

FRANCIS LEO TABIOS

Milan, Italy 📍
+39 329 451 558 4 📞
francis.tabios@gmail.com ✉️
www.francisleo.com 🌐
tabios 🌐

Started as a multidisciplinary designer with an expertise in **Product** and currently a **UX Expert** and **Creative Director** for the gaming industry. I'm passionate about my work and continuously curious about new trends and innovation in communication and products.

EDUCATION

POLITECNICO DI MILANO
Milan, Italy
Master Degree in Product Service System Design.
2011 - 2014

TONGJI UNIVERSITY
Shanghai, China
Master Degree in Design and Innovation.
2012 - 2013

NUOVA ACCADEMIA DI BELLE ARTI
Milan, Italy
Bachelor Degree in Product Design.
2007 - 2010

AWARDS

Samsung Young Design Award
Bronze Award with Cerere
2013

Audi App Jam Shanghai
Top Score Team with Audi Sense
2013

Un Designer per le Imprese
Awarded with CondividiMI
2010

Light Exhibition Design
Winner with L.E.D. Hole
2009

LANGUAGES

Italian **Native**
English **Fluent**

WORK EXPERIENCE

- **Hangar 13**
09/2023 - current
Lead UX Designer at the AAA game studio in **Brighton, United Kingdom.**
 - Mafia: The Old Country
 - TopSpin 2K25
- **Hatchyverse**
08/2021 - current
Creative director freelance, supporting the vision of the Hatchyverse, the first decentralized Intellectual Property owned and managed by a Decentralized Autonomous Organization.
 - www.hatchyverse.com
- **Ten Square Games**
05/2020 - 05/2023
Creative Director responsible for the overall vision of the new products in the Argonauts studio in **Warsaw, Poland.** Responsible for unifying and tie together all design, graphic, narrative, and technical elements into the creative vision.
 - Fishing Masters
 - Magical District
- **Black Forest Games**
12/2019 - 04/2020
Senior UX/UI Designer at the AAA game studio part of the THQ Nordic family, in **Offenburg, Germany.**
 - Destroy All Humans!
 - Destroy All Humans! 2 - Reprobed
- **Gear Inc.**
02/2019 - 11/2019
Lead UX Designer in the game studio Alley Labs in **Hanoi, Vietnam.**
 - WWE Champions 2019 (for Scopely)
- **NetEase Inc.**
01/2018 - 01/2019
Senior UX Designer in the UX/UI Department of NetEase Games in **Guangzhou, China.** Working close to Game Design and GUI departments.
 - EVE Echoes: Infinite Galaxy (for CCP)
 - Lord of the Rings: Rise to War
- **Miniclip Inc.**
01/2016 - 12/2017
Game Designer / UX Designer at MINICLIP INC, in **Genoa, Italy.** Research and development of UI and UX for multiple platforms (Mobile and Web).
 - Football Strike - Multiplayer soccer
 - Basketball Stars
 - Thunderburds are Go: Team Rush
- **Technogym S.p.A.**
09/2014 - 12/2015
Interaction Designer at Technogym S.p.A. the Wellness Company in **Cesena, Italy.** Designer at "Centro Stile Technogym", working on both UI and UX design of the products.
 - Unity 3.0
 - Unity Mini