

Tom Ebner

Art Director for mobile and indie games, building visual systems, licensed IP worlds, and production-ready art direction.

Art Director with 15+ years in game development across mobile, indie, and licensed IP. Built visual identities, style guides, art bibles, and production pipelines from scratch, leading distributed teams and external vendors from concept through live ops. Strong background in visual development, character-driven art, cross-functional collaboration, and translating creative goals into clear, production-ready workflows.

Professional Experience

Squid Games (Indie Studio) — Art Director

REMOTE | MAY 2022 – PRESENT

- Define the visual identity and art direction for Jellyvale: A Match Tale, building the art bible and visual targets across characters, environments, UI, and FX.
- Build the studio's art pipeline and review process from the ground up, establishing

CONTACT

EMAIL

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WEBSITE

www.tomebner.com

LOCATION

Los Angeles, CA (West Coast)

FOCUS AREAS

Art Direction

Visual Development

Character Design

Live Service

Licensed IP

Vendor Leadership

2D Pipelines

Mobile Games

CORE SKILLS

Art Direction & Visual Development

Art direction, visual development, style guides, art bibles, visual targets, IP stewardship, character design.

Leadership & Collaboration

Team leadership, artist mentoring, vendor management, offshore team direction, stakeholder alignment, cross-functional collaboration.

Production & Live Ops

Pipeline development, asset review and feedback, production workflows,

standards, workflows, and feedback systems.

- Lead a distributed art team and partner daily with design and engineering to align visual quality with gameplay goals and technical constraints.
- Maintain consistency across internal and external contributors through structured feedback, paintovers, and clear visual standards.

Jam City — Art Director / Art Lead / Senior Artist

CULVER CITY, CA | 2014 – MARCH 2022

- Directed live-service art production for Genies & Gems, supporting feature development, seasonal content, and long-term visual evolution.
- Led art direction on James Cameron's Avatar franchise work, defining visual standards and guiding teams within strict licensed-IP requirements.
- Created and maintained style guides and art bibles used across internal teams and external development partners.
- Managed external vendors and offshore teams, maintaining quality and consistency across distributed pipelines.
- Collaborated with product, engineering, and marketing leadership to align visual direction with production and business goals.
- Mentored artists across disciplines and helped raise team quality over time.

Nickelodeon Games — Senior Artist

GLENDAL, CA | SEPT 2007 – MARCH 2014

live service support, quality standards, production planning.

Tools

Adobe Photoshop, Unreal Engine (working knowledge), Maya, ZBrush, 2D/3D game art pipelines.

SELECT FREELANCE & IP WORK

Freelance art direction, concept, and illustration across licensed and original IP, spanning character, environment, brand, and marketing work.

EDUCATION

Minneapolis College of Art and Design

BFA, Animation (Minor: Illustration)

Gnomon School of Visual Effects

Digital Painting & 3D Modeling

- Defined visual direction across multiple web-based game titles for a major youth entertainment brand.
 - Built and enforced style guides for licensed IP across internal and external teams.
 - Produced concept art, character design, environment illustration, and animation assets for live titles.
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Kung Fu Factory — Senior Artist / Concept Artist

LOS ANGELES, CA | JUNE 2014 – SEPT 2014

- Created concept art and visual development for Card King Dragon Wars.
 - Produced color scripts, pitch materials, and licensed-IP development work including Green Arrow, Adventure Time, and King of the Hill.
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Collision Studios — Lead Artist

SANTA MONICA, CA | MAY 2014 – JUNE 2014

- Led art direction across mobile projects for a small, fast-moving team.