Isaac Gibbs

Engineering Manager / Technical Game Producer

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Summary

Data-driven Engineering Manager and game developer with more than seven years of experience leading cross-discipline teams and shipping casino, web, and indie titles. Skilled in product management, Agile coaching, and transforming tech stacks to accelerate development. Known for building high-performing teams, supporting professional growth, and treating employees as people rather than assets. Founder of Cloud & Clover Studios LLC, an indie studio focused on games that stretch reality and tools that keep you grounded.

Key Achievements

- Solely developed a product that helped Myers secure a $10 million contract with PBS.
- Planned, pitched, managed, and released reusable blackjack, mines, and slot frameworks that reduced development time by more than 20 percent, saving approximately $70K–$75K per game.
- Led Client Engineering on over 20+ released Hollywood Casino games.
- Designed and implemented a growth and achievement framework that supported six engineer promotions, including three to senior and one into management.

Experience

Engineering Manager, Penn Entertainment, Penn Games Studio (Remote, US) | Mar 2021 – Present

- Lead and mentor 10 engineers across two remote teams, fostering a collaborative and progressive environment.
- Manage production and client engineering for multiple Hollywood Casino and Barstool titles, keeping delivery on track and aligned with business goals.
- Run monthly strategic planning and resource allocation across the portfolio to build a data-driven game release strategy.
- Forecast revenue using Datadog, Mixpanel, Looker, and historical casino traffic to prioritize features and inform roadmaps.
- Direct cross-functional collaboration on layouts and UI/UX, reducing average project timelines by about two weeks per game.
- Coach producers and engineers on Agile practices as a Certified Scrum Master, improving productivity and alignment across multi-game projects.
- Lead the migration and integration of theScoreBet wallet system under tight deadlines and evolving requirements while maintaining technical integrity.
- Vetted, pitched, and managed the studio's migration from Phaser.js to Cocos Creator, aligning art, design, and engineering workflows.
- Designed and implemented a growth and achievement framework that promotes continuous improvement and career development for all engineers in the studio.
- Mentored three mid-level engineers into senior roles and supported one engineer's transition into management, contributing to six total promotions.

- Coordinated and shipped reusable blackjack, mines, and slot frameworks that reduced development time by more than 20 percent and saved approximately $75K per game.
- Pitched and prototyped new casino concepts, including ARPG-style slots and other innovative mechanics.

Game Engineer, Hitpoint Studios, LLC (Remote, US) | Jun 2019 – Mar 2021

- Collaborated with producers and designers to scope features and hit milestones for live casino and mobile titles.
- Developed multiplayer bots and asynchronous matchmaking in Golang, allowing richer matchmaking and single-player modes.
- Migrated critical services to a goroutine-based architecture, improving concurrency and reducing latency.
- Designed and implemented scalable AWS server architecture using Docker and Kubernetes, improving performance and reliability.
- Optimized in-game data storage by migrating from MongoDB to Redis, reducing runtime delays.
- Built internal tools and scripts in Python to automate asset processing, build validation, and deployment tasks.

Software Engineer / Scrum Master, Myers Information Systems, LLC (Northampton, MA) | May 2017 – Jun 2019

- Served as Scrum Master for the PBS siX Interconnect project, facilitating daily standups, one-on-ones, and planning meetings to keep communication healthy.
- Met weekly with the COO to report progress, blockers, and resource needs across the engineering team.
- Owned the design and development of two core applications for PBS's siX Interconnect project used by all PBS stations.
- Built a full-stack Spring Boot, Hibernate, Liquibase, Node.js, and React application for scheduling and previewing programming.
- Built a serverless AWS Lambda, DynamoDB, Node.js, and React application to let stations view and test content and metadata before release.
- Owned development of PBS calendar and scheduling applications in Ruby on Rails and contributed to Myers ProTrack by implementing JavaScript from 4J's 4GL.
- Migrated the codebase from an in-house SVN repository to Git using AWS CodeCommit, enabling remote work and modern branching workflows.
- The success of the PBS siX Interconnect project helped Myers win a $10 million contract with PBS.

Lead Developer / Agile Coordinator, OnlineFabricStore.net (West Springfield, MA) | Jul 2016 – May 2017

- Led development for the second-largest online fabric retailer using the .NET Framework.
- Introduced the company's first Kanban-style workflow, which is still in use today.
- Collaborated with marketing and merchandising to prioritize updates based on customer data.
- Balanced new feature work with technical debt to keep releases reliable and frequent.

Software / Release Engineer, OneView Commerce, LLC (Boston, MA) | Aug 2014 – Jun 2016

- Developed retail applications using Java, Spring, and Angular.
- Served as release engineer, building CI/CD pipelines in Jenkins with Ansible.

Scrum Master / Solution Architect, Pegasystems, Inc. (Cambridge, MA) | Oct 2011 – Aug 2014

- Led Agile teams building sales frameworks for the Insurance vertical using PegaRULES Process Commander (PRPC).
- Ran Scrum ceremonies, tracked sprint metrics, and coordinated with business stakeholders to define and deliver releases.

EDI Engineer, Wayfair, LLC (Boston, MA) | Oct 2010 – Oct 2011

- Managed and processed shipping company data through an in-house EDI system using VBScript.

Education

University of Massachusetts Amherst B.S. in Computer Science | Sept 2006 – May 2010

Skills

Production and Leadership:

- Engineering Management, Product Strategy, Agile / Scrum (Certified Scrum Master), Strategic Planning, Roadmapping, Budget Coordination, Coaching and Mentoring, Cross-functional Collaboration, Hiring and Career Frameworks.

Games and Frontend Technology:

- Pixi.js, Phaser.js, Cocos Creator, Unity, Unreal Engine 4 / 5 (C++ and Blueprints), C#, C++, TypeScript / JavaScript, React, Next.js, Tailwind.css

Backend, Data, and DevOps:

- Golang, Python, Java / Spring Boot, .NET, Node.js, AWS (Lambda, DynamoDB, EC2, S3), Redis, MongoDB, Docker, Kubernetes, Jenkins, Ansible, CI / CD, Application Architecture, Datadog, Mixpanel, Looker.