

Scott Crisostomo

Game Design Director | Creative Leadership | Live Service & Licensed IP Expertise

- 30+ years of experience shaping award-winning console, PC, and social titles.
- Expert in combat systems, narrative gameplay, and live service design, with a proven record of building scalable pipelines and leading cross-functional teams of up to 50.
- Licensed IP collaboration & franchise leadership, balancing creative vision with brand integrity across major franchises.
- Proven ability to translate creative vision into polished, innovative gameplay that drives engagement and player loyalty across millions of users.
- Creative Direction, Gameplay & Systems Design, Narrative Integration, Live Ops Strategy, Franchise & Licensed IP Collaboration, Team Leadership & Mentorship, Player Engagement & Psychology, Monetization & UX Design, Combat & Encounter Tuning, Roadmap Ownership, Agile/Scrum, Unreal Engine, Unity, JIRA, Confluence
- Platforms Shipped On: PlayStation 2, PlayStation 3, PlayStation 4, PlayStation 5, Xbox, Xbox 360, Xbox One, Xbox Series X|S, GameCube, Nintendo Switch, PC (Windows).

CAREER HIGHLIGHTS:

- **XDefiant** (Ubisoft): Directed gameplay for Ubisoft's fastest-growing F2P shooter with 15M+ players, defining pacing, balance, and moment-to-moment experience.
- **South Park: The Fractured But Whole**: Drove interactive narrative systems and licensed IP fidelity, delivering strong narrative and emotional payoff.
- Key Creative Leadership roles on **Rainbow Six**, **True Crime**, **South Park**, and **Kill Switch**, balancing franchise integrity with gameplay innovation.
- Global Team Leadership: Managed 40–50 cross-disciplinary developers; mentored 20+ designers in combat, narrative, and level design.
- Live Service Expertise: Directed feature roadmaps, battle pass content, and seasonal pipelines to maximize retention and revenue.

PROFESSIONAL EXPERIENCE:

Ubisoft Entertainment, SF, CA / Montreal, QC

7/2009 – 12/2024

Ubisoft is a video game publisher and developer, recognized as one of the world's largest gaming companies.

Associate Game Director: **XDefiant** (2/2021 – 12/2024)

- Owned gameplay direction across combat, progression, and player feedback loops for Ubisoft's largest live service launch (15M+ players).
- Developed scalable content and balance models, enabling diverse playstyles and long-term engagement.
- Developed gameplay pillars and long-term strategy, inspiring large cross-disciplinary teams with clear creative direction.
- Collaborated with narrative, UX, audio, and engineering leads delivering a cohesive gameplay experience aligned with franchise brand and community expectations.
- Shaped live ops strategy, including seasonal content cadence, battle passes, and progression tuning.
- Mentored 20+ designers, instilling design best practices and a player-first mindset.

Game Design Lead: **South Park: The Fractured But Whole**, **Ghost Recon Commander**, **Toy Soldiers: War Chest**, **Spartacus: Legends** (6/2011 – 2/2021)

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- Directed narrative and systemic gameplay design for South Park RPG, blending turn-based combat with IP-driven humor.
- Managed licensed IP collaboration, ensuring creative fidelity while driving innovative mechanics.
- Designed social, companion AI, and progression systems, balancing player agency with narrative immersion.
- Led design teams through multiple shipped titles and prototypes, navigating publisher pivots and cancellations.

Lead Designer: *Rainbow Six: Patriots* (7/2009 – 6/2011)

- Directed design teams across game, level, and narrative design, delivering the vertical slice for executive review and project greenlight.
- Translated abstract creative direction into production-ready gameplay systems.

Lead Designer / Producer, inXile Entertainment, Newport Beach, CA 5/2006 – 6/2009

- Dual role leading both design and production, balancing creative innovation with milestone delivery.
- Designed core combat, encounter, and progression systems *for Hunted: The Demon's Forge*.
- Built pitch materials and prototypes to secure publishing deals.

Lead Designer, Luxoflux, Santa Monica, CA 5/2005 – 4/2006

Luxoflux was a video game development studio owned by Activision.

- Redesigned combat, shooting, and control systems in under six months to stabilize a late-stage title.
- Directed a small strike team to overhaul mechanics that directly improved player experience.

Producer / Lead Designer, Namco Hometek Inc., San Jose, CA 1/2000 – 12/2004

Namco Hometek, now known as Bandai Namco Games, is a multinational video game publisher and developer.

- Led design and production for multiple AAA console titles, including cult-classic *Kill Switch*.
- Managed the design department, coordinating cross-functional execution with engineering and art.
- Delivered genre-defining mechanics later adopted in blockbuster franchises.

EDUCATION:

Coursework in Psychology, Diablo Valley College, Concord, CA, 1991–1992.