

Duane Molitor

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PARTNER MANAGER & PRODUCT MANAGER

20+ year professional with demonstrated experience in creating and managing projects providing improvement to ongoing products and research into the development of new products. Areas of investigation include XR, AR, VR, AI, CV, ML, AR eyewear & VR headsets, wearables, IoT, NeRF/3DGS, 3D volumetric streaming, BIM, 5G, HCI/HBI, and robotics. Demonstrated experience in training & mentoring and influencing internal cross-functional teams & vendors. <https://www.duanemolitor.com>

Core Competencies

Partner Management | Product Management | Product Development | Project Management | Supervision | Process Improvement | Performance Management | Effective Communication | Data Analysis | Planning | Negotiation | Risk Management | Problem Solving | Time Management | Interpersonal Skills | Agile/Scrum

Technical Skills

Software: ChatGPT | Maya | 3DS Max | Photoshop | Premiere | Unity/Unreal | XSENS MVN Animate | Sketchup | Slack | Confluence | Jira | Perforce | SourceSafe | Source Depot | MS Project Office | Google Docs/Slides/Sheets/Drive

Professional Experience

Verizon Communications, Irving, TX **December 2019 - January 2024**
Distinguished Engineer/Project Manager

- Managed Lockheed Martin Texas-based presentations proving AR training & repair. Related [link](#).
- Researched XR, AR/VR headsets, wearables, IoT, AI, CV/ML, NeRF/3DGS, BIM, 5G/AWS, & robotics.
- Created 5 AR products to showcase Verizon 5G for both Consumer and Enterprise. Related links [1](#) [2](#) [3](#) [4](#) [5](#).

SHFF, Inc., Austin, TX **January 2019 – July 2019**
Creative Director

- Hired and managed/trained internal and remote staff for Mixed Reality development.
- Designed and directed efficient procedures/processes for proprietary pipeline.
- Defined and prioritized deliverables via Agile/Scrum milestone schedule.

Key Projects

- **Angry Birds** – Proprietary engine
- **Virtual Masters Fishing** – Proprietary engine

Nerd Kingdom Inc., Irving, TX **November 2016 – December 2018**
Creative Director

- Managed/mentored art and animation staff for VR games.
- Directed art and animation. Documented tools and processes for 3D asset development.
- Defined and prioritized deliverables via Agile/Scrum milestone schedule.

Fuzzycube Software LLC, McKinney, TX [**Acquired by Magic Leap*] **March 2015 – January 2016**
Creative Director

- Led 5 internal AR projects to guarantee successful acquisition by Magic Leap.
- Reported to CEO and collaborated directly with client CCO Graeme Devine at Magic Leap.
- Functioned as the point-of-contact for AR app production for FL, CA and UK vendors/partners.

Freelance Consultant, Frisco, TX **June 2013 – March 2015**
Creative Director

- **Captured Dimensions**, advised on post-capture techniques for transforming 3D scans.
- **900lbs of Creative**, designed Perot Museum augmented reality (AR) app demo.
- **shopVIDA.com**, researched technical solutions & partners for automating 2D texture to 3D model process.

Additional Relevant Experience

Microsoft Corporation, Redmond, WA

February 2008 – November 2012

Art Director – Microsoft Research (MSR)

- Team leader aided FASA Interactive's acquisition by Microsoft Corporation (\$40M).
- Directed immersive entertainment experiences for AR/VR applications and created mobile apps for Microsoft HoloLens and Microsoft Mixed Reality Capture technologies.
- Spearheaded augmented reality (AR) research initiative to define the newest discipline for development/differentiation for Microsoft Corp. Developed proposals for AR vision and cross-platform applications via interactive prototypes. Managed vendors in Japan, China, and India.
- Influenced purchase of team's first mocap system & AR eyewear for prototyping.
- Managed milestone deliverables. Mentored/trained employees on proprietary tools.

Key Projects

- **Microsoft HoloLens** – AR eyewear | Avatar Spectrum – Xbox One Kinect
- **Microsoft Mixed Reality Capture Studio** – HoloLens | Avatar Kinect – Xbox 360 Kinect

Microsoft Corporation, Redmond, WA

January 1999 – February 2008

Art Director – Microsoft Xbox Studios

- Partnered with Technical Art Director to plan and create an innovative character variation system that auto-generated a near infinite library of fully articulated 2D/3D characters based on gender, age, ethnicity, geography and occupation. Library served all simulations in one platform – creating notable efficiencies in time/cost per character while increasing overall variety & originality.
- Collaborated with cross-functional leads on artistic goals each game release. Defined supporting art pipelines and asset deliverables. Coordinated with program management to track/maintain schedules. Ensured high quality standards were exceeded/achieved.
- Developed art processes, skeletal rigs and proprietary tools to improve [animation blending](#), which became the game industry standard. Drove art style and 3D character aesthetics.
- Determined art/animation production staffing requirements. Sourced talent agencies and vendors to aid recruiting. Managed teams through milestone deliverables. Trained employees on proprietary art/animation tools, new aspects of commercial tools. Mentored career development.

Key Projects

- **Microsoft ESP** – PC
- **Flight Simulator X** – PC
- **Shadowrun** – Xbox 360
- **MechAssault** – Xbox launch title
- **Gravity Kings** – Xbox prototype
- **Forza 2** – Xbox 360 prototype
- **MechCommander 2** – PC
- **MechWarrior 4: Vengeance** – PC

FASA Interactive Technologies, Inc., Chicago, IL. [[*Acquired by Microsoft Corp.](#)]

08/1996 – 01/1999

Art Lead

- Team leader and key contributor to FASA Interactive's \$40M acquisition by Microsoft Corporation.
- Developed animation procedures for several proprietary animation systems.
- Defined milestone schedules, assigned art tasks and provided timely feedback.
- Hired/managed art team. Worked with engineering teams to create proprietary art tools.

Key Projects

- **DisneyQuest's ExtraTERRORestrial Alien Encounter** – Location Based VR Entertainment (LBE)
- **MechCommander Gold** – PC
- **MechWarrior 3** – PC
- **Red Planet** – LBE
- **Battletech** – LBE

Education

Bachelor of Arts (BA) in Advertising and Graphic Design

Columbia College, Chicago, IL

Professional Development

Advanced Computer Graphics postgraduate studies

Columbia College, Chicago, IL

Patent Awards

- "[Methods and Systems For Customizing Augmentation...](#)", Primary Inventor, 2023
- "[Smart Camera For Virtual Conferences](#)", Designer, 2012