

TOM BAAS

GAME DESIGNER



PROFESSIONAL SUMMARY

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

I'm specialized in player 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.

 tom-baas.nl

 tom.baas@live.nl

 15-12-1999

 linkedin.com/in/tom-f-baas/

 github.com/ThomasBaas

ACCOMPLISHMENTS

BAFTA Student Awards 2025 Best Game

Issued by the British Academy of Film and Television Arts.
Jun. 2025

Dutch Game Awards 2023 Best Student Game Finalist

Issued by the Dutch Game Association.
Sept. 2023

BACHELOR

BsC in Creative Media and Game Technologies

Aug. 2021 - Jun. 2025

- Breda University of Applied Sciences
- Graduated cum laude with a 9.4 average and 4.0 GPA

SKILL SET

Design

- Player 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)

WORK EXPERIENCE

Massive Entertainment - A Ubisoft Studio

Sep. 2024 - Jan. 2026
AAA

Junior Game Designer

- 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.

PROJECTS

Aug. 2023 - Jul. 2024
University Project

Atan

Published on Steam with "very positive" reviews (93% Positive)
BAFTA Student Awards 2025 - Best Game

Technical Game Designer, Team Lead

- 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.

Viking Hiking

Apr. 2023 - Jun. 2023
University Project

Published on Steam with "very positive" reviews (87% Positive)
Dutch Game Awards 2023 - Best Student Game Finalist

Technical Game Designer

- Developed the full character controller for a 3D platformer
- Built modular jump mechanics with tunable parameters for responsiveness and player control.
- Integrated all character assets within the character controller framework.
- Developed a responsive ledge climb.

PORTFOLIO

For more projects, please check out my portfolio.

- tom-baas.nl