

# Xavier MAROT

# Chief Production Officer


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## Main skills

Publishing production  
Studio production  
Management  
Methods & Process  
Production strategy

## Extra skills

Tool development   
Teaching  
Speaker  
*Philosophy writing*

## Metrics

50+ games released  
15+ platforms (PC, consoles, mobile)  
From casual to hardcore  
From 0.5M€ to 50+M€ budget  
From 5 to 100+ teams  
3 Tools fully developed



Over **17 years** in the video game industry

Leading **100+ people** and managing **25+ projects** at Focus

Passionate about achieving the right flow,  
both within the game and during its development

## Experience 1/2

since  
2019

### Focus Entertainment

#### Chief Production Officer

*since May 2022*

I oversee the Production department, which consists of over **100 people spread across five units**: line production, line design, UX, QA, and release management.

I manage **25 to 30 projects** (either in development or live), with 5 to 8 releases each year.

As the company has grown, I've **structured and developed the teams**, and also created **Kazu**, an ERP system designed to track project milestones, budgets, quality, costs, scores and so on.

I've set the **production strategy**, focusing on increased use of data, AI bots for testing, project teams to reduce siloing, and localization tools.

I regularly present **reports to the board**, manage global **production budgets**, build a **network of trusted partners** to support the development teams, and work on **improving collaboration** with other departments outside of production, such as marketing, business, and legal.

#### Production Director

*June 2021 - May 2022*

#### Head of Line Production

*Febr. 2019 - June 2021*

I oversaw a **team of around 20 line producers and associate line producers**, ensuring smooth collaboration between development studios, Focus, and other partners (licensors, translators, age rating agencies, outsourcers, etc.).

I **designed and improved processes**, such as the gate system, and introduced the role of executive producer to manage the growing number of projects (up to 35).

2016  
2019

### Ubisoft

#### Line Producer

*Oct. 2016 - Jan. 2019*

I was part of the **G4E** (Games for Everyone) team, working closely with both the line design and marketing teams.

I **collaborated with internal and external development teams**, ensuring they adhered to Ubisoft's guidelines while helping them meet quality and budget objectives.

I **managed 3 associate producers** and successfully released **Wheel of Fortune** (with Sony Television), **Monopoly** on Switch (with an external studio and an outsourcer), **Starlink: Battle for Atlas** (a toys-to-life game with significant manufacturing constraints), and **Sports Party**.

For Sports Party, I spent six months on-site to help close the project, as the development team was struggling. **Acting as producer**, I brought in and managed a co-dev studio to ensure the game was completed on time.

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## Education

2005  
2007

### Supinfogame - Rubika

Engineering Diploma  
in Production and  
Game Design

2003  
2005

### IUT Informatique d'Orléans

Development and database,  
Computer Science



## Experience 2/2

2015  
2016

### Focus Home Interactive Senior Line Producer

*Dec. 2015 - Oct. 2016*

I was responsible for 6 games, working with 2 associate line producers. My role involved **coordinating the development studios** with various departments (QA, release management, marketing, legal) and **external partners** (localization, age ratings, licensors).

For Battefleet Gothic Armada, I went on-site to help close the game using my project management tool Magic Projects.

After six months, I realized the line production team was understaffed, so I began designing a new organizational structure and hiring additional producers.

2012  
2015

### Magic Pockets Senior Producer

*Aug. 2013 - Nov. 2015*

I produced **licensed games**, working with partners like Activision (TMNT on consoles), Sega (House of the Dead on mobile), Square Enix (Mini Ninjas on mobile), Ubisoft (Smurfs on console), and Spin Masters (Sick Bricks, a toys-to-life game on mobile).

I managed a **full team of game/level designers, coders, artists, and testers**, with up to 50 people in-house.

I also designed and developed a **project management tool called Magic Projects** (available as open-source), which helped me release 2 games on time and within budget, with all milestones approved.

### Producer

*May 2012 - Aug. 2013*

2011  
2012

### Ubisoft Game Content Manager

*June 2011 - May 2012*

I worked on **Splinter Cell Blacklist**, **Tintin**, and an unannounced AAA action-adventure game.

My responsibility was to ensure the games adhered to Ubisoft's quality guidelines and to maintain clear communication between the HQ and the studio.

Additionally, I developed an updated presentation of the guidelines and created a **tool called Project Portal**, which provided an overview of the games we were working on, including timelines, budgets, key contacts, and staffing.

2007  
2011

### Eversim Project manager / game designer

*Jan. 2009 - June 2011*

I worked on a series of geopolitical simulators, which required maintaining and updating several databases.

I also designed various game features, including a modding tool and scenarios, as well as a serious game for NATO used as a training tool.

Additionally, I developed a **task management system** to help manage the team, along with a localization management tool to handle the game's extensive text, which exceeded 400,000 words.

### Game designer / scriptwriter, assistant producer

*Oct. 2007 - Dec. 2008*