

Raymond Teo

Nationality : Singaporean
Date of birth : 21st October 1983
Location : Singapore - *Willing to relocate*

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SUMMARY

I am a game developer with more than 9 years in the industry, with rich experiences working as Producer, Game Designer and more.

I have produced and released multiple indie titles across a wide range of platforms, from the PC to console and mobiles.

In 2008, I founded my own studio, Rayteoactive (later renamed as Secret Base Pte Ltd) and was fully invested in the indie game development scene. Prior to that, I started my career in 2006 as an Art Director in a multimedia design firm.

Being the sole founder of Secret Base means that I get to wear many hats. In every project that Secret Base has released to date, I am the project manager, producer, game designer, lead artist and marketer, as I work directly with programmers, sound designers, artists and voice talents across the world.

My experience eventually lead me to DeNA Asia, as I took up the role of Art Director, leading and managing the art team based in Singapore, Vietnam and Japan. I am also well establish in game design, currently working in Ubisoft Singapore as a game designer.

As one of the first batch of indie games developer here in Singapore, I often work closely with the Singapore Media Development Authority, sharing my knowledge and experience to help shape their perspective and their approach to helping the industries and younger developers.

SKILLS

GAME DESIGN

- Design documentation
- Game system design
- Combat and AI design
- Level design
- Pacing and balancing
- UI / UX design

GAME ART

- Art Direction
- Visual mock-ups and prototyping
- Character design
- Pixel art and animation
- Vector art and flash animation

BUSINESS DEVELOPMENT & PRODUCTION

- Project pitch and securing grants
- Project management
- Team management
- Marketing
- Lecture and public speaking
- Conducting Play-test

SOFTWARE

- Unity (Game Engine)
- Adobe Photoshop
- Adobe Flash
- Adobe After Effects
- Adobe Premiere
- Microsoft Office and Apache OpenOffice

LANGUAGE : Good command of both written and spoken English and Mandarin Chinese

PROFESSIONAL EXPERIENCE

Game Designer

2016 – Present, UBISOFT SINGAPORE

Role & Responsibility

- Game design for unannounced project
- Liaising with oversea branch and third party studios.

Art Director

2015 – 2016, DeNA Asia Pacific Holdings Pte. Ltd

Role & Responsibility

- Takes over 三国志ロワイヤル as Art Director, one of DeNA Singapore biggest project.
- Maintain and define art direction of existing and upcoming features.
- Leads and manages tasks of art team members based in Singapore, Vietnam and Japan.
- Communicating and understanding the needs of each planners/designers about their events and features and proposing solutions to improve overall user experience with visual feedback and clarity.
- Manages outsource company.

Above & Beyond

- Restructured work flow between planners and creative team to improve efficiency.
- Revamp UI to improve user experience while reducing long term development cost.
- Proposed UI analytic to help improve overall direction.
- Helps improve team relation and communication.

Game Takeover

- 三国志ロワイヤル - iPhone & Android

Business Development, Producer, Game Designer and Art Director

2010 – PRESENT, SECRET BASE PTE LTD

Business Development and Production

- Sole founder of the studio.
- As a producer, handle all aspects of start-up studio development (hiring, securing grants, publishers pitch, etc)
- Manages a small team of 2 to 3 artists and programmers, providing guidance and mentor-ship.
- Organize and conduct play-testing session.

Game Design & Creative Direction

- Conceptualizing and Game design documentation.
- Visual Prototype with mock up visuals and animation.
- System design, level design, pacing and balancing.
- Work closely with sound designers and voice talents to set the tone of the game.
- Work closely with programmers to create necessary tools.
- UI / UX Design

Art Direction

- Define artistic vision for artists
- Game art assets
- 2D animation
- Cut-scene and Trailer video production

Game Released :

- Devil's Dare – *PC, Mac and Linux (Coming to PS4, Xbox One & WiiU)*
- Tobe and Friends Hookshot Escape – *iPhone*
- Bitejacker – *PC*
- Tobe's Vertical Adventure – *PC & Xbox 360*
- Tobe's Hookshot Escape – *PC and Windows Phone*
- Tobe's Great Escape – *PC*

Indie Game Developer

2008 – 2010, RAYTEOACTIVE

Role & Responsibility

- Worked closely with and managing freelancers to develop PC game on Flash platform.
- System design, level design, pacing and balancing.
- Handled all artwork, ranging from art direction to character and effects animation.

Game Released

- Galactic Commandos 2 – *PC*
- Tobe's Vertical Adventure – *Xbox 360*

Game Released (Co-developed)

- Galactic Commandos 1 – *PC*
- Flash War – *PC*
- Straw Hat Samurai 2 – *PC*

Art Director

2006 – 2008, PD DESIGN STUDIO

Role & Responsibility

- Worked closely with creative director on pitch and development for multimedia projects, including advertising games, website, poster artwork to corporate identity.
- Manage 2 to 3 freelancers on projects while meeting client's deadline and requirements.

Game Released

- Mythandria – *PC*
- CNB : Mission Nemesis – *PC*

RELEVANT EXPERIENCE

Speaking Engagements

Taipei Game Show

- 2015 – “The Development and Release of Devil's Dare” (*Presented in Chinese*)

Casual Connect Asia

- 2014 – “You were the chosen one!”
- 2012 – “Creating Classic Platformers for a New Generation.”
- 2012 – Mochi Media Flash Gaming Summit - Panel Discussion.

DigiPen Singapore

- 2014 – “Indie Game Development Scene in Singapore”

Singapore University of Technology and Design

- 2014 – “Indie Game Development Scene in Singapore”

Lectures and Workshops

Singapore Indie Game Art Exhibition

- 2014 – Basic Pixel Art Workshop

DigiPen Singapore

- 2014 – Advanced Pixel Art Workshop

Nanyang Academy of Fine Arts & International School of Design and Technology

- 2010 – Lecturer
 - Taught illustration, specializing in character design
 - Development of basic course curriculum and teaching materials

EDUCATION

Nanyang Academy of Fine Arts, Singapore

2000 – 2003, Diploma in Multimedia Design

GAME TITLES

Highlights

Devil's Dare

2014 - PC, Mac and Linux (Coming to PS4, Xbox One & WiiU)

- Steam user review : 9/10
- Media coverage : [Destructoid](#), [Gametrailers](#) and more
- IGF China : Honorable mention
- Straits Times : Nominated for [best made-in-Singapore games](#)

Tobe & Friends Hookshot Escape

2012 – iOS

- [iTunes Store](#), User review : 4.5/5
- iTunes Store: New and Noteworthy
- Media coverage : [Touch Arcade](#), [Pocket Gamers](#) and more

Tobe's Vertical Adventure

2011 - PC, 2010 - Xbox 360

- Sold more than 40,000 units to date.
- [Metacritics](#) review : 75 /100
- Media coverage : [IGN](#), [Indiegame](#) and more

Bitejacker

2011 - PC

- More than 1million games played
- Media coverage : [Destructoid](#), [IGN](#) and more
- Collaborated with Revision3 program, [Bytejacker](#)
- Special guest appearance included Super Meat Boy, Spelunky, Bit Trip Runner and more

Other titles

Tobe's Hookshot Escape

2011 - PC and Windows Phone

Tobe's Great Escape

2011 - PC

Galactic Commandos 2

2010 - PC

Flash Wars

2010 - PC

Straw Hat Samurai 2

2010 - PC

Galactic Commandos

2009 – PC