

Cheat Sheet

If possible. Ask what is the biggest problem the role is trying to solve

- **1-2 minutes = 250-300 words** → Ideal for most interview answers
- **3+ minutes = 400+ words** → Use for case studies or portfolio reviews, *if asked*

And always end with “did that answer your question? Happy to go into details”.

0. Tell me about yourself.

1. The Start...

- I have a degree
 - Computer Animation/VFX specialized in CG Lighting Rendering
 - Computer Science

2. I Like...

- Collaborating with teams at the intersection of Creativity and Engineering
- Solving hard problems

3. For the past 10 years...

- *Technical Artist* for CG Lighting/Rendering and 2D/3D Pipelines
- *Prototyping* for Minimal Viable Products for AI, AR, and Interactive Installations

“I’ve worked on two types of digital humans. One was a real-time 3D character that uses machine learning for motion matching and gaze control to stay engaged with the user—focused on expressive, embodied behavior rather than language. The other was a 2D digital human created from real video footage and driven by a large language model, designed for conversational interaction.

I specialize in capture pipelines working with photogrammetry, motion capture, volumetric video, and real-time broadcast tools to collect high-quality data for machine learning models.

SCAVENGE AR

SIGGRAPH ScavengeAR is the official augmented reality app I lead that was built with a team of volunteers for Computer Graphics conference from 2017–2019. It's like Pokémon Go, but designed for a one-week event—attendees search for real-world ink blot markers to spawn 3D creatures in AR. The goal is to

- teach attendees about AR
- encourage networking
- explore overlooked areas
- increase the value of a full conference pass

We had **thousands of daily active users** until the pandemic killed the app since in person conference was banned. But now that the pandemic is over, I'm currently **refactoring the app to use**

- **modern design patterns**
- **open-source instead of third-party SDKs**
- **headset compatibility**

PRODUCT DESIGN:

Questions: What is Greatest Weakness?

“ Striving for perfection in every project slows progress.

In Animation and VFX, we look at every pixel for perfection.

In interactive experiences you need to have

- Rapid iteration
- Real-world feedback

Through above steps. Scavenge AR:

- Unclear AR Scanning Process
 - Added photography game mechanic and proper UX
- Lack of Onboarding:
 - Added AR Tutorial
 - Added easy Login
- Game crashing (infrequently)
 - Added cloud backend

Results:

- Increases satisfaction of game, 1000s of users,

ENGINEERING:

Question: Tell me about coding

App was originally built with Vuforia. which is a low-code AR third-party plugin for Unity. It uses Parent Child relationship in the outliner to do Augmented Reality. It worked by translating AR objects in world space to in front of the AR Camera.

The app launched successfully with 20 creatures for people to catch in a one week conference.

However, for this to ever be a forever game, it'll need to support 100s of creatures and environments. Can't do that because:

- High Memory Cost: Having all the geometry loaded in one unity scene made spawning slower and crashy
- Bad Coupling: People checking out the scene in Version Control has high risk of breaking

In 2025, my coding skills leveled up.

Since then, we now have AR Foundation which is native to Unity and free.

Uses pure code and utilizes Prefab and Instantiation

- More Performant and smaller app size: Explain
- More Modular: All 3D objects are in their own unity asset scene, meaning artists doesn't need to check out master scene

In Addition:

- Updating years worth of Unity updates via stair stepping
- Upgrading Rendering pipeline from Built-in to SRP
- Refactoring app to MVVMtoolkit

Future: Object Pooling and memory management.

3. How do you handle multiple stakeholders in cross-functional team?

- Career Cold Start Algorithm: 25min of tell everything I should know, 3min biggest problem, 2min of who to talk to.
 - Repeat until no one is left

- Radical Candor: Show someone that you Care Personally while you Challenge Directly, without being insincere
- Make a Priority Matrix (P0-P4) and KanBam Board (Request, Doing , Done) with my lead since they understand politics and Mission Objective better.

Preprocessing Quality Control Pipeline for Machine Learning

- Poor communications among teams leading to longer delivery time and a poorer product.
- Talk about requirements in machine learning between art and engineering dept.
 - Converting Greenscreen room to Broadcast room.
 - Improving Production was better solution than post production

6. Tell me about a time you had a disagreement with your manager.

Tell me about a time when you had a conflict with a co-worker.

Have you ever had to advocate for using a framework?

Convince the need of a DAM

7. Tell me about a project where you faced unexpected challenges. How did you handle them?

Tell me about a time you met a tight deadline.

MOCAP IN A HURRY

- Focus: Time management and decision-making.
- Emphasize planning, teamwork, and focus under pressure. Trust

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