

Lee Williamson

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Senior creative leader with a career spanning AAA games and licensed franchises, including Call of Duty: Mobile, Rock Band 4, Ghost Recon, and Rainbow Six. My background includes hands-on production across characters, props, environments, VFX, and animation, giving me a perspective that bridges artistic vision, technical execution, and production strategy.

Creative direction and review

Live-service content design

Asset QA

External art production

Vendor partnerships

Briefs & pipeline documentation

Character & hard-surface art

Motion-capture direction

Mentorship

Tools: Blender, Maya, 3ds Max, ZBrush, Substance 3D Painter, Photoshop.

Professional Experience

Senior Outsource Art Manager

Jun 2021 – Present

ACTIVISION | Call of Duty: Mobile | Arlington, MA / Remote

- Drive external studio vision and executional excellence across global vendor pipelines by establishing clear creative and technical benchmarks, delivering structured feedback, and building consensus across distributed teams.
- Partner with design leads, the art director, and production teams to turn franchise guidelines into production-ready assets, balancing visual quality, technical constraints, gameplay, and player experience.
- Led character concept and asset direction on selected Call of Duty: Mobile assets while continuing to lead external art production.
- Served as a content designer across multiple seasons while continuing external art production responsibilities.
- Write and direct motion-capture sessions for in-game emotes, working with performers and licensed IP partners to turn scripts into in-game performances.
- Researched and introduced AI-assisted reference and production workflows; created presentations and guidance adopted by the content team.
- Author vendor briefs, technical specifications, onboarding materials, and review checklists; identify freelance artists and mentor junior teammates.

Art Consultant and 3D Specialist

Jan 2012 – Nov 2021

Freelance | Arlington, MA / Remote

- Provided art, design, and 3D production services for clients across games, entertainment, and commercial projects.
- Led art direction and character design for select client projects.
- Selected clients included Google, Daz 3D, Industria Mechanika, and Formlabs.

Artist | Gameplay UI, VFX & Character Art

Jan 2015 – Mar 2017

Harmonix Music Systems | Boston, MA

- Led the visual design and track language for Rock Band 4's 'Freestyle Guitar Solo' feature, collaborating with Audio Leads to create an intuitive visual system that directly guided player performance in real time.
- Created and integrated HUD elements and real-time VFX.
- Modeled, textured, and integrated character clothing and accessories for post-launch content.

Visual Effects Artist; Contract 3D/2D Artist

Jan 2014 – Oct 2014

Turbine | Needham, MA

- Created and integrated gameplay VFX, environment props, vehicles, and terrain textures for Infinite Crisis; moved from contract art into a full-time VFX role.

3D Prop/Environment Artist

Aug 2007 – Jun 2012

Vicious Cycle Software | Morrisville, NC

- Built game-ready environment assets for shipped console titles. Co-developed and documented a destructible-object pipeline, then trained artists on its use.

Marketing Artist/3D Prop Artist

2004 – 2007

Ubisoft/Red Storm Entertainment | Morrisville, NC

- Created Rainbow Six promotional imagery and production-ready props for Rainbow Six, Ghost Recon, and Ghost Recon Advanced Warfighter.

3D Character Animator / 3D Artist

1998 – 2000

Cryo Studios/Dark Horse Comics | Milwaukie, OR

- Animated, rigged, and skinned characters for Hellboy: Asylum Seeker; collaborated with design and engineering on combat behavior.

Education

Certificate in Character Animation and Digital Effects | Vancouver Film School, Vancouver, BC

Bachelor of Science in Graphic Arts & Imaging Technology | Appalachian State University, Boone, NC