

Chris Klimecky, MBA

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Recent Professional History:

MIDWEST GAMES

Head of Production / Chief Project Officer

Aug. 2023 – Present
Green Bay, WI (remote)

- Sourced and signed six game development teams/projects, released four (ag. Metacritic: 80), and managed eight relationships to elevate their chances of success through risk management, problem solving, and production advisement.
- Built and managed QA, Localization, and Release Management teams, including establishment of vendor partnerships.
- Built and managed the publishing deal funnel from game submission and developer contact through final agreement negotiation.
- Worked closely with others on the Executive Team to make decisions about company finances, releases, demos, announcements, promotions, pricing, HR, IT, and general company management.

PROBABLYMONSTERS

Principal Producer for Development Framework

Dec. 2021 – May 2023
Bellevue, WA

- Creation of a publisher-side oversight framework, including checkpoints, goals, and deliverables. Worked with an internal team to develop a self-service toolset that guides project teams through this framework.
- Guidance and oversight of three three AAA lie-service game projects through all elements of the project lifecycle development framework, including milestones, gate reviews, and driving collaboration with all parts of the business.
- Building, organizing, and improving the project lifecycle development framework, its accessibility, guides, templates, and examples.
- Drive transparency, consistency, and predictability while managing expectations throughout the dev lifecycle within a growing/scaling ecosystem.

HAREBRAINED SCHEMES

Executive Producer, Director of Production

Dec. 2014 – Nov. 2021
Kirkland, WA

- Studio-Level Director 2016-2021.
- Production Lead shipping BATTLETECH (PC) (leading to studio acquisition by Paradox Interactive), Necropolis (PC, XB1, PS4), Shadowrun: Hong Kong (PC) plus all live ops and expansions.
- Led the transition from being a high crunch studio to managed crunch w/empathy to no team-mandated crunch. HBS has been a team-mandated crunch-free studio since the end of 2017, through shipping BattleTech, multiple BT expansions, and all development since.
- Commitment to diversity and inclusion: My org (Producers & QA) all hired during my tenure consisted of seven out of ten were women, and of those seven women, two were women of color and one transgender.
- Mentoring, learning facilitator for Producers and other leaders, presentation topics include:
 - Increasing Predictability
 - High Level Project Planning
 - Better Estimation Models
 - Jira Workflow for Teams
 - Leading with Empathy
 - Working with External Partners
 - Effective Retrospectives
 - Navigating Difficult Conversations
 - Facilitating Expedient Decisions and Simplification
 - Quantifying Creative Risk
- Worked with the Director of Technology to propose, hire, and execute the plan for a successful Core Tech team which serves as a technology foundation for multiple project teams.
- Strategic planning for product releases and marketing.
- Resource/staff planning and budgeting.
- Publisher and 3rd party (outsourcing) communication and coordination, including transition from indie studio to publisher acquisition and integration by Paradox Interactive.
- Team care and maintenance, including all aspects of project management and cross-discipline communications.

WILDTANGENT

Manager of Creative Services – Media

April 2012 – Nov. 2014
Redmond, WA

- Managed all game development projects for the media sales group (mobile/casual, free to play, advergames).
- Significantly expanded game development creative approaches.
- Reduced production costs by more than 50%.
- Increased profit margins on 3rd party deals by more than 25%.
- Expanded 3rd party partnership roster to increase development bandwidth and competition.
- Collaborated with sales team to develop and implement relevant client KPIs.
- Increased role of gameplay and customer use data collection and analysis.

SMITH AND TINKER
Executive Producer

April 2010 – Oct. 2010
Bellevue, WA

- Managed all aspects of software game development and the Nanovor franchise.
- Shipped Nanovor Evolution, an MMO/GaaS collection/battle game using Unity 3D.
- Established daily Scrum, tracking, and reporting processes within a longer term schedule framework.
- Daily analysis of player data and weekly releases to course correct and add high priority improvements.
- Great success turning around a troubled dev team, unfortunately investors pulled out bringing us to a premature end.

SURREAL SOFTWARE/MIDWAY
Senior Producer

June 2003– Jan. 2010
Seattle, WA

- Built internal production, localization, and QA teams from scratch.
- Shipped The Suffering (leading to studio acquisition by Midway) and The Suffering: Ties That Bind for Xbox/PS2/PC (All US & FIGS).
- Led a 100+ member team developing This is Vegas, an open world action game for Xbox 360/PS3/PC using Unreal 3.
- Led establishment of Midway worldwide tech and art sharing production responsibilities, including the "vehicle fleet"
- Established studio-wide planning, scheduling, and production strategy.
- Responsible for publisher and executive communication, marketing coordination, dev. team leadership, 3rd party contract negotiation, and dept. leads problem-solving.
- Designed & implemented process for delivering builds on all platforms for simultaneous release (20 versions, 15 skus).

FASA STUDIO/MICROSOFT
Associate Program Manager

Feb. 2002 – Feb. 2003
Redmond, WA

- Shipped MechAssault on the publishing side for Xbox/Xbox Live.
- Drove internal and external teams along with project PM under intense time and company pressure.
- Managed Xbox Live features and certification of the game for Xbox Live launch.
- Led intricate matrix of additional content, demos, and Xbox Live feature updates, including first ever console paid DLC.
- Owned team schedules on an untitled internal AAA open world action game Xbox project.
- Led the re-design/launch of the FASA Studio website.

Additional Experience:

Producer, Humongous Entertainment/Atari, Bothell, WA (Jan. 2000 – June 2001)

Associate Producer, Media Station, Ann Arbor, MI (1997-1999)

Audio Director, Media Station, Ann Arbor, MI (1994-1997)

Education:

MBA - University of Washington, Bothell (2016)

- Emphasis: Organizational Leadership and International Business

BM – Performing Arts Technology, University of Michigan (1995)

Volunteer Work:

Songwriters in Seattle, Executive Director, 2011-2024 - Built the organization from a 200 member monthly Meetup group to a 501(c)3 non-profit organization with an active membership of over 4,000 people, organizing 10+ events every month.

Team Challenge (Crohn's & Colitis Foundation of America), Fundraising Mentor, 2016 – Managed 5 team members to help raise over \$30,000 in 3 months. Personal fundraising total \$40,000+ over 6 years.

Organizations/Affiliations:

International Game Developers Association (IGDA)

The Recording Academy (NARAS – The Grammys)

Beta Gamma Sigma - International business school honor society recognizing the top 20% of grad students (10% of undergrads) in AACSB accredited universities.