

NickHeindl

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

Contact Info

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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