Nick**Heindl**

Resourceful developer with 8+ years of AAA gameplay XP
Tech Design, Accessibility, and Product Ownership
Loves Lego, Languages, and Learning

Contact Info

nikoheindl@gmail.com
nheindl.com
(920) 850-7745

Professional Work

**Xbox|Bethesda
ZeniMax Online Studios**
Principal Accessibility /
Technical Designer
July 2023 - Present
Senior Technical Designer,
Xbox Accessibility Champ
Aug. 2021 - July 2023

PUBG Corporation
Software Engineer
Oct. 2020 - July 2021

**Activision|Blizzard
Raven Software**
Gameplay Engineer
Feb. 2018 - Oct. 2020
Associate Gameplay Engineer
May 2016 - Feb. 2018
Gameplay Engineer Intern
Summer 2015

Amazon.com (AWS)
Software Engineer Intern
Summer 2014

Education

**University of
Wisconsin-Madison**
Computer Sciences
Linguistics

AAA Titles

(TBA) New IP/Engine/Tools
PUBG
Call of Duty: Warzone
Call of Duty: Modern Warfare
Call of Duty: Cold War
Call of Duty: Black Ops 4
Call of Duty: Online (China)

Leadership and Collaboration

ZeniMax Online Studios | Direct Team Size: ~1-20+

• Product Owner responsible for Accessibility across whole project
• Contributed to Xbox-wide initiatives related to Accessibility, Publishing, Design
• Crafted multi-year roadmaps by working closely with production and stakeholders
• Consistently relied upon to jump into new areas to assist, document, and educate
• Trained Narrative Tech Designer; Mentor to many designers across departments

PUBG Corporation | Direct Team Size: ~10

• Brought on to help kickstart a new engineering team at a young studio
• Assisted Tech Director with setting up a recruiting and interviewing process
• Consulted with internal/external departments to enact a new Perforce workflow

Raven Software | Direct Team Size: ~2-15

• Led small, multidisciplinary team in Activision-wide innovation competition
  • Sole team to pitch to executives twice; 2018 Business Pitch; 2019 Creative Pitch
• Started accessibility initiative at Raven; earned CAPXP Certification (see below)
• Collaborated with worldwide teams to set up analytics design & instrumentation
• Engineering mentor to interns and folks in many departments (Eng./Design/QA)
• Travelled with the University Relations team to recruit at schools across the US

Personal

• Certified Accessible Player Experience Practitioner: accessible.games/apxp
• Actively presenting career talks, panels, and coaching to students of all ages

Technical Proficiency

ZeniMax Online Studios | New proprietary ECS-based engine

• Technical Product Owner of Narrative Systems. Collabed closely with Cine Lead
• Architected most complex piece of content thus far, adapting for tech limitations
• Established Script Reviews, Best Practices, and other wide processes and docs
• Helped create a new visual scripting environment, utility libraries, and tooling

PUBG Corporation | Unreal Engine 4

• Engineering feature owner for new vehicles as part of an unreleased map
• Acted as integration engineer to support p4/git merges from non-technical staff

Raven Software | 3+ proprietary engines, based on id Tech

• Led small team to design, architect, and implement Warzone Ping Marker system
• Made new modes (Survival Plus, BR, etc.) and ported modes (Hardpoint, KC, etc.)
• Engineering owner for player mechanics & movement on unreleased CoD project
• Built an automated testing tool to assist Design/QA with loot on CoD's first BR
• Created enemy AI (Crab) and treasure goblin system (Monkey) for Zombie mode
• Designed & built player ranking system; Used live metrics to tune rewards
• Refactored and optimized live, heavily used MP systems (Equipment, etc.)
• Profiled code and established standards to reduce live service errors by tenfold

Personal | Unity3D, Java, Python, Bash, Javascript, Obj-C, etc.

• Typing game with dynamic phrase generation; Featured at GDC (team size 2)
• Worked with Flippfly to port a prototype of indie title Race The Sun to AppleTV