

JAMES MORRIS

Senior 3D Animator

Austin, TX

[Email](#)

[LinkedIn](#)

[Portfolio](#)

Professional Summary

A versatile content development and animation professional with 20 years of experience, including 10 years of teaching and 3 years in industry-related leadership. An accomplished 3D Animator, Motion Capture Artist, and Design expert with a proven track record of creating product-driven and user-focused content for games, short films, commercials, and marketing campaigns. Demonstrates strong capabilities in project and team management, consistently leading cross-functional teams to deliver high-quality results.

Key Competencies

Software:

- Maya
- Motion Builder
- 3DS Max
- ZBrush
- Unreal Engines 4 and 5
- Unreal Game Sync (UGS)
- Unity

- Jali Facial Animation System
- Speech Graphics (SGX)
- Photoshop
- After Effects
- Illustrator
- Substance Painter
- Perforce (p4v)

Development:

- Strong comprehension of gameplay and cinematic animation techniques.
- Knowledge of animation software and the ability to integrate animations into engine
- Development of animation blueprints, state machines and blend spaces
- Experience with multiple facial animation systems
- Understanding of 3D Sculpting and Modeling
- Character Concept and Design
- Experience with character rigging techniques

Project and Team Management:

- Developed and managed animation asset lists, timelines and resources
- Acted as link between internal teams and external co-developers
- Guided a team of animators in creating quality gameplay and cinematic animations
- Teaching / Mentoring junior developers

Experience

ANIMATION LEAD (CONTRACT), MERLYN LABS

NOV 2024 – PRESENT

- Oversee the production and quality of gameplay animations, ensuring consistency across the board.
- Craft dynamic in-game and cinematic animations for characters, props, and cameras, enhancing the overall player experience.
- Integrate and tested art assets into Unreal Engine 4/5 ensuring full functionality and seamless gameplay integration.
- Collaborate with design and engineering to ensure smooth implementation of animations into the game engine.
- Create and maintain animation blueprints, state machines, blendspaces, and montages within Unreal 4/5
- Construct and maintain rigs for unique characters through the development process
- Support and implement animation content, and fine tune parameters for gameplay animation
- Investigate, identify, and improve pipeline, optimize workflows and tools, setting best practices/standards streamlining the animation process

SENIOR ANIMATOR, BLIND SQUIRREL GAMES

MAY 2022 – AUG 2024

Delta Force: Hawk Ops (PS5, Xbox X/S, PC-FPS), *New World: Aeternum* (PC, PS5, Xbox X/S-MMORPG)

- Lead by example, guiding a team of animators to seamlessly implement high-quality in-game animations within Unreal Engine.
- Oversaw the production and quality of gameplay animations, ensuring consistency across the board.
- Crafted dynamic in-game and cinematic animations for characters, props, and cameras, enhancing the overall player experience.
- Captured, cleaned, and refined motion capture data for cinematic and in-game features, maintaining high standards of animation quality.
- Executed pre-visualization and scene assembly for in-game cinematics and cutscenes, contributing to narrative impact.
- Integrated and tested art assets into Unreal Engine 4/5 and Lumberyard ensuring full functionality and seamless gameplay integration.
- Developed complex state machines, animation Blueprints, and blend spaces to enhance gameplay fluidity and responsiveness.
- Collaborate with the design and programming teams to ensure smooth implementation of animations into the game engine.
- Partnered with designers and animation teams to develop detailed motion capture shot lists and schedules, streamlining production.

INSTRUCTOR, CENTURY COLLEGE

SEPT 2017 – MAY 2022

- Re-designed and implemented the 3D Animation Program to increase student enrollment, retention and placement within the local community and abroad.
- Optimized departmental budgeting, scheduling, and resource management, ensuring the allocation and efficiency of resources.
- Managed resource allocation across multiple departments, optimizing productivity and workflow.
- Challenged, engaged and mentored students to encourage participation and personal growth.
- Directed programmatic evaluations, crafting and executing strategies that drove continuous improvement and development across the department.

PRODUCT VISUALIZATION SPECIALIST, JANUS RAZORS

JAN 2019 – DEC 2019

- Crafted high quality rendering and animations for product promotion
- Created vector and raster graphics for web and mobile deployment.
- Developed animations style guides for use in gameplay and cinematics.
- Created designs, concepts, and sample layouts for user manual and brochures

PROGRAM CHAIR / INSTRUCTOR, MINNEAPOLIS MEDIA INSTITUTE

SEPT 2011 – AUG 2017

- Optimized departmental budgeting, scheduling, and resource management, ensuring the allocation and efficiency of resources.
- Developed and managed project plans, including objectives, technologies, schedules, funding, and staffing.
- Managed resource allocation across multiple departments, optimizing productivity and workflow.
- Guided professional development within the department, significantly boosting employee retention and enhancing skill competency.
- Directed programmatic evaluations, crafting and executing strategies that drove continuous improvement and development across the department.
- Prepared and maintained multiple departmental budgets, scheduling and resources.
- Built new relationships with industry contacts to improve company standing within the community.
- Conferred with project personnel to identify and resolve problems and developed clear communication processes.

LEAD CHARACTER ANIMATOR, SUNSTONE GAMES

JUN 2013 – MAY 2014

COLOSSAL KAIJU COMBAT (STEAM)

- Developed and managed project asset lists, timelines, and resources, ensuring timely and successful final deliverables.
- Crafted dynamic in-game animations for characters, props, and cameras, enhancing the overall player experience.
- Integrated and tested art assets into proprietary, ensuring full functionality and seamless gameplay integration.
- Participate in conceptualizing characters and settings, contributing your expertise to the early stages of game development.
- Worked closely with design and engineering to implement and improve overall functionality and playability of game.

LEAD ANIMATOR, Bobiam Digital

Mar 2013 – Apr 2013

BOBIAM SKATE PARK (IOS)

- Developed and managed animation asset list and appropriate timelines for final deliverables.
- Lead animation department in the creation of assets including characters, cameras and props for final deliverable.
- Integrated and tested art assets into Unity game engine ensuring full functionality and seamless gameplay integration.
- Partnered with designers and animation teams to develop detailed animation lists and schedules, streamlining production.

FREELANCE ANIMATOR, DISCOUNTMEDIA LLC

MAR 2012 – JUN 2012

- Created character animations for use in media and commercials.

CONTRACT ARTIST, ATOMIC GAMES

MAR 2010 – JUN 2011

BREACH (XBOX 360, PC)

- Created animations, screenshots, user interface layouts and other art assets for use in promotional marketing material.
- Designed art layouts for material to be used on websites for product promotion.
- Designed mockups and pre-production layouts whenever necessary.
- Reviewed and assembled final designs for publication and web release.

ANIMATOR, ATOMIC GAMES

SEPT 2006 – AUG 2009

SIX DAYS IN FALLUJAH (PC), IRON CHEF AMERICA: SUPREME CUISINE (NDS, Wii), SUMMER SPORTS 2: ISLAND SPORTS PARTY (Wii)

- Crafted dynamic in-game and cinematic animations for characters, props, and cameras, enhancing the overall player experience.
 - Captured, cleaned, and refined motion capture data for cinematic and in-game features, maintaining high standards of animation quality.
 - Executed pre-visualization and scene assembly for in-game cinematics and cutscenes, contributing to narrative impact.
 - Integrated and tested art assets into [insert game engine here], ensuring full functionality and seamless gameplay integration.
 - Worked closely with design and engineering to implement and improve overall functionality and playability of game.
 - Worked in small SCRUM teams alongside level and audio designers to meet and exceed milestone delivery goals.
 - Collaborated with the core-tech team to develop innovative animation tools, systems, and pipelines, improving production efficiency.
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Education

Academy of Art College, San Francisco

2002

Bachelor of Fine Arts (BFA) in Computer Arts, Animation