

BENJAMIN ROYE

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LEAD PRODUCER – GAMES & LIVE SERVICES

Producer | Designer | Entrepreneur

Tech-savvy producer with 13+ years leading multidisciplinary teams across art, design, engineering, analytics, product, and marketing. Specialized in building and iterating production pipelines from whiteboard to implementation—balancing people, process, and business needs to deliver high-quality live service games and products.

Creative vision meets technical execution: driving gameplay feature delivery, designing tools, and managing developer–publisher relationships. Experienced in executive reporting and data-informed decision-making to shape player-first experiences. Known for empathetic leadership, adaptable process design, and a hands-on approach that keeps teams aligned, unblocked, and shipping at quality.

Areas of Expertise

Game Production | Games-as-a-Service (GaaS) | Live Ops | Feature Roadmapping | Cross-Discipline Management
Mentoring Team Leads | Conflict Resolution | Project Management | Agile & Hybrid Methodologies | Planning
Risk Mitigation | Coaching | “People Over Process” | Translating Tech Requirements

Technical Skills

Jira, Confluence | LucidSpark | Miro | LLM Prompting | MS Project | Basecamp | Monday | Asana | Wrike | TestTrack
Scrum, SAgE, Kanban, Waterfall | Building Live Ops tools | Building CI/CD | Building Configuration tools
Custom Automatic Date-Forecasting & Scoping Calculators
Analytics Creation & Delivery | Payment Integration | Unreal, Unity, CreationKit Engines

EXPERIENCE

LEAD PRODUCER

2 Bingo mobile titles

2021 – 2025 (4 Years)

SCIPLAY, Dallas, TX

Led production for two high-performing mobile game titles, overseeing cross-functional teams through all phases of development and live operations. Acted as a key conduit between engineering, design, product, and data teams, ensuring alignment on backend systems, gameplay features, and player analytics. Drove innovation in Live Ops strategy, development process optimization, and scalable tech infrastructure.

- Spearheaded end-to-end production for two mobile games, delivering on-time launches and consistent content updates in highly competitive markets.
- Served as the primary technical liaison across engineering, design, and product leadership, bridging gaps to ensure seamless backend integration, gameplay cohesion, and analytics tracking.
- Collaborated with data science and backend engineering to design and implement Live Ops events driven by real-time telemetry and behavioral insights, improving engagement and monetization.
- Advised executive leadership on Agile methodologies, team structures, cross-discipline accountability, and project management best practices; optimized Atlassian (Jira/Confluence) workflows across studios.
- Designed and built a modular, reusable tech stack from the ground up to support multiple game titles, reducing development time, increasing code reusability, and improving scalability.
- Developed and implemented systems for tracking capitalizable work, aligning with financial compliance standards and supporting audit readiness.

LEAD PRODUCER

DARPA Planning Simulation

2021

FUSION CONSTRUCTIVE, Austin, TX

Directed the full production lifecycle of a multi-million dollar military simulation software prototype, collaborating across technical, creative, and client-facing teams. Oversaw program-level planning, delivery execution, and risk management to ensure successful milestones on a highly complex, client/server-based system.

- Led strategic planning, delivery tracking, and interdisciplinary coordination for a next-gen military training and simulation prototype, aligning stakeholders across engineering, UX, and systems architecture.

EXPERIENCE (continued)

- Managed product roadmap and sprint prioritization for multiple internal and external engineering teams, ensuring timely delivery of core components including backend services, server infrastructure, and networked gameplay systems.
- Proactively identified and mitigated project risks, aligning technical challenges with client requirements and delivering on-time, audit-ready milestones for DoD-related review processes.

GAMEPLAY PRODUCER

Fallout 76

2017 – 2021 (4 Years)

BETHESDA GAME STUDIOS, Austin, TX

Served as the primary gameplay producer in Austin for the launch and ongoing development of *Fallout 76*, overseeing more than 20 major content updates. Coordinated cross-functional teams to deliver complex gameplay systems and immersive content across combat, economy, AI, events, and world design. Acted as a key technical problem-solver and engine subject-matter expert during rapid iteration and live service evolution.

- Led production efforts for *Fallout 76*, from initial launch through continuous live service delivery, managing timelines, feature planning, and execution across multidisciplinary teams.
- Collaborated closely with engineers, designers, artists, and analysts to design and implement core gameplay systems, including combat mechanics, quest architecture, instancing, AI behavior, and live world events.
- Acted as the studio's go-to problem solver for legacy engine constraints and systems integration, ensuring technical continuity and smooth implementation of new features within an evolving proprietary engine.

FOUNDER / WEB & IT CONSULTANT

2012– 2021 (9 Years)

JAMMIN VENTURES, Self-employed

Founded an LLC providing web, IT, and digital marketing services for small businesses and independent entrepreneurs.

- Designed and launched custom websites across healthcare, retail, and local services, with end-to-end project ownership from concept to live ops.
- Consulted on creative direction—streamlining client content, producing visuals, and creating logo options to fit brand.
- Delivered HIPAA-compliant IT systems, email hosting, and SEO optimization for medical and service-based clients.

PUBLISHING LIVE PRODUCER

Grey Goo, Dreadnought, RIME

2014 – 2017 (3 Years)

SIX FOOT STUDIOS, Houston, TX

Oversaw production and publishing operations for the launch and ongoing development of a live service game, managing content rollout schedules, asset integrations, and build pipelines. Coordinated the delivery of external-facing assets and backend integrations, ensuring consistent, high-quality player experiences across global markets.

- Directed milestone planning, triage, and live content delivery for an ongoing multiplayer title, managing cross-functional workflows between development, QA, and publishing teams.
- Led production for key publishing deliverables including animatics, VO recording, localization, sound design, marketing videos, and payment platform integration, aligning creative output with technical and regional requirements.
- Led creation of studio's first internal development team, consisting of artists, designers and engineers.

FOUNDER & CREATIVE DIRECTOR

Kraven Manor

2012 – 2020 (8 Years)

DEMON WAGON STUDIOS, Self-employed

Founded and led an independent game studio, driving creative direction, production, and publishing for original IP. Successfully launched *Kraven Manor*, an indie horror darling that achieved commercial success and viral social media traction.

- Designed, produced, and published *Kraven Manor* across Steam and four additional digital storefronts, achieving 400%+ ROI and millions of organic views across YouTube, Twitch, and other social channels.
- Oversaw all facets of development including gameplay design, art direction, QA, marketing strategy, and distribution partnerships, establishing the title as a cult favorite in the indie horror genre.

EDUCATION

MIT (Master of Interactive Technology), THE GUILDHALL AT SMU, Dallas, TX

MBA, International Business, TEXAS TECH UNIVERSITY

Certified ScrumMaster (CSM) – Scrum Alliance

BA, Anthropology, THE UNIVERSITY OF TEXAS AT AUSTIN

Six Sigma Yellow & Green Belts – University of Iowa