

Thomas Fleming

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Professional Summary

Software Engineer with experience across gameplay systems, developer tooling, content pipelines, and performance engineering on shipped and live-service titles. Lead engineer on Smash Golf and a contributor to the AGDA Excellence in XR-winning Shattered, with a track record of building tools and workflows that help designers, artists, and other engineers move faster. I work closely across disciplines and focus on shipping stable, polished experiences that hold up in front of players.

Skills

Programming Languages: C#, TypeScript, JavaScript, C++

Game Engines: Unity, Unreal, Meta Horizon Worlds

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, CI/CD & Automated Build Pipelines, Test Driven Development, Live Service

Technical Expertise: Gameplay Systems, Custom Tooling & Content Pipelines, Multiplayer Systems, Performance Optimization, 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

Engineering across a live-service mobile title and a multi-platform console release at PlaySide, spanning gameplay, core, and platform systems, performance, crash monitoring, and live operations.

Key Achievements

- Engineer on the PlaySide-published MOUSE: P.I. For Hire, shipped across PC, PS5, Xbox Series X|S, and Switch 2 to an “Overwhelmingly Positive” Steam rating and an 81 Metacritic, contributing across gameplay, core, save, and Xbox GDK platform systems.
- Built the hardware-detection and quality-settings system, enabling automatic graphics scaling across a wide range of PC hardware.
- Improved runtime performance and stability by tracking down memory leaks and reducing allocations, and owned Sentry crash monitoring and observability across all platforms.
- Acted as a primary engineer through launch week, helping deliver five hotfixes in the first week and serving as the team’s point of reference for live release issues.
- Led the engineering team for Smash Golf from prototype through soft launch and ongoing live service, owning technical direction, architecture, code quality, and delivery across a multi-discipline team.
- Built tools and pipelines that improved development efficiency across disciplines and supported consistent monthly milestone delivery.
- Directly managed three junior engineers — supervising workload and providing career guidance — and received a high satisfaction rating in companywide reports.

Projects: **MOUSE: P.I. For Hire, 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

- Contributed gameplay systems, optimization, and rendering improvements to *Shattered* (Oculus MR exclusive), which reached a 4.3 user rating and won 2025 AGDA Excellence in XR with a 2025 NY Game Awards nomination.
- 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 within 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.
- Facilitated Agile processes as Certified ScrumMaster, supporting 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*

Benjamin Finlay — Senior Software Engineer, *MOUSE: P.I. For Hire*

Jack Quintel — Lead Software Engineer, *Shattered*

Thomas Knowles — Software Engineer, *Shattered*

contact information available on request