

MARK BOUWMAN

Senior Technical Game Designer

Gameplay Systems | Combat & Encounters | Unreal Engine 5 & Unity3D

Senior Game Designer specializing in combat systems, AI, encounters, and minute-to-minute gameplay mechanics across multiplatform AAA titles, with a proven track record leading multidisciplinary teams, owning feature development from prototype to polish, and shipping games using Unreal Engine 5 and Unity3D.

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SKILLS

Design: Systems Design, Combat Design, AI Design, Encounter Design, Mode Design, AAA games, Multiplayer, 3Cs, Progression, Player Engagement

Technical: Unreal Engine 5 (Blueprints, Behavior Trees and C++), Unity3D (C#), Programming, Rapid Prototyping, Networking, Tuning/Balancing, Creating Tools

Leadership: Team Lead, Mentoring, Feature Ownership, Design Direction, Cross-department Collaboration, Agile/Scrum, Production Planning

WORK EXPERIENCE

2K Games *San Mateo, California, U.S.A.*

January 2023 - June 2026

Senior Systems Designer

- Designed and implemented core gameplay systems for two flagship modes for our AAA multiplayer shooter [Project Ethos](#), receiving high praise during a public playtest with 200,000+ unique players.
- Owned combat systems, encounter design, and PvE events from prototype through production in Unreal Engine 5, driving rapid iteration, improving gameplay pacing, and enhancing player engagement.
- Led weekly EU playtests of up to 90 participants, identifying critical gameplay and system issues ahead of key milestones and driving rapid cross-discipline iteration to improve gameplay quality and stability.

Vertigo Games *Amsterdam, The Netherlands*

January 2020 - December 2022

Lead Game Designer

- Led a team of 13 designers, artists, and engineers, defining and driving the implementation of AI, levels, encounters, and gameplay systems on AAA VR title [Metro: Awakening](#), ensuring cohesive gameplay vision and high-quality execution.
- Managed and mentored a team of 7 level and systems designers across multiple levels of seniority, improving team effectiveness, elevating design quality, and supporting career growth.
- Built and scaled a multidisciplinary team of designers and artists, significantly improving development velocity and elevating overall design quality across the project.

Senior Game Designer

- Spearheaded the design and implementation of 3Cs in [Assassin's Creed: Nexus](#) using C#, resulting in a smooth and optimized experience that brought the franchise's signature 3Cs to VR platforms.
- Drove implementation of combat systems, AI and encounters in our unannounced AAA title VR shooter using a combination of Unreal Engine 5's Blueprints and Behavior Trees.

MediaMonks *Amsterdam, The Netherlands & Los Angeles, California, U.S.A.*

April 2016 - December 2019

Game Designer

- Conceptualized and pitched multiple concepts resulting in projects with budgets of up to \$1,500,000.
- Creatively supervised the realisation of installations such as [Be Batman at Comic Con](#), [The Jack Ryan Training Field](#) and [Nike's Game of Go](#), which received awards such as the CLIOs and Cannes Lions.
- Developed, designed and shipped over a dozen games ([mobile](#), web, [AR](#) and VR) in Unity3D.

Wrecking Koala N.V. *Utrecht, The Netherlands*

May 2015 - October 2016

Co-Founder (Design & Programming)

- Designed, developed and published [Backyard Diggers](#) for iOS and Android using Unity3D.

Little Chicken Game Company B.V. *Amsterdam, The Netherlands*

September 2011 - April 2016

Gameplay Programmer

- Shipped [SXPD](#), [Aviation Empire](#) and [KLM Jets](#) using Unity3D, resulting in 2,000,000+ active players each.
- Developed tools to reduce iOS and Android App Stores publishing workflows from a week to half a day.

EDUCATION

University of Applied Sciences, Amsterdam

Game Development, Bachelor of Science

September 2009 - July 2013

Amsterdam, The Netherlands