

Thaddaeus Frogley

Engineering Leadership / Game Developer



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Profile

I am a professional game developer with 25 years experience in games industry engineering and leadership roles. I understand games engine architecture, industry business models, development processes, and team dynamics. I believe in diverse teams, nurturing talent, growth mindset, listening and learning. I believe it is better to inspire and inform than instruct. I can help your team turn a creative vision into a sustainable software business.

Experience

Co-Founder / Board, Into Games CIC, Brighton England; 2019 - Present

Into Games is a non-profit organisation with a mission to make the games industry more accessible to a diverse range of young people.

Director of Engineering, BossAlien a NaturalMotion Studio, Brighton England; 2018 - 2020

Technical Director, BossAlien a NaturalMotion Studio, Brighton England; 2015 - 2018

Leading diverse teams of engineers across multiple projects, supporting various technology initiatives across multiple locations. Concept, prototype, preproduction and development phases of various unreleased games using Unity and Unreal. Strategy and implementation of GDPR compliance for revenue generating legacy titles, & transfer of infrastructure & operations for Star Wars: Commander, from Disney to Zynga.

Lead Programmer, BossAlien a NaturalMotion Studio, Brighton England; 2013 - 2015

Implementing features and coordinating a team of programmers, creating updates for their flagship title CSR Racing, starting with v1.4.0 (Race Your Friends) for iOS and Android (Google Play & Amazon), using Unity.

Senior Engine Programmer, JAGEX, Cambridge England; 2013 - 2013 (9 months)

My work at Jagex was split between directly working on a the HTML5 client for RuneScape, a large and long running MMO, and doing R&D work, helping to establish the companies strategy for cross platform development (iOS, Android, HTML5 & native desktop for OS X & Windows).

Lead Programmer, Climax; Portsmouth England; 2011 - 2013

Hiring a team of 8 programmers and leading them in the development of Smart As for Sony PS Vita, a "Brain Training" collection of 20 mini games, built using Unreal Engine 3.

Senior Programmer, Climax; Portsmouth England; 2006 - 2011

Various projects, including Silent Hill: Shattered Memories for Wii, PSP, and PS2, on which I had sole responsibility for the AI system, as well as a supporting role developing and troubleshooting various other systems. Before that, Viva Piñata, where I created specification documents for Microsoft describing proposed changes to the graphics engine, and then went on to support the team in a bug fixing / trouble shooting role. I have also worked on tech demos, in Unreal Engine, and performed a technical due diligence audit. Concurrently to my work at Climax I have developed and released an indie game for iOS (iPhone and iPod Touch) in my own time.



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Lead Programmer, Rockstar Vienna; Vienna Austria; 2003 - 2006

As lead of a team of 6-8 programmers, working closely with art, design & management, delivering an exceptionally well received port of GTA from PS2 to Xbox, in time for the all important Christmas release deadline. Following this, lead a similar sized team in developing the Manhunt IP in collaboration with R*North.

Software Engineer, King of the Jungle; London England; 2002 - 2003

Where I was hired to help a development team transition from C to C++, and assist with the completion of a low budget arcade action racing game for PS2, GameCube and Xbox, whilst preparing their technology base for their own internally developed IP.

Software Engineer, Cyberlife; Cambridge England; 1999 - 2002

Where I worked alongside the academic research team applying their work and integrating it with the companies next-generation engine (PC, PS2, & Xbox).

Software Engineer, Mythos Games; Harlow England; 1995 - 1999

Where I worked as a programmer on the PC (DOS) titles "XCom Apocalypse" and "Magic and Mayhem".

Speaking & Other Engagements

I have given technical presentations at Game Focus Germany, and the ACCU Conference. I have been a regular industry speaker for Aardvark Swift's university tour, and on the final-interview judging panel of the "Search for a Star" graduate talent program. I have had articles published by the ACCU and on the Gamasutra website.

Awards

Winner, Game Dev Heroes Award for Management 2018.

"Thad's contribution to studio culture, outreach towards young people of all backgrounds, and the careers of all those who've had the pleasure of working with him can't be overstated."



Education

Harlow College, Maths and Computer Science at A-Level. Mountfitchet High School, GCSEs.

A Bit More About Me

I am married, with three children. I like "german style" and cooperative board games, such as Carcassonne, Pandemic, and Forbidden Island. I enjoy reading, especially Science Fiction and Fantasy. I grew up on Asimov and Pratchett. I bake sourdough breads. To stay fit I run and cycle. I rode London to Cambridge and London to Brighton to raise money for charity. My favourite video games recently have been Hearthstone, Civ V, & MCVS. When I played WoW I would main as a Paladin. I enjoy creating things and helping people. I think that games should be for everyone.



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References

Available on request.