

TOM BAAS

TECHNICAL GAME DESIGNER

ABOUT ME

Game Design Professional with a passion for creating advanced game mechanics that allow for limitless player enjoyment and exploration.

I'm specialized in player combat mechanics, character controllers, and systemic gameplay design. Experienced in Unreal Engine, multiplayer replication, and animation-driven systems, with shipped AAA content and feature ownership experience.

 15-12-1999

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 tom-baas.nl

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 github.com/ThomasBaas

ACADEMIC HISTORY

Creative Media and Game Technologies B. Sc

Aug. 2021 - Jun. 2025

- Breda University of Applied Sciences
- Graduated with a 9.4 average.

Film and Audiovisual Media

Aug. 2019 - Jun. 2020

- Dutch Filmers Academy

Arts And Economics

Aug. 2018 - Jun. 2019

- University of Arts Utrecht

SKILLSET

Design

- Combat Mechanics
- Weapon Systems
- 3Cs
- Feature Ownership
- Multiplayer Replication
- Rapid Prototyping
- Design Documentation

Engines & Languages

- Unreal Engine (Blueprints, C++ Integration)
- Godot (GDScript)
- Ubisoft Snowdrop

Animation

- Technical Animation (Unreal, Godot)
- Animation (Blender)
- Rigging (Blender)

EXPERIENCE

Massive Entertainment - A Ubisoft Studio

Sep. 2024 - Jan. 2026

Junior Game Designer

AAA, Employment

- Contributed to the full production cycle of the From the Ashes expansion for Avatar: Frontiers of Pandora, from pre-production through release.
- Acted as feature owner for multiple gameplay systems, coordinating cross-discipline collaboration between design, animation, and engineering.
- Designed and implemented a new heavy machine gun weapon, including pickup flow, combat behaviour, balancing, while implementing player feedback.
- Developed three new grenade types with iterated throwing mechanics.
- Implemented controller haptics to enhance combat feedback and player immersion.

Atan

Aug. 2023 - Jul. 2024

Technical Game Designer, Team Lead

University Project

Published on Steam with "very positive" reviews (93% Positive)

- Designed and implemented core player mechanics on an existing C++ character backend, such as a bow and arrow and a climbing jump.
- Led a multidisciplinary team of ~35 developers as Team Lead, ensuring alignment across design, engineering, art, and production.
- Designed and built the game's camera system.

Souls-like Character Controller

Nov. 2022 - Jan. 2023

Solo Developer

University Project

- Constructed a souls-like character controller.
- Implemented an animation-driven system using root motion and animation notifies.
- Rigged, animated, and integrated all character assets within the controller framework.

If you want to read more about my projects, I recommend taking a look at my website.

ACHIEVEMENTS	EXPERIENCE
<div data-bbox="81 232 408 376">  <p>BAFTA WIN Best Student Game Jun 16th, 2025 British Academy Film Awards</p> </div> <div data-bbox="81 412 408 555">  <p>Nomination Best Student Game October 4th, 2023 Dutch Game Awards</p> </div>	<div data-bbox="632 232 1493 533"> <p>Grappling Hook Roguelite Jul. 2023 - May. 2025 Solo Developer Personal Project</p> <ul style="list-style-type: none"> Designed and implemented a grappling hook movement system focused on momentum-based movement. Built a modular 3D level generation framework using handcrafted environment modules. Developed a C++ pathfinding system utilizing octrees for efficient 3D navigation. </div> <div data-bbox="632 568 1493 878"> <p>Viking Hiking Apr. 2023 - Jun. 2023 Technical Game Designer University Project</p> <p><i>Published on Steam with "very positive" reviews (87% Positive)</i></p> <ul style="list-style-type: none"> Developed a character movement system for a 3D platformer Built modular jump mechanics with tunable parameters for responsiveness and player control. Developed a responsive ledge-climb. </div>
LANGUAGES	
<p>Dutch Native</p> <p>English Fluent</p>	
DEVELOPMENT INTERESTS	EXTRA-CURRICULAR ACTIVITIES
<div data-bbox="65 1093 414 1173">  <p>Player Mechanics</p> </div> <div data-bbox="65 1209 322 1290">  <p>Animation</p> </div> <div data-bbox="65 1326 339 1406">  <p>Multiplayer</p> </div>	<div data-bbox="632 1079 1493 1160"> <p>Student Representative Aug. 2023 - Jul. 2024</p> <ul style="list-style-type: none"> Breda University of Applied Sciences </div> <div data-bbox="632 1218 1493 1299"> <p>Student Mentor Aug. 2022 - Sep. 2023</p> <ul style="list-style-type: none"> Breda University of Applied Sciences </div> <div data-bbox="632 1357 1493 1438"> <p>Student Sounding Board Member Aug. 2022 - Apr. 2023</p> <ul style="list-style-type: none"> Breda University of Applied Sciences </div>
	CALL TO ACTION
	<p>If you have any questions regarding my resume or want to chat design? Please feel free to reach out.</p> <p> tom.baas@live.nl</p> <p> linkedin.com/in/tom-f-baas/</p>