Eric Chadwick | contact@ericchadwick.com | https://ericchadwick.com | Boston, MA, USA (remote/regional)

EXECUTIVE SUMMARY

Visionary Visual Strategist and Technical Art Director with 35 years of experience architecting fault-tolerant art production pipelines for e-commerce giants, tier-1 game developers and advanced 3D technology providers.

Proven track record driving multi-platform asset scalability, establishing global outsourcing frameworks, designing and driving asset automation systems, and leading high-performing global creative teams.

Expert in open standards content development (glTF, USD, OpenPBR, MaterialX) pioneering immersive real-time 3D, AR/VR, and WebXR content strategies to expand intellectual property value and optimize production.

CORE STRATEGIC PILLARS

Visual Development & IP Expansion

- Steering the visual evolution and content strategy for digital twins, immersive real-time 3D, and high-fidelity product visualization across retail and gaming sectors.
- Developing standardized art specifications, quality-assurance metrics, and training frameworks that preserve brand integrity while allowing visual assets to scale seamlessly.
- Translating complex corporate goals into executable creative roadmaps, bridging the gap between artistic vision, product ownership, and technical constraints.

Cross-Platform Technical Art Direction

- Architecting highly functional, automated, and fault-tolerant art pipelines optimized for AR/VR, Web, mobile XR, and high-end rendering ecosystems.
- Actively shaping global industry standards through contributions to open-source workflows, asset repositories, and advanced material frameworks (glTF, OpenPBR, MaterialX).
- Directing engineering and tech teams on the implementation of advanced rendering features, custom shaders, and automated toolchains to eliminate production bottlenecks.

Global Outsourcing & Vendor Management

- Building, managing, and mentoring cross-functional, multicultural creative and technical teams across multiple time zones.
- Establishing robust vendor frameworks, vetting external contractors to ensure strict adherence to technical and artistic limits, creating automated validation systems for scalable outsource pipelines.
- Serving as an industry community leader and educational mentor, utilizing forums, wikis, and workshops to scale best practices across the global artist community.

PROFESSIONAL EXPERIENCE

Darmstadt Graphics Group
Senior 3D Technical Artist & Solutions Architect | 09/2023 - 09/2026

- Served as the strategic product owner for 3D Services product roadmaps, aligning advanced technical solutions with the commercial needs of key enterprise clients.
- Drove global customer success and user adoption by authoring comprehensive documentation, visual tutorials, and leading international live technical webinars.
- Directed technical support team and drove asset-strategy marketing, creating best-in-class real-time PBR and high-end rendering assets in partnership with The Khronos Group.

Wayfair
Staff Technical Artist & Senior Creative Manager | 03/2017 - 08/2023

- Built, trained, mentored, and operationally managed a world-class 3D art production department, scaling the team from 6 initial artists to a powerhouse organization of over 80 professionals.
- Architected the enterprise-wide optimization of legacy V-Ray material workflows to significantly reduce rendering costs and improve conversion to AR/VR/Web3D utilizing glTF and USDz open standards.
- Designed and deployed an automated render farm pipeline on Linux infrastructure for V-Ray Standalone, drastically reducing asset processing time and overhead.
- Championed web 3D standards, automated tooling, and masterclass tutorials in deep collaboration with The Khronos Group to future-proof company-wide digital twins.

OutAct
Lead Environment Artist & Pipeline Director | 08/2015 - 03/2017

- Directed the visual development, modular art systems, and environmental VFX strategy for a high-end, competitive Battle Royale mobile title.
- Managed and vetted global outsource artists, establishing the project's foundational technical art pipeline documentation and style guidelines.

Freelance & Strategic Consultant
Creative Director / Consultant | 01/2013 - Present

- Partnered with various confidential NDA clients to design visual strategies, mobile interface systems, real-time architectural visualization tools, and AR/VR pipelines.

Mount Ida College
Visiting Professor - School of Design | 09/2013 - 6/2014

- Developed and delivered a rigorous college-level curriculum covering game art theory, texture/lighting mechanics, and portfolio strategy to cultivate next-generation industry talent.

Tencent Boston / Stomp Games
Senior World Builder & Scrum Product Owner | 11/2010 - 11/2012

- Served as Scrum Product Owner, managing cross-platform visual execution and shipping the "Robot Rising" Unity browser game on Facebook.
- Led and mentored in-house art teams & external Chinese studio partners, developing proprietary art tutorials and centralized knowledge wikis.

Blue Fang Games
Senior 3D Artist & Technical Art Lead | 10/2008 - 1/2010

- Led a cross-functional team of 2 Technical Artists and 6 Environment Artists to successfully ship "World of Zoo" for PC and Nintendo Wii.
- Defined absolute performance limits, reviewed external contractor submissions, and directed engineering teams on shader logic and rendering implementations.

Whatif Productions
Lead Artist | 01/2001 - 08/2008

- Managed a team of artists to deliver three tactical PC titles for the U.S. Navy, overseeing art pipelines, interactive tech demonstrations, and user interface designs.
- Award winner for "Best Government Game" from Third Annual I/ITSEC Serious Games Showcase & Challenge.

Mondo Media
Art Director & Lead Artist | 12/1991 - 06/2001

- Headed multidisciplinary teams of up to 15 artists and software engineers, overseeing talent acquisition, budgeting, project schedules, and external vendors.
- Orchestrated technical art pipeline constraints for proprietary client engines and directly managed specialized motion-capture sessions with Industrial Light & Magic.

COMMUNITY LEADERSHIP & OPEN STANDARDS

Polycount Forum and Wiki
Administrator & Author | 12/2014 - Present

- Leading the top-tier global community for digital artist critique and technical standard-sharing.

The Khronos Group
Asset Creation Co-Chair, Developer, Working Group Contributor | 8/2017 - Present

- Co-Chair for 3D Commerce Asset Creation working group.
- Active developer of glTF specifications and PBR material features.
- Author of numerous showcase 3D models for glTF Sample Assets.
- Recipient of the Khronie Award in 2021 for significant and substantial contributions.

EDUCATION

Rhode Island School of Design

- Bachelor of Fine Arts (BFA), Illustration | 1988 - 1991
- Organized the Anatomy for Artists course with the Brown University Medical School.
- Selected for senior year study at the European Honors Program in Rome, Italy.