

Radoslaw (Radek) Koncewicz

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(437)-344-4809

Profile Summary

- 15+ years of video game industry experience.
- Brought 13 projects from concept phase to market release; 5 as lead designer, 5 as lead producer, and 3 as lead programmer.
- Extensive experience designing core gameplay-loops, individual levels, upgrade and progression paths, interconnected systems, and large-scale economies.
- Proficient manager of multi-disciplinary teams with expertise in computer science and a background in design, art & media studies, and creative writing.
- Familiarity with Unity, Visual Studio, DirectX, C#, Lua, JavaScript, JIRA, Confluence, Amplitude, SVN, GIT, Photoshop, Office/GoogleDocs (Word, Excel, & PowerPoint), and Scrum/Agile development.

Employment

Lead Designer	PopReach February 2020 – Present
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- Performed qualitative & quantitative industry research, focusing on genre demographics, overall trends, and market opportunities.
- Helped refine the ideation process for new games, analyzing overlapping audience interests and developing tests for art style, theme, image & video ads, and store formatting.
- Took over design duties on Kitchen Scramble 2, readjusting all level progression and game economy, creating new content, introducing additional mechanics to improve KPIs, and planning efficient LiveOps support.
- Spearheaded institutional documentation to better organize projects and aid the onboarding of new employees.
- Analyzed existing IPs across multiple genres – time management, hidden object, solitaire/casino, 4X, town simulation – detailing how they could be successfully revamped or utilized in sequels and offshoots.
- Reviewed individual games targeted for acquisition, providing feedback on their core and meta game elements, the expectations of the audience, and potential for sustained revenues.
- Helped pitch for new IPs, setting project pillars and outlining how iconic brand elements could be turned into gameplay while satisfying the goals of the rights holders.

Additional examples of work can be found at <http://www.significant-bits.com/portfolio>

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Design & Development Consultant	Freelance September 2016 – February 2020
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- Worked as main designer for SumoFox's deck-building card game Wartime, creating all combat, treasure, and special encounters, defining all character statistics and special abilities, and balancing overall progression and meta-game.
- Continued to provide new levels, powerups, and obstacles for Incubator Games' Zoe's Matchery, as well as consulting on engagement and retention strategies.

CEO & Creative Lead	Incubator Games February 2009 – September 2016
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- Sought and fostered business relationships at various video game conventions, industry mixers, academic events, and enthusiast gatherings.
- Performed thorough market research and competitor analyses prior to creating 7 successful work-for-hire pitches with 4 different clients and securing a publishing deal with Chillingo for the original IP Feeding Time.
- Conceptualized and prototyped various original IP concepts, bringing Feeding Time and Zoe's Matchery to market while designing both titles' core mechanics, creating all maps and levels, and balancing player progression.
- Spearheaded an OMDC IMF application for the original IP Trudy's Mechanicals, a 3D turn-based strategy game, and was awarded the full grant amount.
- Designed all units for Trudy's Mechanicals – their statistics, abilities, and upgrade paths – as well as all levels and environmental interactions, multiplayer mechanics, AI behaviour, mission goals, and optional challenges.
- Created graybox levels for various projects to test and balance game mechanics, AI behaviour, interface functionality, and stress-test engine performance.
- Storyboarded and wrote all cutscenes and narrative content for internal projects, implemented them via a proprietary scripting language, and provided additional copy for tutorials, in-game barks, and promotional materials.
- Created budgets and timelines keeping each game's requirements and overall scope in mind while fulfilling vision-goals.
- Interviewed, recruited, and managed over 10 full-time employees and 20 contractors.
- Worked with programmers, artists, and audio engineers to create game trailers, press-kits, posters, websites, and numerous other marketing materials.
- Performed various interviews via phone, e-mail, and in person to gain extra exposure for the studio.

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Lead Programmer

Silverbirch Studios
June 2008 – January 2009

- Led a relatively inexperienced team on a brand new project, drafting design and technical documents, a milestone timetable, and participating in multiple meetings with the publisher.
- Analyzed various proposed projects and created pitches for external IPs and internal projects.

Lead Programmer & Designer

Capybara Games
February 2005 – January 2008

- Led the development of multiple titles such as Critter Crunch and Mercenaries 2, while contributing to many others like Pixar's Cars and Might & Magic: Clash of Heroes.
- Analyzed project requirements and wrote GDD's, TDD's, risk analysis documents, memory matrices, and milestone time-tables.
- Helped with the development of various tools and an in-house build environment as part of a standardization board.
- Drafted various tax-credit SR&ED documents and successfully presented them during a government audit.
- Researched and implemented numerous device-specific API's and installation methods.

Education

09/2001 – 09/2005 Computer Programming & Analysis,
Bachelor of Applied Technology, Software Development
Seneca College, York Campus

Notable Achievements

- Led the design of Feeding Time, which was nominated for numerous awards – including best game design & innovation – at the 2014 CVAs.
- Worked as a lead programmer and designer on Critter Crunch, which went on to receive IGF's mobile game of the year, IGN's puzzle game of the year, and Wave Awards' mobile game of the year.
- Gave a talk on Feeding Time's development and reception at MIGS in 2014, and presented at other local events such as INplay and GameOn Finance.

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