

Thomas Fleming

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Professional Summary

Software Engineer with experience spanning VR/MR gameplay, performance engineering, content pipeline tooling, and cross-discipline development. I've contributed to multiple shipped titles including *Smash Golf*, *Shattered*, and *Survive*, taking ownership of core systems and technical improvements. I'm looking to continue growing my technical depth while building high-quality, robust interactive experiences.

Skills

- **Programming Languages:** C#, TypeScript, JavaScript, C++
- **Game Engines:** Unity, Meta Horizon Worlds, Unreal
- **Development Tools & Pipelines:** Git, Bitbucket, TeamCity, Jira, GitLab, Confluence
- **IDEs:** Visual Studio 2022, Visual Studio Code, Rider, Cursor
- **Software Engineering Practices:** Agile Development, SOLID Principles, Automated Build Pipelines, CI/CD Pipelines, Test Driven Development
- **Technical Expertise:** Optimization, Custom Tool Development, Multiplayer Systems, VR/MR Interaction Systems
- **Soft Skills:** Problem-Solving, Technical Leadership, Cross-Discipline Collaboration
- **Certifications:** CSM, Cert 3 IT

Professional Experience

Software Engineer II - PlaySide Studios | 2024 – Current

Developed mobile-centric Horizon Worlds projects with a focus on gameplay systems, performance improvements, and technical planning. Led the engineering team for *Smash Golf*, overseeing architecture, code quality, and feature development from prototype through soft launch and ongoing live service. Introduced new tools and pipelines that improved development efficiency across disciplines and supported consistent monthly milestone delivery.

Key Achievements

- Led the engineering team for *Smash Golf* from prototype to soft launch, owning technical direction, architecture, and delivery processes across a multi-discipline team.
- Drove major performance and top-of-funnel improvements post-launch, directly contributing to sustained DAU growth and better retention metrics.
- Shipped one of the most stable projects in the business unit, with low defect rates and strong production velocity.
- Directly managed three junior engineers, supervising workload and providing career guidance, given high satisfaction rating in companywide reports.

Projects: **Smash Golf**

Associate Software Engineer - PlaySide Studios |2023 – 2024

Developed core gameplay systems, tools, and performance improvements for *Shattered* (MR Oculus exclusive) and *Survive* (Horizon Worlds). Worked closely with design, tech art, audio, and animation teams to deliver polished, stable features under strict hardware constraints.

Key achievements

- Delivered *Shattered* (Oculus MR exclusive), contributing to gameplay systems, optimization, and rendering improvements — helping the title reach a 4.3 user rating, and win 2025 AGDA Excellence in XR plus a nomination at the 2025 NY Game Awards.
- Built a custom trigger system that functioned independently of Unity's physics layers, enabling more predictable interactions and supporting the game's custom item system.
- Identified and resolved major performance spikes in rendering and asset pipelines, reducing frame-time instability and improving overall responsiveness.
- Led key performance improvements for *Survive*, ensuring reliable runtime behaviour on Meta Horizon Worlds constrained platform environment.

Projects: **Shattered, Survive**

Programmer - Next World | 2022 – 2023

Developed VR training simulations with a focus on interaction design, localization, and pipeline stability. Served as a Certified ScrumMaster, facilitating Agile processes and supporting a multidisciplinary development team.

Key Achievements

- Implemented localization across 14 training experiences in 11 languages, expanding product accessibility to global clients.
- Oversaw Unity version upgrades across all experiences, ensuring compatibility without regressions.
- Delivered multiple VR training modules covering safety, industrial processes, and platform-wide localization requirements.
- Selected for Certified ScrumMaster training, supporting improved sprint planning, velocity tracking, and team workflows.

Projects: **Platform Localization, EWP Scissor Lift**

Education

Graduate Certificate in Business (Management)

Queensland University of Technology, 2016

Bachelor of Games and Interactive Entertainment

Queensland University of Technology, 2015

Referees

Patrick Chang — Software Engineer, *Smash Golf*

Micah Wilder — Software Engineer (Direct Report), *Smash Golf*

Jack Quintel — Lead Software Engineer, *Shattered*

Thomas Knowles — Software Engineer, *Shattered*

contact information available on request