



Frederico Carneiro

Associate Art Director | Lead & Senior Artist

ENVIRONMENT, WEAPONS & 3D

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About Me

Associate Art Director and Lead 3D Artist with 8+ years in AA game development and 5+ years leading art teams through full production cycles. Shipped Metal Eden as Associate Art Director while remaining hands-on across level art, environments, weapons, and 3D props. Strong foundation in visual design principles and composition, with experience in concept art. Extensive experience in environment creation and level art, from blockout and layout to final lighting, mood, and polish. Deep expertise in modeling, weapon art, and asset creation.

Work Experience

Reikon Games

Nov 2018 - Dec 2025

Warsaw, Poland | 7 years 2 months

- > Contributed to overall visual direction as Associate Art Director, translating high-level vision into actionable guidelines and quality benchmarks.
- > Led and managed art teams across environments, weapons, and props - providing daily art direction, structured feedback, and quality reviews.
- > Owned weapon art pipeline end-to-end: concept interpretation, high-poly, low-poly, texturing, and in-engine integration with animation and VFX teams.
- > Owned full level production from blockout to final delivery as Principal Level Artist.
- > Delivered high-quality 3D assets hands-on across environments, weapons, and props while balancing leadership responsibilities.

- > Mentored junior and mid-level artists through structured reviews and one-on-ones, accelerating their growth and elevating team output.
- > Coordinated with Tech Art on material systems, LODs, level streaming, and performance optimization to meet platform targets.

Associate Art Director	Jun 2023 - Dec 2025
Lead Environment Artist	Jun 2023 - Dec 2025
Principal Level Artist	Jun 2023 - Dec 2025
Lead Weapon Artist	Jun 2023 - Dec 2025
Lead 3D Artist	Oct 2021 - Jun 2023
Lead Prop Artist	Mar 2020 - Dec 2021
3D Artist	Nov 2018 - Feb 2020

UNIT9 Jun 2018 - Oct 2018

3D Artist

Warsaw, Poland

- > Created 3D assets and environments for interactive digital experiences and mobile games.

Swing Development (SwingDev) Feb 2017 - Apr 2018

3D Artist / Junior 3D Artist

Warsaw, Poland

- > Developed 3D environments and assets for various client projects
- > Progressed from internship to full 3D Artist role

Freelancer Nov 2016 - Jan 2017

3D Artist

Porto, Portugal

Freelancer Jan 2014 - Mar 2016

Webdesign, Photography, Video

Portugal

- > Created WordPress and Joomla websites for clients
- > Photography and professional photo retouching
- > Corporate video production and editing

Tech Stack

LEADERSHIP & PRODUCTION

Art Direction

Team Leadership

Mentoring & Feedback

Pipeline Development

SOFTWARE

Unreal Engine 5

Blender

ZBrush

3D Coat

Substance Painter

Substance Designer

SPECIALIZATIONS

Art Direction

Environment Art & Design

Level Art

Concept Art

Modeling

Optimization

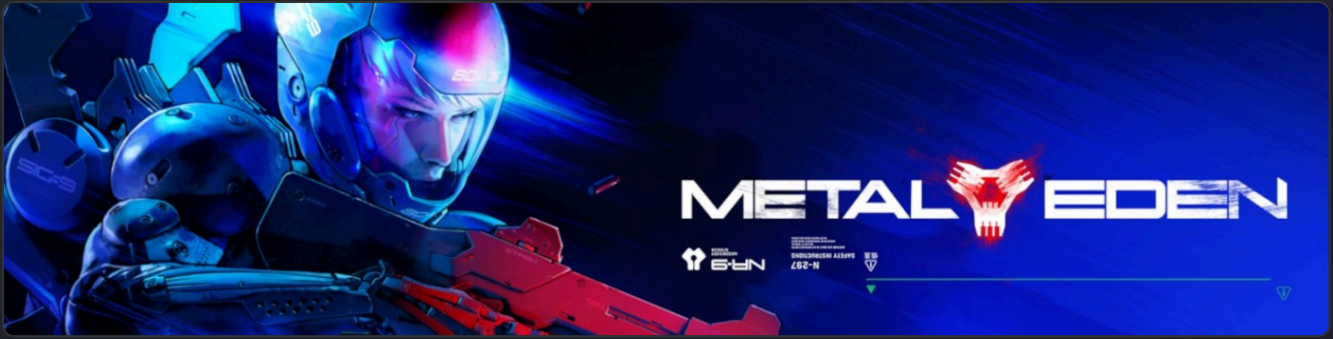
Tech Art

PBR Texturing

Shipped Project

Metal Eden

- > Co-defined and maintained the game's visual identity, ensuring stylistic consistency across a team of 30+ artists.
- > Led multiple art teams (Environment, Weapon, 3D Art) through full production from pre-production to ship.
- > Personally responsible for level art production from blockout through final polish across multiple maps.
- > Defined and owned the weapon production pipeline, personally delivering weapon assets and leading the weapons team.
- > Defined the hard-surface visual direction, collaborated with the tech team to build the production pipeline, and delivered assets from concept to final in-game models.
- > Drove and personally executed performance optimization across all maps and content for target platforms.



Education

Multimedia Communication Technologies

2014 - 2017

Instituto Universitario da Maia - ISMAI, Portugal

Bachelor's Degree in Design (Exchange)

2015 - 2016

Baltic International Academy, Riga, Latvia

Technological Specialization Course

2013 - 2014

Instituto Universitario da Maia - ISMAI, Portugal

Languages

Portuguese

Native

English

Proficient

Polish

Elementary