

NickHeindl

Resourceful developer with 7+ years of AAA gameplay exp.
Passion for outreach & crafting accessible experiences
Loves Lego, Languages, and Learning

Contact Info

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Professional Work

Xbox | Bethesda

ZeniMax Online Studios

Senior Technical Designer
Xbox Accessibility Champ
Aug. 2021 - Present

PUBG Corporation

Software Engineer
Oct. 2020 - July 2021

Activision | Blizzard

Raven Software

Software Engineer
Feb. 2018 - Oct. 2020
Associate Engineer
May 2016 - Feb. 2018
Engineer Intern
Summer 2015

Amazon

Engineer Intern
Summer 2014

Flippfly

Contract Unity3D Engineer

Education

UW-Madison

Computer Sciences
Linguistics

Shipped AAA Titles

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 | Team Size: ~5-20

- Worked closely with production and stakeholders to craft multi-year roadmaps
- Responsible for ensuring title meets high standards in Accessibility
- Acted as liason between design, cinematics, engineering, and backend teams
- Participated in Xbox-wide initiatives related to Accessibility, Publishing, Design

PUBG Corporation | 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 | Team Size: ~5-20

- 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)
- Engineering mentor to interns and folks in other departments (Design/QA)
- Collaborated with worldwide teams to set up analytics design & instrumentation
- Worked with the University Relations team to recruit at schools across the US
- Earned a high performance rating every year as part of annual review

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 engine

- Assist Cinematics Lead as Technical Owner of new dialogue system and pipeline
- Worked closely with various disciplines to harden tools, workflows, and process
- Trained numerous non-technical hires in new Scripting system and workflows

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 a Ping Marker system
- Made new modes (Survival Plus, BR, etc.) and ported modes (Hardpoint, KC, etc.)
- Engineering owner for player mechanics and movement on unreleased project
- Prototyped new locomotion type (swimming) for CoD Warzone
- 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