

Robert Tsao

Lead Scriptwriter

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➦ [My Website](#), [LinkedIn](#)

Skills

Narrative Pipelines + Tools
Character and Dialogue
Open-world Design
Presentation Skill
Pitching
Project Documentation
External/Co-development
Production

Languages

English
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Chinese
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Hobbies

Movies
Novels (Sci-fi, Horror)
Nonfiction (History, Politics)
Tabletop Gaming
Cooking + Food
Trail Hiking
DJing

Profile

Experienced narrative designer and writer with 14+ years experience across multiple disciplines and diverse projects. An evangelist on narrative best practices and strong on self-organization and problem-solving, I possess a strong ear for dialogue, eye for optimizing processes, and hand to empower my peers and uplift their work.

Relevant Experience

Lead Narrative Designer & Writer, Ubisoft

November 2022 — Present

Assassin's Creed Shadows - Shipping Nov 2024

- Secured ambitious mandate of over 20 open-world quests by leading a cross-disciplinary team to successfully pitch to project directors
- Hired and managed 2 writers (1 senior, 1 intermediate), also managed 1 lead cinematic designer with direct reports
- Supported team with necessary training on job-related topics or procuring outside education resources alongside regular follow-up on career goals
- Defined narrative timeline and delivered all scripts on time and quality for lock (2000 lines within 3 months) as a lead scriptwriter and editor
- Sole writer on final personal arc for key protagonist (Yasuke), owned creative direction and guided design on flow, pacing, and encounters/boss fights
- Led writers to implement non-linear, branching dialogue blocks and guided efforts to define a quality benchmark and tone for shared protagonist choices
- Championed the narrative by presenting regular story updates and noting impacts to entire team and co-development partners
- Proactively established communication channels between China and co-dev teams to address gaps in design updates and knowledge transfer

Lead Writer & Associate Producer, Ubisoft

March 2019 — November 2022

Avatar: Frontiers of Pandora - Shipped Dec 2023

- Owner and writer on 10+ sidequests, managed a dozen more, and over 50+ open-world combat encounters - pushed 1000+ lines to lock on time
- Guided internal writers and quest designers to pitch all sidequests and address feedback with all pitches passing 1st-party IP holder approval

- Managed internal and external writers - approved narrative outlines, problem-solving on narrative/lore inconsistencies, set up training on dialogue editor, and pushed for an improved quest review format
- Proposed and delivered system for variation on combat barks and ambient dialogue for enemy soldiers in open-world alongside level designers

Immortals Fenyx Rising: Myths of the Eastern Realm - Shipped Mar 2021

- Juggled dual roles as both narrative and production owner; acted as primary production POC for design, VFX, audio, UI integration, and narrative
- Wrote and locked full script and all in-game descriptions (3000+ lines) on time and provided guidance on every voice performance
- Kickstarted Ubisoft China's narrative team by hiring one writer, building relationships with editorial teams, and defining narrative long-term goals
- Created and kept narrative blueprint updated with regular presentations to teams and key stakeholders for alignment on story, characters, and tone/style of humor
- Coordinated and drove all efforts for Cinematic Design on shared resources across multiple disciplines to lock content on time and quality

Associate Lead Game Designer, Ubisoft

August 2015 — March 2019

Skull & Bones - Shipped Feb 2024

- Design PO responsible for cross-functional leadership and integrating/scripting over a dozen open-world gameplay ingredients
- Key point-of-contact between lead studio and internal feature team
- De-risked sprints by conducting clear, transparent vertical and horizontal communication with both stakeholders and team
- Collaborated with programmers to pitch, prototype, and deliver a dynamic, designer-friendly state machine to remove dependencies on core tech
- Successfully prototyped and pitched a supernatural-themed content package and secured mandate with alignment from core team

Writer & Game Designer, Possibility Space

June 2009 — September 2010

- Created full lore bibles detailing factions, creatures, and culture of two full regions for PC-based action RPG title

Events

2021 China Game Developer's Conference (CGDC)

Speaker and presenter on "Bringing Chinese Myths Into Immortals Fenyx Rising"

Education

English, University of California - Los Angeles

September 2003 — July 2005