

MARK PAJARILLO

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PROFILE

Highly accomplished Lead Outsource Artist with 20+ years of game development experience specializing in art outsourcing, project management, and dynamic team leadership. Expert in translating creative visions into captivating game environments delivering exceptional results. Proven track record in overseeing the production of outsourced art assets and integrating them seamlessly into game engines.

ACCOMPLISHMENTS

- Grew Naughty Dog outsource team from a single person to a team of eight
- Streamlined communication between Naughty Dog's internal art team and external partners by implementing proprietary project tracking software for all outsource communication and driving its adoption studio wide
- Created and delivered training for external art groups at Naughty Dog and at our external partners' locations
- Contributing member of Sony Worldwide Outsource Managers group participating in global asset, tools and technology sharing initiatives across games and movie studios

PROFESSIONAL EXPERIENCE

Naughty Dog Inc., Santa Monica, CA

Lead Outsource Artist (January 2021 – Present)

- Responsible for overseeing the production of all outsourced environment art assets, weapons and interactive props for ***The Last of Us: Part One*** and ***The Last of Us: Part 2 Remastered***
- Built the ramp up and ramp down plans which include the budget management and headcount projections for current and upcoming projects to optimize resource allocation and project efficiency
- Oversee due diligence process for potential external partners
- Optimize external vendor workflow to enhance collaboration for mutual success
- Lead the internal outsource team of eight artists fostering collaborative workflows between internal teams and external studios
- Manage the career development and performance management of internal outsource team
- Streamline the distribution of incoming assets with the internal art groups ensuring seamless integration into the game pipeline

Blizzard Entertainment, Irvine, CA

Senior Art Outsource Supervisor (March 2019 – December 2020)

- Oversaw the production of outsourced exterior environment assets for ***Diablo IV*** resulting in on-time delivery and exceptional quality
- Created comprehensive asset packages detailing technical requirements and objectives ensuring a clear vision for external partners
- Provided daily feedback and art direction to multiple external studios achieving a consistent visual style and adherence to project goals
- Coordinated the integration of incoming assets into the game engine optimizing workflow efficiency

Naughty Dog Inc., Santa Monica, CA

Environment Artist (October 2012 – February 2019)

- Managed the production of outsourced environment art assets and character art for prominent titles including ***The Last of Us***, ***The Last of Us 2***, ***Uncharted 4: A Thief's End*** and ***Uncharted 4: The Lost Legacy***
- Created comprehensive asset packages detailing technical requirements and objectives ensuring a clear vision for external studios
- Provided daily feedback and art direction to up to ten external studios by creating paintovers, concept sketches, call outs and providing reference photos

Spark Unlimited Inc., Sherman Oaks, CA

Lead Multiplayer Artist January 2012 – September 2012

- Led the art production for all multiplayer levels, orchestrating efforts between external vendors and internal artists on **Lost Planet 3**
- Provided weekly feedback and art direction to external partners to maintain the visual quality of all multiplayer art assets and ensured optimal performance
- Set dressed and lit game levels
- Optimized levels ensuring memory and frame rate efficiency
- Modeled and textured 3d art assets

Spin Master Studios, Los Angeles, CA

Director of Creative Services February 2011 – December 2011

- Created style guides for user workflow for websites by collaborating with producers and marketing brand managers
- Managed production workflows fostering effective cross-departmental communication and overseeing the career development of art and web development teams
- Conceptualized interactive components of toy products
- Contributed to interactive components of toy products and spearheaded projects like **Bakugan.com** and **Stratego.com**

Art Director July 2008 – February 2011

- Defined the visual identity of multiple game projects while ensuring the consistency of visual quality for both internally and externally developed titles
- Collaborated with brand managers, designers, and animation studio heads to maintain alignment with toys and animated series
- Conceptualized and designed intellectual properties
- Contributed to projects such as **Bakugan Dimensions** and **Tech Deck Live**

SKILLS

Artistic Skills

Strong foundation in traditional rendering, digital rendering, digital 3d modeling and texturing, conceptual developing, storyboarding

Soft Skills

Strategic Planning, Adaptability, Critical Thinking, Communication, Team Collaboration, Conflict Resolution, Cultural Sensitivity, Mentoring, Decision Making

Software Proficiency

Maya, 3ds Max, ZBrush, Substance Designer, Substance Painter, Photoshop, Illustrator, Unreal Engine, Perforce, Jira, Miro, Microsoft Office and G Suite, Windows OS, Mac OS

LinkedIn Profile

www.linkedin.com/in/mpajarillo

Note: For a comprehensive view of my career prior to the last 10 years, please refer to my full resume which can be found on my LinkedIn profile.