

DARIO BACIO

PRINCIPAL TECHNICAL PROGRAM MANAGER

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Collaborative and influential leader with 15+ years of experience developing industry-leading interactive consumer products across diverse tech stacks. Sought after for solving complex challenges. Adept at translating business needs into technical solutions, optimizing software roadmaps and processes, motivating cross-functional teams to perform efficiently in fast-paced environments.

CORE COMPETENCIES

Operations & Management: Agile & SCRUM, Cross-functional Stakeholder Alignment, End-to-End Software Development Process, Process Design and Optimization, Project Management Tools (Confluence, Jira, Loom, Trello), Qualitative & Quantitative Analysis, Risk & Dependency Management, Roadmap Planning, Launch and Release Processes, Smartsheets, Microsoft Project, Excel.

Technical Proficiencies: VR Development (Oculus DK2, HTC Vive), Leap Motion, AR (iOS, Android) Development, Game Engines (Unreal, Unity, Proprietary), Mobile App Development (iOS, Android), Web App Development, Perforce, Figma.

KEY ACHIEVEMENTS

- Delivered multiple creative products from end-to-end, including *Star Wars: Secrets of the Empire* (VR), *display.land* (AR/VR), *Star Wars: Uprising*, and *Spirit Lords*.
- Pitched and led a VP-sponsored Agile adoption for *The Sims* team (130+ people) to successfully address inefficiencies and expose previously-hidden constraints and dependencies.
- Developed complex, evolving process frameworks for stage-specific software development—from prototype to live services—that responded to the development lifecycle, for a 115-person remote studio across two cross-functional core teams.
- Simultaneously advanced 3 interdependent projects (a game engine, UGC toolset, and interactive experience), while avoiding resource conflicts by strategically aligned development roadmaps.
- Championed automated testing initiative, collaborating with Technical Directors, halving headcount and saving \$56k per month while maintaining quality standards.
- Granted Patents for Innovative Usability Features: 20190168112 | 10946268 | 10143916.

CAREER HIGHLIGHTS

January 2024 - Present

Founder

Clik

Conceptualized, researched, designed, built, and soft launched the prototype of a custom social app.

August 2020 - June 2023

Franchise Development Director (Principal Technical Program Manager)

Electronic Arts

Defined studio business goals in line with shifting financial requirements, championed process efficiency improvements, and ensured smooth and predictable program execution in a quickly evolving environment that

supported a remote team of 115+. Projects included *The Sims* and a large-scale sports-centric mobile game from concept to live services.

- Directed development of *Code Name: Super Score Soccer* (~30 cross-functional developers, \$12M budget) from early stage (prototype) to market validation launch.
- Significantly renovated internal processes and workflows, championed automated testing, established KPIs, scope, milestones, product roadmaps, timelines, optimized team budget and resource use, and shifted studio priorities, successfully reducing QA headcount from 25 to 12 people and saving \$56k per month while maintaining quality standards.
- Influential participant of a cross-functional studio-wide Leadership Steering Group, collaboratively defining both annual studio business objectives and product priorities.
- Developed a studio-wide program management framework that leveraged Agile, Kanban, Waterfall, and more, depending on the needs of each stage, from concept phase through launch and beyond.
- Pitched and implemented a *The Sims*-wide adoption of Agile, used a “Storming, Forming, Norming” change management method that drove full adoption within 5 sprints.
- Used data analysis to translate *Super Score Soccer* Story Points to duration estimates, increasing 6-month milestone prediction accuracy from ± 8 weeks to ± 2 weeks, modernized project tracking, created a real-time project status view for team and stakeholders, and implemented dashboards that reduced reporting time from days to hours (80% reduction).
- Implemented a dual-roadmap system that balanced short term deliverables and business objectives with long-term software development, optimized team budget and resources, prioritized technical dependencies, and successfully minimized setbacks and kept both initiatives on track, increasing creative sprint completion rates by 40%.
- Initiated a Unity Game Jam to reactivate a demoralized team and prepare for projects using a different tech environment; became a studio-wide practice for preparing teams for new projects.
- Managed, mentored, and advocated for 11 direct reports as lead of a globally distributed team. Accomplished improved performance, team satisfaction scores, staff retention, and successfully advocated for the promotion of several team members from mid-level to senior staff.
- Designed and implemented a talent identification program to assess and train high-potential employees for management roles, enhancing the internal leadership pipeline.
- Created and implemented team-bonding programs aimed at enhancing team cohesion and fostering cultural awareness and sensitivity to diverse viewpoints.
- Drove cross-organizational transformation by building consensus between previously adversarial departments.

April 2019 - July 2020

Senior Technical Program Manager (Senior Producer; Product Manager)

Ubiquity6

Scaled Series A startup's operations by implementing project management tools, reducing redundant development and centralizing current project documents for the 60+ person Augmented Reality studio.

- Implemented Agile and drove adoption of Jira/Confluence best practices and single-handedly managed rhythm-of-business for 60+ developers in UI/UX design, tools engineers, product management, web engineers, and game client teams.
- Strategically coordinated development roadmaps for game engine, toolset, and interaction experience, successfully enabling a 12-person team to simultaneously advance 3 interdependent projects on a very aggressive timeline while avoiding resource conflicts.
- Drove development and launch of top software projects: [Display.Land](#) (AR app across iOS, Android, desktop, mobile web, and Oculus), *Landspeed: Action Racer* (Unreleased), a Twitch-based streaming racing game.
- Defined change management procedures for product pivot from a computer vision project to a consumer-targeted game project.
- Managed and communicated stakeholder expectations, regularly reported project status, milestones, and potential risks, roadblocks, and setbacks to stakeholders at all levels of the company, including direct reports and executives.
- Evangelized improved user onboarding systems and successfully improved user adoption by 11% by implementing a new tutorial strategy.
- Educated executive management on game industry best practices.

November 2017 - April 2019

Senior Technical Program Manager (Senior Producer)

Fogbank (FoxNext Entertainment)

As employee #11, drove end-to-end development of Storyscape, forecasting resources, managing the \$8M budget, and orchestrating scheduling to enable efficient production of a 45-person engineering-dominant organization that successfully delivered on schedule and within budget.

- Designed and implemented release and incident response protocols in partnership with the Director of Engineering for live service operations, coordinating engineering teams to mitigate and resolve production issues while minimizing customer and revenue impact.
- Built and mentored 5-person program management team and led a 30-person cross-functional team for game, story-writing tool, and engine development.
- Defined budgeting & tracking tools for cost projections and monitoring, managed project financials and resource allocation across multiple content streams.
- Responsible for rhythm-of-business, established development processes, reporting structures, and established cross-functional design reviews to ensure technical implementation adhered to the creative vision.

- Worked with engineers to develop a custom toolkit within Unity designed specifically to be useful for non-technical creative professionals.
- Defined scope of work and negotiated contracts for outsourced vendors
- Established early HR practices, such as establishing morale programs, founding a Women's Resource Group and Fitness Club, and mentorship and supportive career coaching processes.
- Established internal communication processes, deliberately creating a culture of open dialogue and respectful workplace dynamics.

September 2016 - November 2017

Senior Technical Program Manager (Production Manager)

ILMxLab (Industrial Light & Magic)

Synchronized production across two studios and four business units; managing internal and external senior leadership relationships. Assumed management role during absence of Executive Producer.

- Steered development of [*Star Wars: Secrets of the Empire*](#) (25 dedicated developers and ~35 external developers) from concept through launch, navigating legal, IP and Marketing review gates.
- Owned product roadmaps, defined/iterated scope, and set feature priorities, as well as made critical tradeoff decisions on R&D features, such as foot tracking vs hand tracking, successfully balancing user experience, product innovation, and launch date.
- Strategically allocated staff and resources, trained and mentored Production Associates, and tackled interpersonnel team conflict to resolve animation pipeline issues.
- Managed client, vendor, partner, and celebrity talent contacts.
- Formalized Jira workflows: improved engineering sprint completion rates to 85%+ and helped the team overcome 2-month deadline delays.

May 2012 - September 2016

Senior Technical Program Manager (Senior Producer; Product Manager)

Kabam

Managed operations of a 9-person US-based Product Management team for an International mobile game development company. Progressed from Product Manager to Senior Program Manager.

- Delivered *Spirit Lords* (110 cross-functional developers) and *Star Wars: Uprising* (80 cross-functional developers) mobile titles from concept through live operations.
- Unlocked counterintuitive revenue strategies and implemented data-driven monetization features in *Kingdoms of Camelot*, directly resulting in 27% revenue increase.
- Guided an 80+ person team through organizational changes and restructuring and reduced developer meeting time by three hours per sprint through efficiencies in async communication.
- Influenced design of and conducted user experience studies for *Spirit Lords*, as well as applied findings to game roadmap.

- Delicately managed communication between leadership, external IP holders, and creative teams during challenging approval processes, as well as interfaced with press and public on brand messaging.
- Managed complex licensor approval processes while maintaining stakeholder relationships.
- Drafted design documentation for game content and monetization features.

EDUCATION

2008

University of California, Irvine – Irvine, CA

Bachelor of Arts, Concentration in Game Culture & Technology