

Proposed Role

Game Mathematician to Game Design Systems Engineer

What this is

This sets out a role and career path Phil and I would like to propose for you. Nothing here is approved or promised yet. If you are positive about the direction, Phil will take it forward and seek the approvals needed. The proposal would land in the upcoming review period, with review conversations in July and the change effective in August.

The proposal at a glance

- **New title:** Game Design Systems Engineer
- **Salary:** \$65,000 (Starting) → 31% Retention Raise → \$85,000 to \$110,000
- **Bonus and profit share:** Unchanged, on top of the new salary
- **Reporting line:** Direct report to Ian
- **Focus:** 100% on game design tools and systems; production math is no longer the role
- **Timing:** Reviewed in July, effective August, contingent on approval

You are already doing the role in an unofficial capacity

You have seen gaps in how game design work gets done and built tools to close them. The Ticket Distributor consolidates several previously manual workflows into one tool. GIS is about to deploy and will be an immediate time saver for design and QA, with a significant reduction in JIRA tickets being raised around it. The role and title we are proposing formalize what you have already shaped for yourself, and give you a clear mandate to keep going.

Role definition

Mission

Define, build, and own the tools, simulations, and workflows that support the game design process, end to end. The role is rooted in game design, which means both game designers and game design math. Outputs that also help QA or production are welcome side effects, but the role is not scoped to directly serve or build tools for those departments.

Future developments

Not first-year commitments, but on the longer-term horizon:

- A full player-session modeling platform (a scoped pilot is acceptable if data is available)
- A standalone AI platform (AI remains a technique used inside workflows, not a workstream)
- Formal team build (handled as a future option, not a default trajectory)

Compensation and career path

The package recognizes the current scope and gives you a credible path forward.

Stage	Title	Salary
Starting	Game Mathematician	\$65,000
↓ 31% Retention Raise		
Today	Game Mathematician	\$85,000
August (proposed)	Game Design Systems Engineer	\$110,000
6 month review	Senior Game Design Systems Engineer	\$120,000 – \$125,000
Future	Lead Game Design Systems Engineer	\$130,000+

You remain eligible for the 25% end-of-year bonus and the profit share scheme. Both scale with the upside the work is expected to deliver.

First six months

- **Deploy GIS Auto-Generation.** Get GIS finished, deployed, and in routine use across Game Design.
- **Audit the current tool landscape and produce an implementation strategy.** Map what exists within game design, categorize what to keep, lightly improve, consolidate later, or hold for future investment, and turn that into a short strategy document. The strategy names the top three opportunities, what should be built next, where AI-assisted prototyping can accelerate iteration without becoming the source of truth, and what requires support from engineering or analytics.
- **Build and prove the end-to-end design tooling pipeline.** Continue developing the Ticket Distributor as part of the broader pipeline. The proof is the creation of a working game perm on a real game, taken end-to-end through par sheet, perm creation, progressive solving where applicable, simulation, and graphical analysis.

Six month review: promotion trigger

You would move to Senior Game Design Systems Engineer at the six month review when the deliverables above are met, and the Ticket Distributor is usable by at least one other designer without you present. Salary moves to the \$120,000 to \$125,000 range on successful review.

Longer-term path

Beyond Senior, the natural next step is Lead Game Design Systems Engineer: owning the design systems roadmap, setting standards, and coordinating with engineering and analytics where the work touches them. Appropriate when the work exceeds what one senior IC can carry.