

# JOHN HAYES

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## SUMMARY

*A professional with 20 years in Game Development as a 3D character artist. 10 years of that has been as a lead character artist. Featured in the 2012 Game Developer Magazine's 15<sup>th</sup> Annual Front-Line Award.*

*Creative, innovative, and dedicated 3D character artist with a comprehensive background in the digital arts, including sculpting, texturing, shader setup, rigging, environment assets design, prop creation, concept design, illustration, 3D printing, and model making. Self-motivated and hard-working professional accustomed to performing well under pressure, completing all projects within schedule, and working well with others.*

### Highlights:

- Developed real-time high-resolution character modeling/sculpting, surfacing, and animation for **Iron Man II** (Xbox 360 and PS3), **Lair** (PS3), **Golden Axe** (Xbox 360 and PS3), **Maximo Ghosts to Glory** (PS2), **Final Fight Streetwise** (PS2), **Sly Cooper Thieves in Time** (PS3), **Vainglory** (Mobile), and **Spyro Reignited Trilogy** (PS4).
  - **Founded a 3D print design service** for both Fused Deposition Modelling (FDM) and Resin Sculpt prototypes of pop-art toys.
  - **Mentored junior team members** through verbal and written feedback to ensure the production of high-quality assets and maintain brand consistency.
  - Helped marketing teams with **digital assets production and promotions**
  - Featured in the **2012 Game Developer Magazine's Annual Front-Line Award**.
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## CORE COMPETENCIES & SKILLS

3D Sculpting ★ Character Modeling ★ Animation ★ Texturing ★ Painting ★ Anatomy ★ Leading Teams ★ Mentoring

Maya ★ ZBrush ★ Adobe Photoshop ★ Substance Painter ★ Marmoset Toolbag ★ Unity ★ Unreal Engine ★ Modo ★ Ornatirx ★ Marvelous Designer ★ Hair Strand Designer ★ SketchBook Pro ★ Infinite Painter ★ Clip Studio Paint

## PROFESSIONAL HISTORY

### Artistebot 3D Design and Printing

Founder and Owner

Sunnyvale, CA

February 2019 – Present

- Sculpted and produced pop-art toy prototypes for members of **FaZe Clan e-sports organization**.
- Provide 3D printing prototypes for industry professionals and other clients.
- Optimize clients' designs for 3D printing and provide post-processing and finishing of parts.
- Designed and built a Raspberry Pi powered LCD and camera to monitor and control printers over WiFi.

### Sanzaru Games

Senior Character Artist

Foster City, CA

April 2018 – November 2018

- Modeled and surfaced in-game characters for **Spyro Reignited Trilogy** (PS4).
- Sculpted high-resolution assets.
- Leveraged JIRA to capture user stories (requirements), and tracking issues or changes in requirements.

### Super Evil Megacorp

Lead Character Artists

San Mateo, CA

April 2013 – March 2018

- Modeled and surfaced in-game characters for **Vainglory**.
- Sculpted high-resolution assets.
- Worked with Marketing and created promotional art materials representing the artistic vision of the game.
- Collaborated with various teams within the organization to establish and implement quality control for the game assets.

- Collaborated with engineers and other technical artists to implement art assets and assisted in troubleshooting and asset management and creation. Helped bring core gaming to mobile and other emerging platforms.

### **Sanzaru Games**

Senior Character Artist

**Foster City, CA**

March 2010 – April 2013

- Modeled and surfaced in-game characters for **Sly Cooper Thieves in Time**.
- Sculpted high-resolution assets.
- Helped create a majority of the characters used in the game, including all the main player characters, their costume variations, and hero props such as their Time Machine/Van.
- Worked with the art director and other character artists to set visual standards across the game.
- Polished existing assets to create a more cohesive atmosphere and improve performance.
- Worked with Marketing and created promotional art materials representing the artistic vision of the game.
- Collaborated with various teams within the organization to establish and implement quality control for the game assets.

### **3D Artist Magazine**

Tutorials Author

**Dorset, UK**

November 2008 – April 2013

- Answered questions from readers and **authored tutorials on various aspects of 3D character creation**.

### **Sega Studios**

Lead Character Artist for Iron Man II

Senior Character Artist for Golden Axe

**San Francisco, CA**

November 2008 – February 2010

June 2006 – November 2008

- Modeled and surfaced in-game characters for **Iron Man II** (Xbox 360 & PS3) and **Golden Axe** (Xbox 360 & PS3).
- Sculpted high-resolution assets.
- Evaluated outsourced assets, reduced turnaround time, additional polish work, and maintained strict quality by providing regular feedback to outsourced vendors.
- Mentored and trained junior art staff resulting in excellent teamwork and consistent style throughout production.
- Helped streamline the character pipeline, technical documentation, and best practices.
- Collaborated with multiple teams within the organization to establish and implement quality control for game assets.
- Leveraged my experience in creating real-time game assets to implement a fur effect that rendered accurately in real-time and minimized the impact on game performance.
- Configured CgFX and various proprietary shaders.

### **Factor 5**

Senior Character Artist

**San Rafael, CA**

April 2006 – February 2008

- Modeled and surfaced in-game characters for **Lair** (PS3).
- Sculpted high-resolution assets.

### **Capcom Studio 8**

Lead Character Artist for Final Fight Streetwise

Senior 3D Artist for Maximo vs The Army of Zin

Senior 3D Artist for Maximo Ghosts to Glory

**Sunnyvale, CA**

January 2004 – March 2006

January 2002 – January 2004

October 2000 – January

2002

- Modeled, surfaced, and animated in-game characters for **Final Fight Streetwise** (PS2), **Maximo vs The Army of Zin** (PS2), and **Maximo Ghosts to Glory** (PS2).
- Led and mentored a team of character artists to execute all projects on time and under budget.
- Collaborate with designers and programmers to storyboard and improve gameplay mechanics and solve design challenges.
- Developed and maintained a Maya character animation rig for use in Final Fight Streetwise.
- Developed real-time environment and level modeling, texturing, and lighting.
- Helped develop concepts of several main characters and assets.

Additional experience as Character Artist for **H2O Entertainment** in Vancouver, BC, Canada.

## EDUCATION

- **Vancouver University Worldwide, Vancouver, BC**  
Bachelor of Arts & Technology
- **Vancouver Film School, Vancouver, BC**  
Certificate of Completion
- **Applied Multimedia Training Center, Calgary, AB**  
Diploma of Multimedia & Communication
- **Alberta College of Art and Design, Calgary, AB**  
Drawing, Sculpting & Animation

## AWARD

- 2012 **Game Developer Magazine's Annual Front Line Award**