

Richard Pau | Level Designer

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12+ Years AAA experience, proven track record of delivering high-fidelity player experiences across the *Tomb Raider* and *Marvel's Avengers* franchises. Expert at identifying technical risks and proactively architecting scalable workflows that bridge the gap between Creative, Engineering, and Art. Specialized in Unreal Engine 5 scripting and establishing the "Golden Rule" gameplay metrics that define modern AAA combat and traversal.

WORK EXPERIENCE

Level Designer II | *Crystal Dynamics* | [*Tomb Raider Catalyst*] 2022 – 2025

- **Standardized gameplay metrics and validation workflows** across the studio, resulting in a **50% reduction in reported gameplay bugs** and significantly faster iteration cycles.
- **Architected and delivered the end-to-end design for 20+ side tombs**, successfully bringing 5 to Alpha-quality ahead of the first vertical slice production milestone.
- **Prototyped and scripted 30+ unique, scalable puzzle systems** that allowed for dynamic difficulty adjustment while maintaining a high-fidelity AAA feel.
- **Authored comprehensive design documentation**, including top-down flow maps and object behavior specs, to align Engineering, Art, and Animation teams on technical execution.
- **Established cross-disciplinary peer-review sessions**, fostering team ownership and proactive resource sharing to mitigate production risks early.

Level Designer I | *Crystal Dynamics* | [*Marvel's Avengers* / *Shadow of the Tomb Raider*] 2016 – 2021

- **Designed and implemented multiplayer objectives and layouts** for live-service updates that prioritized player retention and optimized cooperative gameplay mechanics.
- **Established best practices for combat design** by stress-testing AI behaviors through early-stage prototyping and combat encounter iteration.
- **Collaborated with Engineering to debut new water physics technology**, successfully integrating the tech into complex side-tomb puzzles to showcase studio-wide innovation.

Environment Artist | *Crystal Dynamics* | [*Rise of the Tomb Raider* / *Lara Croft Temple of Osiris*] 2013 – 2016

- **Spearheaded the "Kitesh" city modular kit construction**, providing the foundational assembly system used to build the entire game hub.
- **Mentored a cohort of junior developers** into Senior leadership roles, directly scaling the studio's talent pool and leadership pipeline.
- **Architected modular building techniques** that were adopted as key technical pillars for all subsequent studio projects, streamlining future production workflows.

SKILLS & TOOLS

- **Core Design Mastery:** Technical Level Design, Visual Scripting (UE Blueprints), AAA Combat & Encounter Design, Gameplay Metrics & Standardization
- **Systems & Workflow:** Modular Kit Architecture, Technical Design Documentation, Cross-Discipline Risk Mitigation, Pipeline Optimization, Mentorship & Leadership
- **Technical Ecosystem:** Unreal Engine 5 (Expert), Horizon 2, Maya, Perforce, Jira, Confluence
- **Multimedia:** Adobe Creative Suite (Photoshop, Premiere, After Effects)

EDUCATION

Bachelor of Science in Game Art & Design | *The Art Institute of California Los Angeles* 2011

- GPA - 3.4
- **Award:** Outstanding Achievement in Game Art and Design (2011)