

Isaac Vanier

Technical Director & Animation Programmer

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SUMMARY

Technical Director and Animation / Gameplay / 3Cs programmer with 19 years experience in 3rd person open world action games, engines, and GUI tools development, with experience in custom engines, Unreal, and Unity.

KEY ACHIEVEMENTS



Guided studio transition to Unreal 5

Prepared a studio of ~180 to make games on UE5, replacing a custom C++ engine containing decades of development and institutional knowledge.



7 Games Shipped

On PC, Xbox, and PlayStation platforms, with major code and technical contributions to additional shipped titles and pitch prototypes.



Critical system architecture & development

Advocated, designed and delivered critical player-facing systems for shipped multi-million dollar projects.



Unity and early access live-ops cadence

Technical Director for Early Access game with 2 month update cadence leading to 1.0 multiplatform launch.

SKILLS

C++	C#	Python	Java	Unreal 5	Unity	Custom Engines	3Cs	Anim Graphs	Traversal
CI CD	Unix Shell	Teamcity	JIRA	Agile	Perforce	Git	Plastic SCM	HTTP APIs	

EXPERIENCE

Technical Director

Fire Hose Games

📅 01/2024 - 11/2024 📍 Boston, USA (Remote)

- **Shipped Tectonica on Steam, Xbox Series, and PS5**
- Led an engineering team of 5 Unity C# programmers
- Planning, risk assessment, and technical guidance in a live-ops Agile environment for an Early Access game approaching 1.0
- 1 on 1s, process/issue discovery and resolution
- PS5 porting in C#, with focus on MP lobbies, build engineering, and submission
- Live-ops branch management and release coordination with 8-week cadence
- Multiplatform CI/CD via build server running TeamCity and Python + external server token auth and HTTP APIs

Director of Core Technology

Volition

📅 09/2022 - 08/2023 📍 Illinois, USA (Remote)

- **Led an engineering team of 24 C++ programmers transitioning to Unreal 5**
- Coordinated work on centralized technology stack including the custom open world engine powering Saints Row (2022) and Agents of Mayhem
- Managed long and short term technical requests of varying degrees of complexity across concurrent projects
- Held regular backlog refinement, planning & prioritization meetings with Technical Project Manager and architects using Agile
- Coordinated a transition to Unreal 5 full-studio readiness through training, advocating, and planning of UE infrastructure and prototypes across all disciplines
- Studio presentations, C-Suite & director technical syncs, external strategic partner syncs

EXPERIENCE

Animation System Architect

Volition

📅 09/2021 - 08/2022 📍 Illinois, USA (On-site)

- **Shipped Saints Row (2022)**

- Led a group of 3 C++ animation programmers on Saints Row (2022) with a focus on code quality, performance, stability, and usability
 - Coordinated requirements between Animation, Tech Animation, Design, and Gameplay Programmers
 - Implemented and polished avatar traversal / 3Cs, and weapon usage for optimal 'look & feel'
 - Late-production bug fixing and system stability improvements related to character counts, population optimization, and animation / gameplay system interaction
 - Regularly communicated updates and plans with Technical Director and system-architect peers
 - Mentored gameplay and AI programmers, encouraging adherence to animation system technical expectations and best-practices
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Animation Programmer

Volition

📅 09/2005 - 08/2021 📍 Illinois, USA (On-site)

- **Shipped Agents of Mayhem, and Saints Row 1-4 on all Windows, Xbox, and PlayStation platforms**

- Designed and programmed industry-leading character customization system foundation for Saints Row (2022)
- Developed avatar traversal for Saints Row (2022), and Agents of Mayhem
- Primary contributor on player-facing 3Cs systems, weapon usage, advanced vehicle interaction, and 1st/3rd person cameras
- Integration of animation systems within AI and Multiplayer systems
- Worked with Animators, Designers, and Environment Artists to analyze system requirements and define solutions
- Advocated, and developed a custom animation graph system & editors, transitioning us from a 90% code driven to 100% data driven animation studio

FIND ME ONLINE



LinkedIn

[linkedin.com/in/isaac-vanier](https://www.linkedin.com/in/isaac-vanier)



GitHub

github.com/soggymender/nugget