

# TIMO BUSKE – IT DECATHLETE

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## OBJECTIVE

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Dedicated IT professional with 18 years of diverse experience in product and project management, software development and team leadership. Seeking to leverage my expertise and drive success in leadership roles.

## EXPERIENCE

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### Project and Product Management – KDAB

2017 - Present | Remote

- Successfully managed and delivered diverse customer IT projects in the following sectors: automotive, medical, defense
- Led the development of a 3D engine and tools, resulting in shorter iteration cycles, improved performance and efficiency
- Advised and collaborated with the team to successfully establish the company's YouTube channel

### Tools Lead – Machine Zone

2014 – 2017 | Hamburg (occasionally Palo Alto, USA)

- Led the tools team, fostering a collaborative environment that drove exceptional results
- Pioneered the development of a cutting-edge 3D content pipeline and tools suite, enhancing productivity and quality
- Developed a 3D engine data format

### Co-Founder – Mad Processor

2009 – 2014 | Hamburg

- Co-founded and played a pivotal role in game design, content creation and tools development
- Developed a proprietary 3D engine data format and tools suite, which became the core technology of the company's games
- Designed and developed several games, resulting in successful releases and positive reviews

### Freelancer

2005 – 2009 | Pinneberg

- Worked on various 3D graphics projects and provided consulting services to clients on 3D projects, resulting in satisfied clients and repeat business

### Software Engineer, Sound Designer – Fishlabs

2005 – 2009 | Hamburg

- Developed tools and plugins to support the development of games, resulting in increased efficiency
- Designed and created sound effects and music for several games, contributing to their overall quality and success

### Internship And Diploma Thesis – Schadelohr (later Fishlabs)

2004 – 2005 | Hamburg

- Produced interactive architectural 3D real-time visualizations
- Wrote a diploma thesis on the use of hardware shaders to create photorealistic representations of natural materials for real-time applications

## SKILLS

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- Successfully managed projects using classical, agile and hybrid methodologies
- Global perspective through collaboration with teams across Europe, USA and Asia
- Team leadership
- Deep expertise in 3D technologies, data formats and tools
- Programming in high level languages such as C++, Python, Java, Lua
- Sound logical understanding
- Skilled in media design and videography, including video production and post-production

## EDUCATION

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### Diploma In Computer Science

(Media Computer Science)

Fachhochschule Wedel –

University of Applied Sciences

### German Abitur

Integrierte Gesamtschule Thesdorf, Pinneberg

## LANGUAGES

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- German (native)
- English

## LICENSES / CERTIFICATES

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- Certified Project Management Associate, IPMA Level-D, ICB 3
- Leadership Training CCI
- Programming with Qt / QML (KDAB)
- Mobility / Driving Licenses / Safety: B, C1, BE, C1E, CE, M, L, T/S, Sports boat driving licenses, Radio certificates, Certificate for explosives

## OTHER

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Civilian Service – Klinikum Pinneberg



# ZERTIFIKAT

Es wird bestätigt, dass

**Timo Buske**

den Titel

## ZERTIFIZIERTER PROJEKTMANAGEMENT-FACHMANN (GPM) CERTIFIED PROJECT MANAGEMENT ASSOCIATE IPMA LEVEL D®

führen darf und in einem Zertifizierungsverfahren bei PM-ZERT  
(Zertifizierungsstelle der GPM Deutsche Gesellschaft für Projektmanagement e.V.)

in Übereinstimmung mit den  
Regularien von PM-ZERT und der IPMA Competence Baseline (ICB Version 3.0)  
gemäß Validierung durch die International Project Management Association (IPMA)

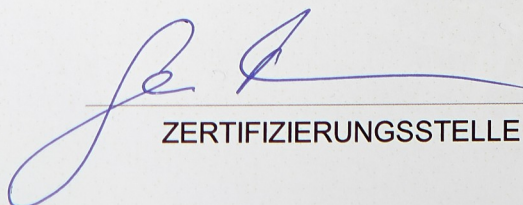
die geforderte Projektmanagement-Kompetenz nachgewiesen hat.

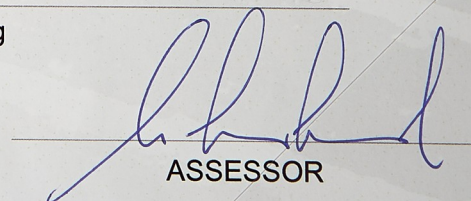
Dieses Zertifikat **181864** ist gültig bis 19.06.2023

Nürnberg, 20.06.2018

Erstzertifizierung  
ORT, DATUM

Rezertifizierung  
ORT, DATUM

  
ZERTIFIZIERUNGSSTELLE

  
ASSESSOR



Durch die DAKKS nach DIN EN ISO/IEC 17024 akkreditierte Zertifizierungsstelle.  
Die Akkreditierung gilt für die in der Urkunde aufgeführten Kompetenzlevel.



GPM Deutsche Gesellschaft  
für Projektmanagement e. V.

Certificate No.: 181864



PM-ZERT is ISO 9001 certified

# Certificate

This is to certify that

## Timo Buske

has attained the required level of competence to be granted

### IPMA LEVEL D®

# Certified Project Management Associate

by PM-ZERT

the Certification Body of GPM German Association for Project Management e. V.

using

the IPMA ICR4 and IPMA ICB4 as validated by

the International Project Management Association (IPMA®).

This certification process was conducted in German.

20.06.2023  
Date of Issue

For the Certification Body

IPMA®

international  
project  
management  
association

19.06.2028  
Certification valid until

For the Assessors



Deutsche  
Akkreditierungsstelle  
D-ZP-16063-01-01

Certification body accredited by DAkKS according to DIN EN ISO/IEC 17024 The accreditation applies to the competency level listed in the DAkKS-certificate.



# IHK-Zertifikat

## Certificate CCI

Timo Buske

hat vom 20. April bis 13. Oktober 2023 an folgendem Kurs erfolgreich teilgenommen: successfully attended the following course from April 20, 2023 till October 13, 2023:

Führungskräftetraining IHK  
Leadership Training CCI

Der Kurs umfasste 120 Unterrichtsstunden à 45 Minuten. Vermittelte Inhalte siehe Rückseite.  
The course included 120 lessons of 45 minutes each. Covered subjects overleaf.

Hamburg, 13. Oktober 2023 Hamburg, October 13,  
2023

HKBiS Handelskammer Hamburg  
Bildungs-Service gemeinnützige GmbH

A handwritten signature in blue ink that reads 'ppa. Ph. Fischbeck'.

Philipp Fischbeck  
Prokurist Authorized Officer

# Führungskräftetraining IHK

## Leadership Training CCI

### Inhalt

- Führungsverhalten und Führungspersönlichkeit
  - Management und Führung
  - Werte und Motivation
  - Umgang mit Widerständen
  - Vertrauen und Kontrolle
  - Kompetenzen einer Führungskraft
  - Führungsstile
- Gesprächsführung und Konfliktbewältigung
  - Grundlagen der Kommunikation
  - Gesprächsführung
  - Feedback
  - Konfliktgespräche
- Agile Arbeitsmethoden
  - Bedeutung von Agilität und Komplexität
  - Prinzipien und Methoden agiler Arbeitsorganisation
  - Unterschiede zu klassischen Führungskonzepten
  - Einüben von Agile Hacks
  - Selbstorganisation und Eigenverantwortung
  - Kompetenzen der Führungskraft
- Rhetorik und Präsentation
  - Grundlagen der Rhetorik
  - Elemente einer guten Präsentation
  - Medien und ihr Einsatz
  - Aufbau einer Präsentation
- Argumentations- und Verhandlungstechniken
  - Argumente überzeugen
  - Jeder gewinnt Verhandlungen
  - Verhandlungsablauf
  - Schlagfertigkeit trainieren
- Leitung von Teams und Projektgruppen
  - Grundlagen der Leitung von Gruppen
  - Umgang mit Gruppendynamiken
  - Kreativität bei Teams und Projektgruppen
  - Integration von Elementen des Projektmanagements

### Content

- Leadership behavior and leadership personality
  - Management and leadership
  - Values and motivation
  - Dealing with resistance
  - Trust and control Executive competencies
  - Executive competencies
  - Leadership styles
- Holding discussions and conflict management
  - Principles of communication
  - Holding discussions
  - Feedback
  - Conflict resolution dialogue
- Agile working methods
  - Importance of agility and complexity
  - Principles and methods of agile work organization
  - Differences to classic leadership concepts
  - Practicing agile hacks
  - Self-organization and personal responsibility
  - Executive competencies
- Rhetorical and presentation techniques
  - Principles of rhetoric
  - The elements of a good presentation
  - Media and their use
  - Structure of a presentation
- Argumentation and negotiating techniques
  - Arguments convince
  - Everybody wins in negotiations
  - Negotiation process
  - Training and being good at repartee
- Leading teams and project groups
  - Fundamentals of management of groups
  - Dealing with group dynamics
  - Creativity in teams and project groups
  - Integration of project management elements

# Digitales IHK-Zertifikat

## Digital Certificate CCI

für den Kurs **Führungskräftetraining IHK (LZFKTR3021)**  
for the course **Leadership Training CCI (LZFKTR3021)**

Das Zertifikat wurde ausgestellt für: **Timo Buske**  
The certificate was issued for: **Timo Buske**

Das Zertifikat wurde ausgestellt von: **HKBiS Handelskammer Hamburg  
Bildungs-Service gemeinnützige GmbH**  
The certificate was issued by: **HKBiS Handelskammer Hamburg  
Bildungs-Service gemeinnützige GmbH**

Zertifikats ID: **1556473753270-2C28-4FBF-A7C4-6D6E1229F0C0009**  
Certificate ID: **1556473753270-2C28-4FBF-A7C4-6D6E1229F0C0009**

Ausstellungsdatum: **Hamburg, 13. Oktober 2023**  
Date of issue: **Hamburg, October 13, 2023**

gültig bis\*: **31. Dezember 2029**  
valid till\*: **December 31, 2029**

Gültigkeit überprüfen:  
Check validity:



Link zu diesem Zertifikat:

Link to this certificate:

<https://hkbis.de/zertifikatscheck/1556473753270-2C28-4FBF-A7C4-6D6E1229F0C0009>

\*Die Gültigkeit des digitalen Zertifikats erlischt nach den Maßgaben der DSGVO nach sechs Jahren zum Kalenderjahresende. Weitere Informationen unter <https://hkbis.de/verfahrensverzeichnis/>.

\*According to the provisions of the GDPR, the validity of the digital certificate expires after six years at the end of the calendar year. Further information at <https://hkbis.de/verfahrensverzeichnis/>.



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## Employment Reference Letter

Mr. Timo Buske, born November 10th 1979, was employed in our company as Tools Lead in the Game Engineering Team, from May 19th 2014 until the March 13th 2017.

Machine Zone Germany GmbH is a subsidiary of MZ, a technology-focused mobile gaming company founded in 2008 and based in Palo Alto, California. Winner of the 2010 Crunchies Award (TechCrunch), we have had over 50 million downloads and over 15 successful top grossing titles, including previous hits such as iMob, Original Gangstaz and Global War. Our current top grossing titles, Game of War- Fire Age and Mobile Strike are Top 5 Grossing in over 80 countries.

Timo's main job duties were:

- Defining technical needs, constraints and best solutions for our assets content pipeline
- Producing integrated code and plugins for the content authoring software utilized by the company ( e.g. Maya, Photoshop )
- Developing stand alone scripts to manipulate contents, prepare them for continuous integration pipeline and facilitate as well as speed up content development
- Architecting and producing standalone software that could be utilized to augment our content pipeline using a variety of approaches, technologies and programming languages ( e.g. Python, C/C++ to name two )
- He also designed and created file formats and the relative exporters and plug-ins for Maya to both author modeling and animation data, as well as preparing the exported assets for best performance in binary formats.

Most of the value of the work that Timo has been carrying out is still protected, can't enumerate all the achievements. However there are some outstanding results that I would like to highlight.

At least two clear examples come to mind:

- 1) Timo managed pretty much single handedly to create the asset exporters for our animation system while providing enhancing tool interfaces within Maya for our content creators. He also integrated the pipeline seamlessly with the

A handwritten signature in black ink, appearing to be 'Timo Buske', located in the bottom right corner of the page.



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- rest of the continuous integration environment. He provided additional control for smoothing and optimizing the animation curves with attention to Mobile constraints in way that was transparent to the content creators and flexible. Code was precise, efficient, clean and best in class.
- 2) Timo also contribute to define the R&D constraints around our rendering capabilities, and how to enhance the creation pipeline to make it easier to obey those constraints in an automated fashion. He also added full viewport integration with our own renderer within Maya, as well as a set of tool to control for example mobile compatible shader parameters, and GPU generated particles.

Timo is a master when it comes to tools and 3D content authoring pipelines. He is smart, motivated, and precise in a way that I've rarely seen. He will pick up the task not only understand the constraints, but propose the whole architecture on his own, and implement it and follow up with code that is ready to be used in production whether he is working on it alone or coordinating a group of engineers. If he is working on the task you are pretty much guaranteed it will get done exceeding expectations with minimal supervision.

On a day to day basis, Timo has always been a friendly and competent manager, providing support in the task of managing a remote studio. I have worked very closely with Timo during the several years that he has served as a Tools Lead with Machine Zone.

Timo has excelled in his role and was an asset to our organization during his tenure with the office. He has proven himself to be a strong cultural fit and was able to effectively communicate with people across departments.

I volunteered to write this recommendation for Timo because I am very grateful for his contributions to our team and very confident that he has the intelligence, work ethic, and communications skills to add value wherever he works.

Palo Alto, May 31st 2017

A handwritten signature in black ink, appearing to read 'Vincenzo Alagna', written over a horizontal line.

Vincenzo Alagna  
VP of Game Engineering  
Machine Zone Inc.



# Employment Reference

*Timo Buske*

*Berlin – Oktober 2022*

Timo Buske has been employed with KDAB as a software developer, consultant, project manager and product manager since 01.09.2017. KDAB is the globally leading provider of training, consulting and development services in the area of Qt, C++, OpenGL and cross-platform software development and provides highly performant and innovative software solutions to a wide spectrum of industries and organizations. The focus of Mr. Buske's work is on software development in the context of varied, demanding and constantly changing customer projects for companies of different sizes, including Fortune 500 companies. He is active in projects in the automotive, industrial and health sectors targeting embedded and desktop platforms.

As part of consulting projects it was necessary for Mr. Buske to become familiar with foreign code bases quickly, work within budgetary and time constraints, fulfill the demands of multiple parallel projects at the same time and find working solutions quickly. Thanks to his well developed technical understanding he was able to find his way into new technologies independently and acquire insights across the whole software stack. He was also directly in contact with customers for technical and organizational questions and was part of on-site workshops and meetings in Europe as well as Japan and Korea. Throughout this work, Mr. Buske proved to be a talented, disciplined and experienced software professional, able to compromise high quality standards with pragmatism. He was able to complete all tasks assigned to him at all times and always meeting or exceeding expectations.

Thanks to his experience and professional conduct Timo was called upon to lead technical projects shortly after joining KDAB and increasingly took responsibility for the customer communication on a technical as well as a business level on the projects he was assigned to. He got involved with estimations and customer proposals, supporting the sales team with actionable, reliable and thoughtful analysis and input. In several cases his management of the customer relationships led to follow-on engagements and a broadening of the engagement.

Having been offered formal training in project management, to support his growth and development, Timo took the opportunity to not just attend the standard training offered at KDAB, but to request and pursue a more in-depth, multi-month project management education which he completed successfully, leading to an IPMA Level D certification ("certified project management associate (GPM)"). He was able to independently plan, manage and deliver complex software projects with changing dynamic requirements and the highest quality expectations, identify and manage risks and effectively communicate with relevant stakeholders. As a project manager Mr. Buske is trusted and respected by his peers and superiors as well as by KDAB's customers.

Based on his background in tooling for computer graphics and games and his success as a project manager he was asked in 2020 to coordinate the efforts around KDAB's KUESA product ([www.kuesa.com](http://www.kuesa.com)), a comprehensive tooling and workflow solution for 3D content in interactive industrial software. In this product management role, which he took on in addition to his other

responsibilities, Mr. Buske helped shape the product vision, plan and deliver on public releases and contribute to the go-to-market activities. He was able to sharpen and progress the product despite challenges around resource availability and overall company priorities leading to pressure on the team and roadmaps. In this role Timo interacted with the sales, marketing and business development functions as well as the technical team in a constructive, humble and effective way.

Partly out of personal interest, partly because of his role around Kuesa, Timo also contributes to KDAB's marketing efforts. His knowledge of and experience with video production was instrumental in the launching of KDAB's YouTube channel. He consulted that team on video production tools, process and technology, leading to an accelerated and successful channel launch. He also produced, edited, narrated and helped promote videos around Kuesa and other technical topics. In 2022 he volunteered to attend Embedded World conference and represented the company at its exhibition booth.

Mr. Buske's personal conduct is at all times professional, measured, engaged and constructive, even under pressure. He always readily volunteers to help out where needed and contributes to a supportive environment and KDAB's culture of excellence. He is friendly, likeable and appreciated by everyone he interacts with. His results continue to be exemplary.

I am grateful for having Timo on the team and for his growth journey with us up to this point. I warmly recommend him for any coordinative or leadership role. His technical background, experience and broad business and interpersonal skills make him an asset for any organization.



Till Adam  
Chief Commercial Officer, Geschäftsführer Deutschland

