 MIT Reality Virtually VR/AR Hackathon

EXPERIENCE

► LUCID DREAMS VR | Olney, MD

Founder, VR Designer/Developer/Producer (side project solo developer) 2016 – Present

Designer and developer of Virtual Reality (VR) experiences, focusing on highly immersive and intuitive room-scale applications for the HTC Vive and Oculus Rift using Unity. Responsible for end-to-end development of projects (including concept, design, coding, iterative grey-box gameplay testing, art and audio assets, marketing images and videos, etc.) managed on a Trello Kanban board.

- Published "Beach Bowling Dream VR" game to Steam in January 2017 for Vive (later for Rift/WMR)
- Published "The Glen" interactive music experience to WEARVR in January 2018 for Vive/Rift/WMR
- Publishing "Intruders Go Boom!!!" arcade party game to Steam in H1 2019 for Vive/Rift/WMR
- Contributor of bug reports and pull requests to open source SteamVR Unity Plugin git repository

► APPIAN | Reston, VA

Director, Software Development 2016 – Present

Manager, Software Development 2014 – 2016

Brought in to manage the developers in a scrum team and serve as the scrum master. As the company headed towards IPO and the department started growing 30% annually, I spearheaded initiatives to provide scalability and scaffolding for growth. These efforts dramatically reduced our growth pains, helped form some core parts of our department's culture and earned me the department's MVP award.

- Squad Coach for an agile development team and manager of developers, managers, and squad coaches
- Formed and ran an Education Committee to expand upon the basic onboarding education and turn it into a departmental knowledge sharing system with crowd-sourced courses and a Q&A knowledge base
- Created formal promotion plan process for the department to fairly recognize & promote the right talent
- Refactored career paths and separated Project Managers into servant-leader Manager and Squad Coach
- Helped restructure the department to follow the Spotify model to improve scalability and facilitate IPO
- Published blog articles on [Servant-Leader Management](#) and [Creating a Learning Organization](#)

► CODE DONE RIGHT | Olney, MD

ScrumMaster/Product Owner/Designer/Developer (side project team) 2014 – Present

- Concept, interface design, business logic, artwork, website, and testing for Volleyball Lineup Tracker, an iPhone/iPad application for Volleyball coaches (~\$6 app with 1700+ users worldwide as of Jan 2019).
- <http://luciddreamsvr.com/vblineuptracker/>

► DYNAMIC ANIMATION SYSTEMS | Fairfax, VA

Director of Product Development

2007 – 2014

Principal Software Engineer / Product Manager

2000 – 2007

Lead Software Engineer

1998 – 2000

Hired in to work on simulation & training contracts and went on to help the company grow from 13 to 75 people. Wore many hats along the way, including building a product development team from scratch that delivered several in-house game engines and pipeline tools plus turn-key training systems built upon them.

- Technical Producer and Product Manager for the entire product suite, mainly focusing on the Virtual Interactive Combat Environment (VICE), a high-end virtual reality training system (non-HMD).
- Executed a complete product life-cycle, from concept to market, including: vision, roadmap, design, development, docs, QA, pricing, marketing, quotes, installation, customer feedback and support.
- Led small cross-functional teams of developers, testers, artists, tech writers, and support personnel; including daily tasking through annual reviews as well as disciplinary actions and layoffs.
- Planned, set up, and ran a large (20'x30' and 30'x60') marketing booth to demonstrate VICE at numerous military and law enforcement conferences around the US, typically 2-3 times per year.
- Personally responsible for delivering over \$20M of product to customers in the US and abroad.
- Dev lead of team building a suite of C++/DirectX based graphics and simulation software SDKs, including ApexSDK, DasIG, Force game engine, Phantom, and art tools (Level Editor, importers, etc.).
- Lead developer on various 3D simulation software contracts on SGI, PC, and HP platforms.
- Development of user interface for Course of Action Analysis project for military customer using Java.
- Origination of new game concepts, game design documents, concept art and animations.
- Producer and lead C++ developer on Pro Beach Volleyball game prototype.

► SAIC | Chantilly, VA

Product Manager

1996 – 1998

Product Manager for various products in the SIMTools family of simulation tools. Managed a small team of C++ developers, terrain/model artists, and technical writers, and provided software development support as needed.

► VICTORMAXX | Deerfield, IL

Lead VR Application Developer

1995 – 1996

Developed the application layer of the AutoDuel concept as a C++ software engineer. AutoDuel was intended to be a location based entertainment center based on the Car Wars role-playing game. The prototype included a car cockpit on a motion platform, haptic feedback, 3D sound, and a VR headset.

► GEMINI TECHNOLOGY | Irvine, CA

Simulation Software Engineer

1994 – 1995

Developed OpenGVS, a C software toolkit for real-time simulation, including 3D graphics, 3D sound, etc.

- Primarily responsible for 3D audio and effects subsystems of the OpenGVS toolkit
- Developed applications for customers including a flight-path noise visualization for SEATAC airport

► NAVAL RESEARCH LAB - ENEWS | Washington, DC

VR Programmer

1992 – 1994

CO-OP in the virtual reality research lab developing in C/C++ on SGI workstations. My role was to explore new VR hardware (HMDs, data-gloves, etc.), create demos to show off their potential to high-level Navy officials touring the lab, and integrate with a new multi-speaker spatialized audio system. Created the Speech Activated Virtual Environment, modeled and textured the interior of our office space for use in demos, and co-authored a published paper on immersive 3D audio.

Further details of experience available on LinkedIn profile

EDUCATION

UNIVERSITY of MARYLAND | College Park, MD

Bachelor of Science, Computer Science

GEORGE MASON UNIVERSITY | Fairfax, VA

Minors in Psychology & Philosophy