

Andrei Ziazev

Game Producer / Game Designer

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PROFESSIONAL SUMMARY

Game producer and game designer with 4+ years in game development and 12+ years of IT management experience. Founder of Radiance Star: built and led a cross-functional team (up to 15 people) to develop a tactical RPG prototype in Unity (PC). Provided game design and narrative consulting for psychological horror titles IFU (Steam) and Dreamless (Steam and consoles, released in 2024). Target roles: Game Producer / Project Manager (remote, EMEA-friendly time zones).

SELECTED HIGHLIGHTS

- Founded and led Radiance Star; assembled and managed a distributed cross-functional team of up to 15 people.
- Brought tactical RPG TONG (Unity, PC) to a playable prototype stage; owned vision, core systems, roadmap, and documentation.
- Authored "IRI: short and to the point" grant checklist (based on 436 pages of IRI legal docs); covered by App2Top, Habr, WNHUB, Overclockers and others.
- As lead designer on an MMORPG community server project (Lineage 2, C4 ruleset), grew DAU from ~50 to 600-700 via balance, quest redesign, and regular live events.

CORE COMPETENCIES

Production & project management: roadmap, milestones, scope, risk
Agile delivery: Scrum / Kanban, backlog prioritization, sprint planning
Distributed team leadership (up to 15): tasking, reviews, status tracking
Stakeholder management, presentations, pitch decks

Systems design: combat & RPG progression, balancing, economy
Narrative design (horror): pacing, tension curve, scare placement
Documentation: GDDs, specs, feature lists, acceptance criteria
Tools: Unity (prototyping), Jira, Confluence, Google Workspace, MS Office

PROFESSIONAL EXPERIENCE

Radiance Star — Founder / CEO / Game Producer / Game Designer

2021 - Present | Remote (Russia)

- Set up the studio from scratch: legal registration, hiring, workflow, and documentation standards.
- Produced tactical RPG TONG (Unity, PC): owned product vision, combat & RPG systems, progression, and balancing approach.
- Built and managed a cross-functional team of up to 15 people (design, narrative, art, programming, community/marketing).
- Planned milestones and deliveries; maintained backlog, scope control, and internal reporting (Jira/Confluence).
- Prepared pitch and grant materials; supported partnerships and external communications.

Various studios (Freelance) — Game Designer / Narrative Consultant

2022 - Present | Remote

- Consulted teams on story structure, pacing, tension curve, and placement of scares for psychological horror projects.
- Projects: IFU (Steam) and Dreamless (Steam and consoles, released in 2024) — reviewed key scenes and branches; aligned narrative delivery with gameplay loops; helped polish store descriptions and press materials.

MMORPG community server project (Lineage 2, C4 ruleset) — Lead Game Designer & Manager

2006 - 2008 | *Remote / community-driven*

- Owned overall design direction: economy, class balance, quests, and live event cadence.
- Built feedback loops with the community; analyzed player behavior and prioritized changes.
- Improved PvP/PvE experience through systematic rebalance of classes, skills, monsters and rewards.
- Increased daily online from ~50 to 600-700 DAU by shipping changes consistently and running regular in-game events.

Multiple employers (banking, real estate, telecom, government) — IT Operations & Management

2011 - Present | *Russia*

- 12+ years in IT operations, technical support, system administration and IT service management.
- Led teams of up to 10 people; resource planning, incident management, and meeting SLA targets.
- Built internal processes and documentation; handled high-responsibility systems and demanding stakeholders.

EDUCATION

National Research University Higher School of Economics (HSE)

Programme “Game Project Management” — 950 hours, 25 ECTS | 2021

National Research University Higher School of Economics (HSE)

Course “Basics of Game Development” | 2020

College of Professional and Information Technologies

Software for Computer Systems and Automated Systems — Technician | 2009

PUBLICATIONS & SPEAKING

- Author of the “IRI: short and to the point” grant checklist (game grants from the Institute for Internet Development); received coverage on App2Top, Habr, WNHUB, Overclockers and other platforms.
- Interviewed/quoted as Radiance Star CEO on software import substitution (Igromania).
- Speaker at a game development event in Nizhny Novgorod (2024).

LANGUAGES

Russian — native | English — basic (A1), able to read documentation and write messages with translation tools; currently improving

REFERENCES

- Vasily Ovchinnikov — Head of ANO “Organisation for the Development of the Video Game Industry” (ORVI). Contacts available on request.
- Vyacheslav Utochkin — Head of the “Game Project Management” programme, HSE. Contacts available on request.
- Alexander Shabalin — Head of Setone Games studio. Contacts available on request.