

P Michael Norris Level & Mission Designer

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Work Experience

Senior Game Designer (Levels)

2025 - Present

Byteback Studios – Nightmare Kitchen

Remote

Leading modular, PCG room design with systemic combat, puzzle, and progression elements for indie co-op FPS.

- Modular, grammar-driven room design using Unity and PCG systems for replayability.
- Combat, puzzle, and minigame encounter design to balance grammar, pacing, and challenge.
- Whitebox blockout to validate metrics, navigation clarity, and variety.
- Collaboration with art, narrative, and engineering to align tone, visuals, and mechanics.
- Integration of unlocks and objectives to support long-term player progression & game loop.

Senior Level Designer

2023 - 2024

Meta (Oculus VR)

Remote / Irvine, CA

Created systemic co-op mission levels, a central player hub, and cinematic sequences for a multiplayer VR shooter.

- Built modular mission layouts in Unreal Engine 5 using Blueprints and PCG tools.
- Designed a central hub for loadouts, trading, and player social interaction.
- Authored mission templates with varied objectives, layouts, and progression hooks.
- Defined spatial metrics, traversal flow, and combat pacing standards adopted across multiple mission environments.
- Created Sequencer blockouts to align cutscenes, story beats, and gameplay flow.
- Developed modular Maya kits to accelerate whiteboxing and asset swaps.

Level Designer

2018 - 2023

Ready At Dawn (Oculus VR) – Lone Echo II

Remote / Irvine, CA

Led world, mission, and encounter design for *Lone Echo II*, recognized with two D.I.C.E. Awards including VR Game of the Year.

- Directed world map structure and themes to build a cohesive space-fantasy setting.
- Led pods of artists, animators, and engineers to deliver polished VR mission spaces.
- Drove playtest loops and data reviews to refine level readability, mission pacing, and encounter balance.
- Prioritized comfort and accessibility to reduce VR sickness and improve immersion.
- Scripted puzzles, encounters, and NPC navigation using proprietary visual scripting tools.
- Unified worldbuilding, story, and gameplay flow through cross-discipline collaboration.

Mission / Content Designer (Live Ops)**2012 - 2017***Gazillion Entertainment – Marvel Heroes**Bay Area, CA*

Drove live mission, encounter, and event design for the MMO ARPG *Marvel Heroes* (including its console release *Marvel Heroes Omega*).

- Populated open-world zones with enemies, NPCs, and events faithful to the Marvel IP.
- Tuned progression rewards to support new and veteran players.
- Designed endgame missions and raids balancing co-op challenge and rewards.
- Created tutorials, onboarding flows, and achievements to improve accessibility.
- Delivered live ops content on tight deadlines with art, engineering, and narrative.

World Designer (Live Ops)**2011 - 2012***NCSOFT (Paragon Studios) – City of Heroes**Bay Area, CA*

Expanded the superhero MMO *City of Heroes* with new zones, missions, and events.

- Designed city zones with environment artists and design leads.
- Created encounters, NPCs, and events to encourage cooperative team play.
- Balanced mission flow and difficulty for solo and group players.
- Authored quests, dialogue trees, and achievements to enrich progression.

Level Designer / Mission Designer / 3D Artist**2011 - 2012***WayForward Technologies – Multiple Shipped Titles**Valencia, CA*

Designed and levels, missions, and 3D art for multiple shipped titles including *Silent Hill: Book of Memories*, *Centipede: Infestation*, and *Happy Feet 2*.

- Designed platforming levels with co-op mechanics and puzzles (*Happy Feet 2*).
- Collaborated with animators and artists to add rhythm-based cues and storytelling (*Happy Feet 2*).
- Developed dungeon layouts, mission objectives, and enemy encounters (*Silent Hill: Book of Memories*).
- Built and optimized 2D/3D props and level art for high-mobility shooter arenas (*Centipede: Infestation*).

Environment Artist**2008 - 2009***Budcat Creations (Activision Blizzard) – Multiple Shipped Titles**Iowa City, IA*

Created and optimized 3D environments, props, and set pieces for multiple shipped titles including *Guitar Hero: World Tour*, *Guitar Hero: Metallica*, *Guitar Hero 5*, and *Our House: Party*.

- Optimized level geometry and performance in 3ds Max while preserving visual fidelity (*Guitar Hero: World Tour / Metallica / Guitar Hero 5*).
- Modeled 3D props and vehicles to support gameplay systems and interaction (*Our House: Party*).