

MAKS MAISAK

max.maisak@gmail.com · [linkedin.com/in/maksmaisak](https://www.linkedin.com/in/maksmaisak) · github.com/maksmaisak · Haarlem, the Netherlands

SUMMARY

- 7+ years of professional Unreal Engine experience (C++, Blueprints) across AI, animation, gameplay, and tooling
- Sole AI programmer on Metro Awakening — Steam Awards 2024 VR Game of the Year
- Created the HTN Planning AI plugin for UE4/UE5, used in shipped titles including Metro Awakening, Eternal Strands, and Gray Zone Warfare
- Built FocalRig, a Control Rig plugin for procedural aiming and character animation
- Programming strengths include systems design, reusable tooling, automated testing, and performance optimization

WORK EXPERIENCE

Senior AI Programmer

January 2024 — Present

Vertigo Studios Amsterdam, the Netherlands

Metro Awakening (PCVR, PSVR2, Meta Quest 2 & 3) — Unreal Engine 5, C++

- Sole AI programmer on a AAA VR title; owned all AI systems end-to-end
- Built and maintained perception, cover, coordination, enemy behaviors, and designer-facing tools
- Built animation tech: character locomotion (motion matching), full-body VR avatar, animation-driven player interactions
- Introduced automated Functional Testing for AI, improving bug-fixing speed and regression detection
- Onboarded and mentored multidisciplinary team members building AI encounters

Game Programmer

September 2021 — December 2023

Vertigo Studios Amsterdam, the Netherlands

Metro Awakening (PCVR, PSVR2, Meta Quest 2 & 3) — Unreal Engine 5, C++

- Designed and implemented core AI systems for Metro Awakening from the ground up
- Built enemy behaviors and AI infrastructure using C++, Blueprints, HTN, and EQS
- Developed reusable systems for perception, cover, and designer-facing encounter workflows

Self-employed Plugin Developer

January 2020 — Present

Haarlem, the Netherlands

- Designed, shipped, and supported the HTN Planning AI plugin for Unreal Engine 4 and 5
- Plugin used in shipped titles: Metro Awakening, Eternal Strands, Gray Zone Warfare
- Created FocalRig — a Control Rig plugin for procedural aiming (full-body look-at, weapon aim, eye tracking, automatic skeleton setup)
- Maintained documentation, example projects, and customer support across ongoing releases

Game Programmer Intern

February 2021 — June 2021

Force Field Entertainment, Amsterdam, the Netherlands

- Created a JavaScript declarative state machine library for multiplayer game logic on a Node.js server (Facebook Rooms)
- Ported the state machine library to C# for use in Unity games

Game Programmer Intern

September 2019 — January 2020

Force Field Entertainment, Amsterdam, the Netherlands

- Created character AI for an unannounced AAA VR title in Unreal Engine 4 and C++
- Built enemy AI behaviors, squad coordination, and gameplay prototypes
- Developed tools and plugins for Unreal Engine; collaborated with designers to improve workflows

EDUCATION

Bachelor of Science — Game Engineering

Saxion University of Applied Sciences, Enschede, the Netherlands — Graduated Cum Laude

Saxion Holland Top Talent Scholarship · Extended Saxion Talent Scholarship · Saxion Excellent Scholarship (x2)

SKILLS

AI & Gameplay	Enemy AI, perception, combat AI, cover systems, HTN, Behavior Trees, EQS, State Machines, automated testing
Animation	Animation Blueprints, Control Rig, procedural animation, IK, Motion Matching, full-body VR avatar
Unreal Engine	UE5, UE4, C++, Blueprints, Editor tooling, Visual Logger, Sequencer, profiling, debugging
Languages	C++, C#, TypeScript, JavaScript, Lua, Python, Rust, GLSL, Swift, Haskell
Tools	Git, Perforce, Visual Studio, VS Code, Rider, CLion
Spoken	English (Fluent), Ukrainian (Native), Russian (Native), Dutch (Beginner/A2)