

# Damian Turnbull

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**Summary** I am an experienced and skilled software engineer having worked in many industries producing products for desktop, web, mobile & video games.

I enjoy making a variety of intelligent applications and I have a passion for game design and game programming.

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## Skills

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### Languages

- C# (High)
- Objective-C (Medium)
- Swift (Medium)
- C++ (Beginner)
- JavaScript (High)

### Technologies

- Unity 3D (High)
- Photoshop (Beginner)
- Git (High)

### Project Tools

- JIRA (High)
- Trello (High)
- Confluence (High)
- Azure DevOps (High)

### Other

- Game Design (Medium)
  - SCRUM Agile (High)
  - Communication Skills (High)
  - Time Management (High)
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## Education

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**Bachelor of Computer Science** from RMIT University

Graduated 2009

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## Certifications

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**Unity Certified Professional Programmer** from Unity

Acquired 2022

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## Career History

### Game Designer/Programmer at Sandbox D7 (Hobby Business)

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Aug 2013 - Present (10 years and 1 month)

- Writing design documents/diagrams
- Prototyping
- Implementing games mechanics
- SCRUM Agile
- Backlog and Sprint Grooming
- Project management
- Coordinating contractors
- Creating Unity Editor tools
- Unity Cloud Build for CI Automation
- Performance Tuning
- Research and Technology Evaluation
- Engine Tools

#### Responsibilities

As a business owner and a contractor, it was my responsibility to produce game designs, prototype & implement game mechanics. This involved creating custom solutions using modern game theory and managing contractors.

#### Achievements

I created a game called [Lord of Decay](#) and on that project I worked extensively in Unity to develop my own MVVM implementation as a best practise way to handle user input, rendering, game state management, stacked user interface navigation and dialogs, camera controls, data persistence and more.

Many of these best practises have resulted in me publishing an asset on the [Unity Asset Store](#).

### Lead Unity Developer at Dreams Quest

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Mar 2023 - Current (6 months)

- Requirements Analysis
- Programming
- Game Design
- Prototyping
- System Integration (AWS GraphQL web service)
- Technical Feasibility
- Refactoring Legacy Code
- Game Balance
- Engine Tools

## Responsibilities

Working with 3D artists, animators, VFX artists and level designers to ensure delivered assets were of a high quality and could be integrated into the Unity engine.

Working with senior management and game design to determine tasks and priorities so they could be written as agile user stories, road mapped and assigned.

Ensuring rapid results and high quality solutions through processes and tools to deliver weekly builds.

## Achievements

I introduced code standards document and added an editor.config file to enforce them. I also setup Git LFS to better manage the binary files in our repository and hooked it up to automated Unity Cloud Build.

I introduced agile SCRUM process to tasking and grooming as well as new processes for peer reviews. I established a standard for documenting and sharing technical processes e.g. level optimisation, release process, branch management, code standards, etc.

Engineering key game systems whilst co-ordinating development efforts of 3 x programmers.

All the above enabled us to achieve stable weekly builds and drive iteration and make up for lost time on the project before I joined.

## Game Programmer at Team Nimbus

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Sep 2021 - March (1 year 6 months)

- Programming
- Game Design Refinement
- Refactoring Legacy Code
- Game Balance
- Engine Tools

## Responsibilities

Work with designers, artists, writers, and sound effects engineers to implement game systems and integrate 2D art assets.

Create editor Tools to improve efficiency of programmers and enable designers.

Flesh out and solidify incomplete game mechanics and apply game balance.

## Achievements

Refactored the Player Controller and Animator to use blend trees and a few input variables instead of 50 animation states accompanied by 50 individual triggers.

Organised the team around deciding on code standards and added an editor.config file to enforce standards.

I worked on a large content drop as part of a seasonal event.

## Game Programmer at SPAR Studios

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Sep 2020 - Oct 2020 (1 month)

- Requirements Analysis
- System Integration
- Prototyping
- Programming

## Responsibilities

The unnamed project was early in development and had already had some work done. It was my job to take the undocumented features of the designer/producer and create solid game design objectives. Once I produced a game design document, I was able to prioritise the most important features, create development tasks, implement version control and introduce a task management system to complete prototyping the core game loop.

## Lead Developer at LEXTECH

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Sep 2020 - June 2022 (10 months)

- Engaging with internal and external stakeholders
- Requirements Analysis
- Software Design
- Full Stack Development
- APIs
- SCRUM Agile
- Backlog and Sprint Grooming
- Supporting & Coordinating team
- Technology Research and Evaluation
- Creation of diagrams, processes and How To wiki documents
- Cloud infrastructure

## Responsibilities

Analyse requirements, produce design documents and implement software for our many web projects, as well as coordinate the development team, and manage our Azure cloud environments.

I was also involved with technical showcases, producing technical documentation, onboarding new staff, creating standards and procedures, cybersecurity/privacy, evaluating new technologies and more.

## Achievements

I introduced the Agile Methodology and Gitflow branch management to release product versions more frequently and mitigate risks of releasing bugs that would require a chain of hotfixes.

I took over the La Trobe project that had been languishing for two years and brought it back on track, delivering it inside of 8 months.

I wrote their Confluence Wiki documents to share knowledge and onboard new engineers more rapidly.

I personally designed and implemented a new API and Reporting Solution.

I also reduced the cost of Azure Cloud by optimising services and pricing tiers.

## Acting Lead Software Engineer at Eastern Trees Service

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Sep 2018 – Sep 2020 (2 years)

- Engaging with internal and external stakeholders
- Requirements Analysis

- Software Design
- iOS Development
- Full Stack Development
- APIs
- SCRUM Agile
- Backlog and Sprint Grooming
- Supporting & Coordinating team
- Technology Research and Evaluation
- Creation of diagrams, processes and How To wiki documents
- Cloud infrastructure
- CI/CD Automation

### **Responsibilities**

My main responsibilities were to analyse requirements, produce design documents and implement software for our many web and mobile projects as well as coordinate the development team, and work with the networking/infrastructure team to manage our cloud environments.

Because this was a small team I was also involved with technical showcases, producing technical documentation, onboarding new staff/contractors, providing application support, creating standards and procedures, cybersecurity, evaluating new technologies and more.

### **Achievements**

In the *Evolution* project I was designing a technical transformation from a largely paper-based system to an entirely digital system. I worked closely with a solutions architect to produce software design as well as managed a team of 3 x employees and 3 x offshore developer resources to produce a Minimum Viable Product.

I also worked to introduce unit testing to our C# and JavaScript projects that was integrated into our continuous delivery pipeline.

For the TransGrid project I created ER diagrams, integration diagrams, data dictionaries, etc. to provide missing documentation to onboard new employees.

For the Cloud Migration project I successfully worked with the infrastructure to team to migrate our on premises servers and services into the Etheta cloud.

### **Senior Developer** at ETS Vegetation Management

Apr 2015 - Sep 2018 (3 years and 5 months)

- Engaging with internal and external stakeholders
- Software Design
- iOS Development
- Full Stack Development
- APIs

- SCRUM Agile
- Supporting & Coordinating team
- Technology Research and Evaluation
- Cloud infrastructure
- CI/CD Automation.

### **Responsibilities**

As a software engineer it was my job to design and implement software features for projects as laid out by the lead developer.

Because this was a small team, I was also involved with a range of other tasks such as providing application support and evaluating new technologies.

### **Achievements**

On the Western Power project I implemented a deep system integration from our operational product into our ERP for financial data & client reporting.

I also provided extensive features to trigger integration events to adapt to client data being updated outside of the usual cycle of works and workflows for users to self-solve data conflicts.

I also introduced continuous integration and continuous delivery for our web products.