CARLOS HURTADO

412-482-7191 | carloshurtado@gmail.com | carloshurtado.com | linkedin.com/in/carloshurtado/
San Mateo CA 94401 | Target Local; Remote

LEAD ENGINEER

I have spent over 15 years in the industry, where I've been fortunate enough to build fantasy worlds and craft fun adventures. Through the process of developing and shipping games, I've learned how to hire and support engineering teams to ensure they succeed and truly enjoy their work. I take a hands-on approach to leadership—developing features, improving performance, creating tooling, and removing roadblocks while providing clear technical advice and direction. I also deeply enjoy collaborating across disciplines. I believe in working as a unified team to achieve the best possible experience for our players, ensuring our vision is always aligned and clearly communicated across the studio.

EXPERIENCE

Sanzaru Games @ Oculus Studios - Meta (Acquired by Meta in 2020)   San Mateo, CA
A VR video game studio focused on making high fidelity AAA VR games.

Unannounced Title - Technical Lead Manager   *January 2024 – January 2026*
- Led and managed 5 engineers to create backend gameplay systems and gameplay features for an unannounced, big IP AAA VR title, splitting time between people management and hands-on technical leadership, while actively contributing to gameplay systems and studio-wide tools.
- Increased gameplay scalability by architecting and owning core RPG systems (save system, a linear / visual player progression framework and level creation tools for prop connectivity) in order to create a highly narrative interactive experience.
- Ensured technical feasibility, strategy, scalability, and long-term maintainability of the projects by working closely with design, production, and art leadership.
- Optimized CPU utilization to allow for visual fidelity by designing and implementing performance-critical systems and continuously analyzing performance problems on mobile VR hardware.
- Hired several engineers and managed performance cycles for my engineering team.
- Provided biweekly 1:1 sessions focusing on growth, skills and areas for improvement.
- Delivered technical talks and onsite presentations to share progress and direction with the studio.

Asgard's Wrath 2 - Unreal 4 - Lead Engineer   *January 2020 – January 2024*
- Contributed, as a technical leader, to the success of *Asgard's Wrath 2*, an award-winning flagship *Meta Quest* title, with a primary focus on large-scale RPG gameplay systems, receiving a (10/10) by IGN.
- Increased gameplay scalability by architecting and owning core RPG systems (quests, save system), allowing for the creation of hundreds of hours of gameplay.
- Led and managed 5 engineers to create gameplay systems features, focusing on replayability, content scalability, and team health.

Asgard's Wrath - Lead Engineer   *August 2018 – December 2019*
- Led and managed a team of 9 engineers to create backend gameplay systems and RPG gameplay features for the award winning Asgard's Wrath, for Oculus Rift.
- Implemented Localization systems, entitlements, Oculus achievements and many other features to ensure a successful delivery.

Marvel Powers United VR - Lead Engineer   *April 2016 – July 2018*
- Led a small engineering team to develop features, gameplay systems and networked combat mechanics.
- Implemented several main IP characters (Black Bolt, Crystal) and their combat functionality and gameplay.
- Developed and supported multiplayer systems, including networking and replication, for a PvP VR title on Oculus Rift.
- Implemented localization systems.
- Managed communications with external companies for QA and Localization.

VR Sports Challenge, VR Sports Challenge Gear VR - Lead Engineer   *February 2014 – March 2016*
- Made the initial prototype in Unity, allowing Sanzaru to start contracts with Meta.
- Led and managed 3 engineers to one of the first bundled games in the Oculus ecosystem.
- Managed communications with external companies for QA and Localization.

Dark Manor - Software Engineer   *June 2012 – January 2014*
- Developed gameplay for a Hidden Object game, developing on PC and IOS.
- Developed systems and web tools to maintain live services for a year after release.

BigPoint Inc.   San Francisco, CA
A German Mobile/Desktop game company.

Uridium Wars - Software Engineer   *November 2011 – May 2012*
- Developed and improved backend systems and UI for *Uridium Wars*, a Flash MMO.

Electronic Arts   **Redwood Shores, CA**
Video game company that develops and publishes popular franchises like Sims and NFL.
Sims 3 Expansion Packs - Software Engineer   *June 2010 – October 2011*
- Developed gameplay features for *Sims 3* Expansion and Stuff Packs.
- Worked primarily in C# using *Sims 3* proprietary engine.

SHIPPED TITLES

Sanzaru Games | *Asgard's Wrath 2, Asgard's Wrath, Marvel Powers United VR, VR Sports Challenge (+ Gear VR version), Dark Manor*
BigPoint Inc | *Uridium Wars*
Electronic Arts | *Sims 3 Generations, Sims 3 Late Night, Sims 3 Pets, Sims 3 Fast Lane Stuff Pack, Sims 3 Outdoor Living Stuff*

EDUCATION

Carnegie Mellon University   **Pittsburgh, PA**
Masters of Entertainment Technology   *August 2008 – July 2010*

Universidad de Chile   **Santiago, Chile**
Software Engineering, Bachelor in Computer Sciences   *March 2000 – March 2006*

SKILLS

Leadership: Engineering Management | Cross Functional Collaboration | Strategic Planning | Mentorship | Technical Hiring
Engines: Unreal Engine 4 | Unreal Engine 5 | Sims 3 Proprietary Engine
Technical Focus: Gameplay Systems | Software Architecture | Performance Optimization | Tooling
Development Languages & Tools : C/C++ | Unreal Insights | Python | C# | Visual Studio | Perforce | Git
Languages: English | Spanish

AWARDS AND RECOGNITIONS

Asgard's Wrath 2 (Meta – Sanzaru Games): AIXR Awards (2024): XR Game of the Year | DICE Awards (2024): Immersive Reality Game of the Year | Road to VR (2023): Quest Game of the Year | NYX Game Awards (Season 1 2024): 29 total wins, including Gold for Best Audio Design, Best Innovation, Art Direction, Game Design & Narrative | The Webby Awards (2024): Best Narrative Experience, Game Design & Metaverse | NAVGTR Awards (2024): Best Direction in VR | IGN (2023): 10/10 Editor's Choice

Asgard's Wrath (Sanzaru Games): D.I.C.E. Awards (2020): Immersive Reality Technical Achievement | NAVGTR Awards (2020): Nominee for Control Design (VR) & Sound Mixing | People's Choice (2019): Best PC Exclusive | Road to VR (2019): Game of the Year | IGN (2019): Best VR Game