

# NICHOLAS GURLEY

Contact Information on Request  
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## GAME PRODUCTION | PROJECT MANAGEMENT

*Creative, people-first leader with 15+ years of project management XP, with 3 years in VR and game simulation spaces. Exceptional at leading production and operations teams, creating positive cultures to manage complex projects and deliver incredible results!*

### VR / GAME SIMULATION PRODUCER | PM EXPERIENCE

US NAVY | 2016 - 2019

NDA-PROTECTED WAR GAMES, 2019

VARIOUS HIGH-FIDELITY VR  
SINGLE-OPERATOR TRAINING SIMULATORS,  
2016-2018

ANTI-MISSILE DEFENSE VR TEAM SIMULATOR,  
2016-2018

### OTHER EXPERIENCE

DIRECTOR OF OPERATIONS AND DEPUTY DIR.  
OF OPERATIONS | US NAVY  
APR 2020 – MAY 2023

Led team of 350+ while overseeing \$10.8M  
annual budget, with 100% on-time delivery.

SENIOR TECHNICAL PROGRAM MANAGER /  
PUBLISHING PRODUCER | US NAVY  
JUN 2016 - JUN 2018

Managed \$32.5B in project funding for the U.S.  
Navy's Surface Fleet training and manpower  
portfolio with staff of 4 direct reports.  
Performed as Publishing Producer for  
VR/Game sims.

### TOOLS

Jira • Confluence • Trello • Miro • Google  
Suite (Sheets, Docs, and Slides) • MS Office  
(Excel, Word, and PowerPoint) • Google Meet •  
MS Teams • Zoom • Slack • Discord • GitHub •  
Unity • Unreal Engine

### EDUCATION

Certified Scrum Product Owner® (CSPO)  
Issued in June 2023 by *The Scrum Alliance*

Certified ScrumMaster® (CSM)  
Issued in June 2023 by *The Scrum Alliance*

Naval War College  
Master of Arts | National Security and  
Strategic Studies

Marine Corps University  
Master of Arts | Military Studies

University of Florida  
Bachelor of Arts | Business Administration

### PROFESSIONAL PILLARS

#### PROJECT MANAGEMENT

- **Oversaw 50+ concurrent multi-year projects** with a staff of four as Publishing Producer for VR and game simulators ranging from \$500K to \$50M:
  - Ensured **publisher budgets appropriately utilized** (\$500K-\$1.8B), acquiring necessary funds to complete project milestones, reconciling budgets as milestones were completed.
  - Spearheaded end-to-end project management, **forecasting and managing complex schedules**, and budget burndown rates resulting in 100% delivery.
  - Produced post-mortems and distilled them into concrete, trackable deliverables to **solve challenges and prevent repeat occurrences**.
- **Collaborated with remote and in-person development teams** (5-60+) across time zones through **all phases of production**
  - Worked with Development Producer to **triage and remove blockers**, change scope, schedule, budget to meet schedule and feature change requests.
  - Collaborated with internal stakeholders to incorporate feedback and **anticipate and mitigate production risks**.
  - **Established and maintained strong relationships** with multi-disciplinary departments (operations, product design, IT, finance, & legal).

#### STRATEGY AND EXECUTION

**Highlight:** Crafted and streamlined project management workflows across three tactical partners, **completing \$22.4M six-month project early** and on-budget.

- **Highly analytical approach** to ensure that strategic vision transparently supports stakeholders while encouraging effectiveness and efficiency. Able to assess and develop projects, products, pipelines, and people.
- **Drove unified vision and acted as primary conduit of communication** between cross-discipline client and internal teams.
  - Headed meetings between internal and external partners to **determine strategic priorities and tactical alignment & execution**.
  - **Led team rituals**, such as daily standups, planning, retrospectives, triage, coordination, and alignment meetings.
- Audited processes and workflows to **identify weaknesses and develop action plans** to address and mitigate project management and personnel risk issues.

#### LEADERSHIP AND COLLABORATION

**Highlight:** Director of Operations role aka "Mayor of a Small Town at Sea," overseeing logistics, operations, finance, first responders, electric, and support systems for 350.

- **Led teams of 4-350+** in creative and technical disciplines while **overseeing 50+ concurrent projects** in all phases of development.
  - Coached & mentored multi-disciplined project managers, enabling 9 senior managers to qualify for director roles at 55% above Navy's average.
  - Through conflict resolution skills, **improved team dynamics, mitigated internal disputes, and fostered collaboration** among multiple teams.
- Approached relationship building with curiosity, empathy, authenticity, and transparency, fostering a **culture of diversity, respect, and dignity**.
  - Executed company events and initiatives to drive culture, **enriching employee experience** through celebration, advocacy, and team building.