

# 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 (avg. 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.
- 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 multiple game teams 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
- 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 over \$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.