

Paul Baker

Twenty years and eleven shipped titles across console, PC, mobile and web — gameplay and tools programming, and leading engineering teams at Blue Tongue/THQ, Three Phase Interactive and GOATi. These days I also build IoT and cloud systems in React / TypeScript, Go and AWS. I like both ends of the job: the architecture and the team, and the clean, performant code that does exactly what a designer needs.



• Available now for contract and part-time work — remote or hybrid.

SELECTED WORK

Games I've shipped

SHIPPED

Wunderman Nation	2024	Lead Programmer · GOATi Outsourcing	WEB
22 Racing Series	2018	Gameplay Programmer · GOATi Entertainment	PC STEAM
myDRIVESCHOOL	2018	Gameplay Programmer · GOATi Entertainment	PC
Defect	2016	Lead Programmer · Three Phase Interactive	PC MAC LINUX STEAM
Stunt Star: The Hollywood Years	2012	Sole Programmer & PM · Three Phase Interactive	IOS ANDROID WINDOWS PHONE
Marvel Super Hero Squad	2009	Principal Programmer, Combat · Blue Tongue Entertainment / THQ	WII
El Tigre: The Adventures of Manny Rivera	2007	Senior Programmer · Blue Tongue Entertainment / THQ	PS2
Nicktoons: Attack of the Toybots	2007	Senior Programmer · Blue Tongue Entertainment / THQ	PS2 WII
Nicktoons: Battle for Volcano Island	2006	Senior Programmer · Blue Tongue Entertainment / THQ	PS2 GAMECUBE
Nicktoons Unite!	2005	Senior Programmer · Blue Tongue Entertainment / THQ	PS2 GAMECUBE
The Polar Express	2004	Software Engineer · Blue Tongue Entertainment / THQ	PS2 GAMECUBE PC

PROTOTYPES & UNRELEASED

Race Hub	2021–24	Gameplay Programmer · GOATi Entertainment	PC
Honda Experience	2018	Gameplay Programmer · GOATi Entertainment	PC
WWE Brawl	2009–11	Lead Programmer · Blue Tongue Entertainment / THQ	PS3 XBOX 360 WII

BEYOND GAMES

Ecosite — ongoing	2026–present	Software Engineer · OzXCorp	WEB CLOUD EDGE
Ecosite	2020–21	Senior Software Engineer · OzX Corp	WEB CLOUD

Experience

Software Engineer

Jun 2026 — present

OzXCorp

Greater Melbourne · Contract · Hybrid

- Sole charge of the *Ecosite* platform, modernising and extending it end to end — web front end, cloud services and edge devices.

Lead Programmer

Feb 2024 — May 2026

GOATi Outsourcing

Melbourne · Contract · Hybrid

- Brought on to take *Wonderman Nation* (Unity WebGL) from prototype into production, leading a backend programmer and mentoring a junior Unity programmer.
- Introduced the MVC architecture pattern and unit testing to the client, producing code that is easy to maintain and relatively bug-free.
- Shipped creature breeding, village raising and online battle modes plus pinball, Galaga- and Breakout-style minigames, with FMOD sound and music.

Game Programmer

Feb 2021 — Feb 2024

GOATi Entertainment

Melbourne · Contract · Hybrid

- Two-engineer team on RevGen, GOATi's in-house C++/Lua engine, for *22 Racing Series* (Steam Early Access); owned gameplay, race modes, in-game editors, GUI, audio and tutorials.
- Built the in-game 3D spline-based track editor, mid-race vehicle tuning and the race-rules editor — the work I'm proudest of on the project.
- Adapted the codebase for *Race Hub*, GOATi's user-generated racing platform: built all of its in-game tools, and reworked vehicle physics, input, sound, GUI and in-vehicle dashboard clusters, gear sticks, screens and HUDs.

Senior Software Engineer

Nov 2018 — Feb 2021

OzX Corp

Greater Melbourne · Full-time · Hybrid

- Engineering and project management across IoT, power-electronics and electromechanical projects, working under the company's software architect.
- *Ecosite*: requirements and planning, the web app, and additions to the cloud microservices behind it — test-driven throughout.
- Embedded and IoT work on the RV power platform: firmware on the units, the cloud services behind them, and a phone app over Bluetooth and the cloud.

Game Programmer

Jul 2017 — Nov 2018

GOATi Entertainment

Melbourne · Contract · On-site

- Took *22 Racing Series* from tech demo to a fully-featured, networked gameplay prototype; built the UI, vehicle/track upgrade systems, in-game vehicle editor, leaderboards and inventory.
- Prepared builds for and demonstrated at PAX Australia 2017 and 2018 — selected for PAX Rising both years — and at Melbourne Esports Open 2018, where it ran on the public floor as a playable showcase and a tournament.
- Adapted the codebase for the *Honda Experience* — a Civic Type R at Mount Panorama — doing all of its non-engine/rendering programming, and worked on input and UI for *myDRIVESCHOOL*.

Co-founder & Technical Director

Mar 2012 — Jun 2018

Three Phase Interactive

Melbourne · Self-employed · Hybrid

- *Defect* (Steam — PC, Mac, Linux): lead programmer, project manager and marketing/PR. Unity C# and FMOD. Funding was a whole-team effort totalling A\$208,088 — a A\$43,088 Kickstarter from 941 backers, a A\$60,000 Film Victoria grant and A\$105,000 of Screen Australia production investment — with me on point for the Kickstarter, Steam Greenlight and Film Victoria. Won Overall Excellence at Unite Melbourne 2015 and was nominated for Innovation at the 2016 Australian Game Developer Awards.
- *Stunt Star: The Hollywood Years* (iOS, Android, Windows Phone): sole programmer and project manager; studio contact for external marketing, audio and localisation.
- Selected for PAX Rising, the curated indie section of PAX Australia, showing both games across 2014–2016.

Junior → Lead Programmer

Jul 2003 — Jun 2011

Blue Tongue Entertainment / THQ

Melbourne · Full-time · On-site

- Progressed from Junior to Lead as the studio went from independent to an internal THQ studio running multiple projects. Worked across the tool-chain and the games (in-house engine and FMOD on all but the first).
- Shipped on Wii, PlayStation 2, GameCube and PC — *Marvel Super Hero Squad*, *El Tigre*, three *Nicktoons* titles and *The Polar Express* — and led engineering for years on *WWE Brawl* (Xbox 360 / PS3 / Wii), cancelled when THQ closed the studio.
- As Lead: hiring and performance management (team of 8 → 16), project management of engineers, design-spec review, overall technical design and review, roadmap ownership, and technology sharing within Blue Tongue and between THQ studios.

TOOLBOX

Skills

LANGUAGES

TypeScript · JavaScript · SCSS / CSS / HTML · GraphQL SDL
· Go · C# · C++ · Lua · Dart · C

ENGINES & TOOLS

Claude Code · GitLab · GitHub · React · RxJS · Docker · AWS
SDKs · Unity · FMOD · Flutter · Perforce

WEB & CLOUD

AWS IoT Greengrass · Edge (Raspberry Pi) · AWS Lambda ·
AWS CloudFormation · AWS DynamoDB · AWS Cognito ·
WebGL

PRACTICE

Software architecture · Layered automated testing ·
Infrastructure as Code · CI/CD · MVC · Refactoring &
optimisation · Team leadership · Mentoring · Project
management

REFERENCES

What colleagues say

A hardworking, dependable engineer with excellent problem-solving and technical skills. Paul works across multiple problem domains, languages and frameworks, and consistently delivers high-quality work — maintainable, readable and robust systems.

Alister Hatt · Senior Expert Software Engineer,
Sledgehammer Games
(managed Paul)

Paul primarily worked on gameplay features, HUD and UI/UX. He was extremely diligent, efficient and competent across a number of programming disciplines, and would always work through task briefs before beginning — never leaving anything up to chance. I would have no problem recommending Paul to any team.

Garth Midgley · Studio Founder & Creative Director,
GOATi
(managed Paul)

An extremely capable and insightful engineer. On *Marvel Super Hero Squad* he worked quickly and thoroughly, producing high-quality code in key game systems such as the combat system. As a lead he was steady, organised and of high integrity, with an excellent instinct for finding solutions to difficult architectural problems — roundly respected by the engineering team he led.

Marc Hildenbrand · Staff Software Engineer, Canva
(reported to Paul)

One of the most organised, productive and sharpest co-workers I've had. As Lead Programmer he brought strong leadership, technical and communication skills, and was extremely efficient — making the job of the production team almost effortless.

Ingrid Popper · Producer / PM
(worked with Paul)

BACKGROUND

Education

2002

Diploma of Computer Games Development

Academy of Interactive Entertainment (AIE) · Software Design

1998–2001

Bachelor of Engineering (Software Engineering)

FIRST CLASS HONOURS

University of Newcastle, NSW

GET IN TOUCH

Let's talk

Melbourne-based. Available for part-time and contract work — remote or hybrid.

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[LinkedIn ↗](https://www.linkedin.com/in/paulcbaker) (<https://www.linkedin.com/in/paulcbaker>)

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