Philip Harris

As a Game Director, Technical Director, and author, I have a rare blend of creative, technical and leadership skills built up over 30 years of hands-on game development.

During that time, I've shipped over 25 games on consoles, PC and mobile and worked on everything from real time strategy games to MMORPGs. Much of my career has been spent leading "new IP" teams, developing original game concepts or working with external partners on new games based around licensed properties.

Great games begin with great tools, and I have extensive experience in a wide range of bespoke and general-purpose engines including Unreal, Unity, and Frostbite, as well as programming and scripting languages such as C++, C#, and Lua.

My broad range of experience means that I'm just as comfortable developing a high-level game vision as I am digging deep into the implementation weeds. I thrive in fast-paced, creative, collaborative environments, and it's working with talented people to create great games, coupled with my passion for gaming and a positive, upbeat attitude that keeps me in the industry.

Professional Experience

Design Director – Relic Entertainment *Oct 2025 - Present*

As a member of the Business Development team, I'm focused on developing concepts, pitches and designs for new projects using both existing and new Relic IP.

Key responsibilities:

- Creating and refining concepts, pitches and detailed designs for major external IPs.
- Pitching concepts to partners and working with them to further refine ideas to meet their goals and priorities.
- Developing concepts and designs for new Relic titles based on the company's business goals.
- Creating settings and narrative outlines to support pitches for both existing and new IP.
- Using our internal engines to develop prototypes and concept videos to support pitches.
- High-level production planning.

Design Director – Relic Entertainment *Dec 2022 – Oct 2025*

Owned the creation of multiple project pitches that led to the creation of Relic's first new IP in 19 years, Earth vs Mars.

- Created and refined multiple game concepts for both original and licensed IP.
- Pitched to and worked with IP-holders to develop concepts based on their properties.
- Drove buy-in and alignment on project vision for Earth vs Mars
- Developed the game's high-level vision, pillars, audience profiles etc.
- Partnered with the production team to plan and scope development.
- Provided direction and oversight across all areas of the game to ensure alignment as the project evolved.
- Created internal and external product pitches and market research materials.
- Developed multiple setting and narrative outlines to support pitches for both existing and new IP.
- Hands on design and development of AI, metagame and narrative systems.

Lead Narrative Designer – Relic Entertainment *July 2020 – Dec 2022*

Company of Heroes 3

- Provided direction for the narrative team for the last two years of development.
- Writer on the North Africa campaign story and the Italy dynamic campaign and missions.
- Worked closely with cultural sensitivity consultants to ensure the game approached challenging topics in a thoughtful and progressive way.

Technical Director – Respawn Vancouver *Nov 2019 – July 2020*

Apex Legends

- Technical lead for the design and programming team developing new seasonal content for Apex Legends.

Lead Narrative & Missions Engineer – Electronic Arts *Oct 2016 – Nov 2019*

Unannounced Console Title

- Led a team focused on technology and tools for narrative, cinematics, level and mission design, and audio for a major new console title.
- Assisted the Head of Technology with studio level planning, management, and cross-team and studio collaboration.

Lead Client Engineer – Electronic Arts *July 2014 - Oct 2016*

Unannounced Mobile Title

- Designed and developed overall client architecture and core client systems in Unity.
- Managed, supported, and mentored other engineers on the team.

Group Technical Director - Electronic Arts *May 2008 - July 2014*

Over 12 titles across Xbox, PlayStation, PC, and mobile.

- Responsible for the overall technical direction of a business unit employing over 120 software engineers across multiple locations.
- Working with the General Manager and Group Development Director, defined the strategic technical objectives for the business unit and then planned and drove execution across the group.
- Drove technology alignment across multiple diverse titles to reduce technical debt and increase efficiency.
- Worked with the EA Studios CTO and technical council to align business unit strategy with company goals.
- Supported and mentored the Technical Directors and Senior Software Engineers within the group.

Technical Director - Electronic Arts *Oct 2005 - May 2008*

FIFA Street 3 (Xbox 360, PS3)

- Overall responsibility for the technical development of the project with a team of over 20 software engineers.

NBA Street Homecourt (Xbox 360, PS3 Launch Title)

- Technical Director and Gameplay Lead on a team of over 30 software engineers.
- Developed an agent-based AI system and implemented much of the AI for the game.

Software Engineer - Electronic Arts *Feb 2005 - Oct 2005*

Marvel Nemesis: Rise of the Imperfects (Xbox, PS2, GameCube)

- Joined the team late in the project as a generalist engineer.
- Refactored the build system to reduce build times for a full set of submission builds from over 72 hours to less than 6 hours and performed general bug fixing and audio development work.

Senior / Lead Programmer - Codemasters *Nov 2003 - Jan 2005*

Operation Flashpoint 2 (Xbox, PC)

- Lead Programmer managing a small team of engineers during the initial concept stages of the project.
- Technical representative on the design team.
- Overall technical direction, project planning and scheduling.

Dragon Empires MMORPG (PC)

- Lead Client Programmer responsible for the technical design of the PC client.
- Designed and developed client-side spell binding and character progression systems, and an audio engine using Miles Sound System.

Director - Batfish Studios Ltd *July 2001 - Oct 2003*

Game Director - Captain Scarlet (PC)

- Lead Developer responsible for both the overall game design and much of the programming on the company's main project, Captain Scarlet.
- Narrative Designer and writer on the game's story and other narrative elements.
- Worked with the publisher on licensing including game design and story pitches.

Designer / Lead Programmer - Silicon Dreams *Jan 1998 - June 2001*

Lego Island Extreme Stunts (Xbox, PC, PS2)

- Technical Lead with overall responsibility for all three platforms.

Lego Island 2 (Gameboy Advance Launch Title)

- Designed, wrote and developed the core RPG experience and several mini-games.
- Managed development of the project including scheduling and day to day task management.

Dogs of War (PC RTS)

- Lead Programmer on US release.
- Narrative Designer and writer for core story elements.