

# Nandor Tibor Szots

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## Personal Profile

A self-motivated engineer and a dynamic leader that inspires greatness in his teams. Possessing extensive experience in building, leading, mentoring and motivating teams of engineers that consistently deliver projects on time and reliably in any environment. Also has a proven track record of designing practical solutions to complex problems - while ensuring maintainability and reusability.

## Work Experience

### Sony Online Entertainment

January 2013 - Present

Projects: EverQuest II, EverQuest Next and EverQuest Landmark

Position: Technical Director

Worked with other technical personnel on developing new company-wide technologies. Helped design and architect key systems for new and existing games.

Responsible personnel decisions on EverQuest II. Interviewed engineers for positions on both EverQuest II and EverQuest Next.

Responsible for leading a team of C++ and Web Developers in building the in-game marketplace and showcase for display and real-time sale of both player and SOE created items - [Landmark Showcase](#). This feature was designed and brought to market in a record 6 months and accounts for over 50% of the profits of the game.

Designed, Architected and Lead the Team in Implementing:

- Backend C++ servers which control the searching of and sale of these items.
- Recommendation system to suggest purchases to users.
- UI for creating player made items, along with UI Artists and Producers to make sure all needs were met.
- Web Based UI through which players can search for and find items to purchase. This UI was the same both in and out of game to ensure a unified code-base which required minimal effort to keep synchronized between the two UIs.
- Daily digest e-mail of products which is personalized based on a users interests.

### Sony Online Entertainment

January 2012 - January 2013

Project: EverQuest II

Position: Lead Programmer

Lead a team of programmers in developing new features and refreshing, enhancing and giving new purpose to previously used features in the popular EverQuest II MMORPG.

Responsible for architecting new systems, Full Team scheduling, project time estimates, and daily tasking of the EverQuest II code team.

**Sony Online Entertainment****January 2006 - January 2012**

Project: EverQuest II

Position: Senior Programmer

Implemented the EverQuest II and EverQuest II: Extended marketplace functionality including: all back-end commerce and server-side communications. Transitioned the original implementation of the marketplace into a highly successful Free-to-Play model, while maintaining a non-Free-to-Play service as well.

Responsible for all marketplace improvements, changes and new technology development.

Responsible for live-game maintenance, including daily investigation of both client and server crashes by using Linux core dumps and Windows mini-dumps to identify and resolve issues.

Designed and implemented a tool for third-party sites to be able to obtain information about in-game characters, items and spells. This system used EDB and X-Path to index XML blob data for fast searching of relevant game data.

Implemented a spam filter for all game messages to combat the growing spam problems. The filter has a 99% accuracy rate and blocks on the order of 500,000 messages per day.

Updated and maintained game servers and client in C++/STL. Implemented new game systems and features based on player feedback. Worked with the Test Server community to build a stronger relationship between development and players.

Acted as the game team's point of contact for internationalization across over 4 locales including Russian, French, German, and Japanese. Developed code which allowed for faster identification of strings requiring localization and reduced redundancy in localizing dynamic game data.

Created designer tools for fast indexed searching of over 50 gigabytes of game data. These tools were rapidly developed using GNU/Linux, perl, php, apache and other open source tools.

**General Atomics - Lynx Systems****January 2003 - January 2006**

Position: Lead Software Engineer

Wrote embedded C, compiled for vxWorks running on various VME boards.

Projects included: View Manager Board which displayed radar imagery in near-real-time using OpenGL; Lynx Ground Control Station: received radar imagery via a high-speed serial (RS422) data link, decompressed, displayed and forwarded images to other systems via Ethernet; Utility applications: allowed for quick and easy loading of code onto radars which consisted of a C back-end running on the radar and a C# user interface running on a PC.

Trouble shot various hardware and software problems in the field as a radar integration specialist. Part of integration team for FireScout, and KingAir. Software integration lead for Predator B.

Software Engineering Lead on SAR/GMTI project.

**AudioTalk Inc. / HearMe Inc.**

**June 1998 - July 2001**

Position: Junior Engineer / Operations Engineer

*Development:* Helped develop various client and server MSVC++ applications for HearMe's VoIP chat solution. Developed server side APIs in Perl and C. The APIs were integrated into both WinNT and Linux environments, which handled all the core messaging in the AudioTalk / HearMe products.

*Operations:* Helped build up, integrate and maintain the AudioTalk and HearMe VoIP networks. This included server setup, installation and maintenance; both internally and at customer sites. Wrote C, Perl and other various CGI scripts to automate the network maintenance and ensure stability.

**University of California, Santa Cruz December 1998 - December 2002**

Position: Student Grader/Lab Assistant/Volunteer Tutor

Graded for many upper and lower division computer science programming classes. Assisted students with learning the Unix environment, including make, gcc, gmake, and general Unix commands (ls, ps, vi, etc.)

**University of California, Santa Cruz**

**December 1998 - June 2000**

Position: Residential Computer Coordinator

Setup and configured students' computers to work on the school network. This included explaining the campus e-mail system, and network guidelines to both students and faculty.

## Education

**University of California, Santa Cruz**

**1998 - 2002**

B.S. in Computer Science.

Relevant Skills: C, C++, Java, C#, Online Marketplaces, Monetization System Design, OpenGL, Unix<sup>1</sup>, Regular Expressions, vxWorks, Tornado, MS Dev Studio, STL, PL/SQL Dev, vi, gmake, cvs, sh, perl, flex, bison, L<sup>A</sup>T<sub>E</sub>X, assembly language<sup>2</sup>, HTML, Win9x / NT / 2000 / XP / 7, MS-DOS, SQL, Databases<sup>3</sup>, Perforce, CVS, git, RS-232, RS-422, VME Knowledge.

## References

Available upon request.

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<sup>1</sup>Linux: Debian, RedHat, SuSE, Slackware; Sun: Solaris

<sup>2</sup>RISC: SPARC, MIPS, and Motorola MC68xx (MC68HC11A8) assembly

<sup>3</sup>MSDE, Oracle, MySQL, Postgres, EDB, MongoDB