

BRIAN GLASS

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CAREER SUMMARY

Certified Scrum Master and Project Manager with a background in Art Direction and Graphic Design with over 18 years experience in software development as well as print and e-media. Skilled in creating quality products on limited budgets. Proven ability to support multiple projects while meeting time-critical deadlines.

KEY COMPETENCIES

- Liaising Between Executives and Development Levels
- Multimedia Branding and Concept Direction
- Multi-Project Supervision
- Outsource Management
- Team Building

SKILLS

- Development Methodology: Agile, Waterfall, Kanban
 - Software: Adobe Creative Suite, MS Office, MS Project, Maya, Unity for iOS and Android development
 - Additional Tools: Jira, DevSuite Project Management Tool, Hansoft Project Management Tool, Perforce, Confluence, Visio
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PROFESSIONAL EXPERIENCE

TRC Family Entertainment, Ltd

6/13-11/14

Scrum Master and Project Manager

- Organized 20 member art department, consisting of animators, environment artists, character artists, concept artists, and technical artists, into a company-wide service provider, using Kanban as the primary methodology for delivering on time.
- Managed and prioritized production schedule for Art, Marketing, Video, and Writing Departments, consistently hitting milestone and sprint deliverables.
- Assisted Art Director in departmental art reviews and interviewing potential hires.
- Entered and oversaw Jira tickets from creation to completion for all art tasks.
- Tracked and distributed meeting action items and impacts to development schedule.
- Compiled daily walkthrough reports and weekly status reports for company-wide distribution.
- Created departmental process documentation.

TRC Family Entertainment, Ltd

4/12-6/13

Scrum Master and Assistant Project Manager

- Managed the Scrum process (including, but not limited to, milestone and sprint planning, helping teams with story point estimations, daily standups, backlog grooming, removing impediments, and retrospectives) and provided training for the entire studio, comprising 6+ multi-disciplinary teams, resulting in continually increased productivity and iteration via Agile development.
- Created accurate project metrics that were maintained by the teams to include sprint burndowns, and costs per story point.
- Encouraged and enabled adjustments and adaptations by all teams based on retrospectives.
- Negotiated contracts with outsource agencies, monitoring their progress, and providing feedback.
- Analyzed statistical data to pinpoint shortfalls to adjust resources and scope.
- Strategized with CTO and CCO to establish and adhere to deliverable project milestones.
- Lead company-wide meetings of 80+ employees.
- Spearheaded development post-mortems, giving voice to the development team for executive review.

- Organized and facilitated bimonthly sprint reviews between key stakeholders and teams.
- Prepared production reports for quarterly board level reviews.
- Developed and presented company production schedules to CEO.
- Worked closely with QA department to prioritize and track bugs.
- Identified development and localization needs, performing due diligence with potential partners.

CCP Games (purchased White Wolf Publishing in 2006)

11/06-12/11

Scrum Master, Senior Quality Assurance Tester, and Playtest Coordinator

- Scrum Master in an Agile-based environment.
- Managed two five-member multi-disciplinary teams' daily progress.
- Organized and facilitated the recruitment of testers in-house and in CCP's international offices for pre-alpha playtests of the PC MMO *World of Darkness* and the console-based *DUST514 FPS*.
- Collaborated with designers and programmers to identify and resolve potential obstacles.
- Overall quality gatekeeper and decision maker on completion of team features.
- Worked closely with programmers and content designers to correct bugs or issues that occurred.
- Trained and mentored QA members in best practices.
- Liaised between departments to identify and resolve production obstacles, presented testing feedback and problem-solved.
- Streamlined and managed level design smoketests.
- Built a positive and fun work atmosphere.
- Created walkthrough and regression testing process documentation.

White Wolf Publishing

Art Director

6/00-12/11

- Art Direction/Graphic Design credits in over 100 print products. Lead role in creating and maintaining the visual integrity of *Exalted*, one of White Wolf's best selling tabletop game lines, annually selling in excess of 250,000 copies a year.
- Managed outsource artwork pipeline: Negotiated with and hired artists to create art and graphics to fit the needs of the products. Reviewed sketches and provided feedback. Supervised art integration into the final products. Managed contracts and pay schedules to ensure payment in a timely manner.
- Approved items produced by vendors for merchandise and licensing.
- Designed book covers and interiors for numerous in-house and external company publications.
- Created design elements for print products, e-publishing, and web using Adobe Creative Suite.
- Collaborated with authors and editors to create evocative descriptions and successfully integrated executive level feedback into final products to promote artist creativity.
- Implemented new technologies to advance the company's electronic publishing division.
- Created ad placements in computer and game-related magazines, PoP displays, promotional brochures, posters, and animated web banners.

OTHER EXPERIENCE

Freelance Graphic Design and Art Direction

2001-Present

Clients include: By Night Studios, CCP Games, DriveThruRPG.com, ICv2.com, Margaret Weis Productions, Onyx Path Publishing, Pelgrane Press, Ltd.

ACHIEVEMENTS AND AWARDS

2014 Professional Scrum Master Certification

2011, 2009 MMORPG.com Game of the Year (*EVE Online*)

2014 Scrum Fundamentals Certification

2009 Silver ENnie (*The Art of Exalted*)

2013 Guest Lecturer at the University of Malta

2006 Inquest Fan Award for Best CCG Expansion (*V:tES*)

EDUCATION

James Madison University

Bachelor of Business Administration, Marketing

Awarded 5/96