

PETER CARLSON

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OVERVIEW

- My most defining trait is integrity. I live my life based on it and I built my Design team with that as our core value. That means always being forthright, always operating in good faith, and being as transparent as possible. If you look at the recommendations that my Designers and cross-discipline teammates wrote for me on LinkedIn, I think they show that it's a great way to run a team.
- The other side of me, though, loves to be hands-on. I will always think of myself as a hacker and tinkerer. I love working with new tech, getting things to work, and solving Design problems that no one has solved before. I can't help messing around with interesting things, so I've also ended up self-publishing five titles in my spare time.

SKILLS

Design Team Leadership, Cross-Team Collaboration, Unity, C#, Virtual Reality, Mixed Reality, Systems Design, Encounter Design, Level Scripting, Prototyping, Ideation and Pitch Materials, Learning New Things.

EXPERIENCE

DESIGN DIRECTOR, ENDEAVOR ONE, INC. July 2017 – Jan 2025

Endeavor One is a small but mighty VR studio. I was employee #1 and wore a ton of hats. Over the past eight years I built a Design team that I'm incredibly proud of.

- **Unannounced Title** (Quest 3, PCVR): Lead the Design department, gave design direction, created prototypes and pitch materials, level and encounter design, so many other things!
- **Batman: Arkham Shadow** (Quest 3): Worked with Camouflaj to design and prototype a series of minigames ("rat's nests") and led the E1 Design team as they did more impactful work.
- **Marvel's Iron Man VR** (Quest 2): Assisted Camouflaj in porting their successful PSVR game to Quest2. I did mostly level design, scripting, encounter rebalancing, narrative setup and tweaking, and bug fixes. Owned this work for 1/3rd of the game levels.
- **Arashi: Castles of Sin** (PSVR): In addition to leading the Design team, I did all of the Systems Design and implemented a lot of functionality in C#.
- **Dome of the Dead** (Vulcan HoloDome): Led Design, but also wrote all the AI movement and combat systems, built the enemy prefabs, built the animation graphs, set up the encounters, lots more.
- **Halo: Recruit** (MS Mixed Reality): This app was a shooting gallery to demonstrate Windows MR. I designed, then created the art and game code for the playable portion of the demo.

DESIGN DIRECTOR, MICROSOFT June 2014 – Oct 2016

On Xbox Fitness I led a team of 5 Designers, while on many of the Hololens projects I was the sole Designer, usually working with a team of 5-15 other people.

- **HoloLens Experiences:** For each of these, I created paper designs and worked with the team to build and iterate. I also built scenes, laid out menus, wrote presentation scripts, and snuck in some C# here and there. With the exception of Minecraft, these were all done in Unity.
 - **Minecraft:** Worked on two demos, one which [was smoke and mirrors](#) and one which was running actual Minecraft code. The first was at Hololens announce, the second was on stage at E3.
 - **Galaxy Explorer:** We asked the community to suggest a project, which we then built in 6 weeks. We documented the process with videos and released the code and content as Open Source.
 - **Behind Closed Doors:** MR explorations shown behind closed doors, including **Halo, Ori** and the **Blind Forest, State of Decay, Star Wars, Pixar Battlesaurs**, and **Disney Infinity**.
- **Xbox Fitness:** I defined our telemetry captures and used the data to redesign the UI. I worked with Bing Health and MS Band to get our products to play nicely together. I oversaw a video shoot for a

[Paul George NBA workout video](#). I worked with a third-party studio in Canada to do a mobile port. I also did random things like writing Perl scripts to analyze and re-balance our effort crediting system

GAME DESIGNER, MICROSOFT February 2012 – June 2014

- [Project Spark](#): Designed tutorial and Kinect motion capture systems. Built two E3 [showcase](#) games
- [Nike+ Kinect Training](#): Led design of DLC and Title Update (paper design)
- [Xbox PlayFit](#): Targeted overhaul of Kinect PlayFit to get it to a shippable state on a very short timeline.

SR. SYSTEMS DESIGNER, WB GAMES-SURREAL SOFTWARE December 2004 – Feb 2012

- [Shadow of Mordor](#): I got a companion AI to navigate through the same parkour courses as the hero, but then we scoped down and cut our companion. (fun fact- at the time, it was called The Hobbit)
- [The Suffering: Ties That Bind](#): Built and tuned every monster in the game with data-driven tools. Designed and implemented scenarios, including the final boss battle
- [This is Vegas](#), (canceled): Worked with two programmers to create a powerful visual scripting tool used to implement all our AI and a significant chunk of gameplay systems, then taught the Design team to use it. Owned the world simulation and led the AI-related strike teams.

PROGRAMMER, AMAZE ENTERTAINMENT March 2004 – December 2004

This was a very small team of 8. I was one of three Programmers, working in UnrealScript.

- [Shark Tale](#): Implemented all AI and gameplay features for stealth missions- roughly 1/3rd of the game.

PROGRAMMER, LEGEND ENTERTAINMENT-ATARI July 2002 – February 2004

The XMP team was about 12 people. I was one of three programmers

- [Unreal 2: XMP](#): I took on the networked, physics-based vehicles (UnrealScript & C++)
- [Unreal2: The Awakening](#): AI level scripting

LEAD QA ENGINEER, SUN MICROSYSTEMS January 2000 – June 2002

- **Sun One Studio**: Probably my biggest accomplishment was convincing Sun to abandon development of their Database Tag Library and redirect those programming and QA resources to support an existing open source tag library with the same goals.

SELF-PUBLISHED TITLES

- [DMT: Dynamic Music Tesseract](#) (Open XR): I'm so proud of this. It's a solo indie project, so I did all the art, C# and shader code, design, and everything else. It's all about visualizing music and feeding that into different stereoscopic feedback buffers in 360 degrees.
- [V-Aria](#) (Gear VR, Cardboard for iOS and Android): Music visualizer for mobile. I did all the everything and got it running > 60 fps on Gear VR.
- [Robot City Stadium](#) (Steam VR): Discs of Tron in VR. I worked with a partner who wrote much of the code. I designed the systems, built and lit the environments, and wrote shaders and game code.
- [Night Night Baby Musicbox](#) & [Baby Animal Balloons](#) (mobile) created these apps for my family and then released them On iOS, Amazon, Google Play, and B&N Nook. Created all the art & audio. Wrote the engines from scratch on Android and iOS.