Blake Kammermann

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Brisbane, Queensland, Australia

OBJECTIVE

I aim to foster and strengthen the Queensland indie scene to be more resilient and sustainable into the future. By leveraging 10+ years of experience making games, teaching games, researching games, and working in the industry, I can provide a unique perspective to the Screen Queensland Team. I have co-organised the Queensland Games Festival, one of the largest games events in Queensland, supervised 150+ game projects from concept to completion, and have an extensive network of Queensland games industry contacts. I can share indie development best practices, techniques for market validation and commercial-viability, and insights into work-for-hire perspectives. I have a kindness driven ethos that wants to see everyone thrive and feel safe and secure in the work they undertake.

TEACHING AND WORK EXPERIENCE

- **Cognition and Learning in Extended Virtual and Augmented Realities Lab** *March 2025 - Current*
  Research Assistant - Eco Explorations Project Manager Brisbane, Australia
  - Coordinated a team of undergraduate developers to create immersive VR environments for funded grant applications.
  - Organised sprint planning meetings, design sessions, and 1-on-1 feedback to team members.
  - Provided updates to the broader research team and integrated feedback recieved at meetings.
  - Ideated ways to capture research outcomes and reporting data for stakeholders in the virtual experience and the broader physical context the experiences are used in.

- **Queensland University of Technology** *Feb 2019 - Current*
  Sessional Academic Brisbane, Australia
  - Developed workshop slides for unit content delivery, improving information flow and visuals.
  - Taught a breadth of design, programming, project management and psychology including: Game design, game development, game project management, games history and psychology, gamification and serious game design, and game level design.
  - Implemented and moderated Discord communication between students and the teaching team for first year units (150-200 students), enhancing student experience, and supporting student re-engagement during semester.
  - Reviewed end-of-semester unit and tutor feedback and metrics, identifying trends in student experience, leading to changes in assessment and unit structure.
  - Co-guest lectured for a first year unit on videogame demographics and player types.
  - Consistently received very positive student feedback scores and comments.
  - Advised on appropriate supplementary assessment material for failing students to pass the unit.
  - Answered emails regarding student unit enquiries and provided clarifying feedback on assessment items.
  - Created assessment marking sheets and distributed marking workloads across a team of 4 markers.
  - Conducted studio, workshop, tutorial, practical, and lectorial style classes.

- **Centre of Excellence for the Digital Child** *Sep 2023 - Sep 2025*
  Research Assistant - Unity Developer Brisbane, Australia
  - Engineered a data collection backend, allowing custom data and timestamp pairings to synchronise with external Tobii eye-tracking software.
  - Developed a cache of eye tracking suitable game-like programs, based on psychometrically validated procedures, to investigate the impact of visual information retrieval differences between neurodiverse and neurotypical children on learning outcomes.
  - Implemented iterative testing procedures to validate program functionality and enable stakeholder feedback at each stage of development.

- **Griffith University** *Oct 2023 - Dec 2023*
  Sessional Academic Brisbane, Australia
  ◦ Taught rapid game prototyping in an intensive 8-week program.
  ◦ Communicated the purpose and importance of prototyping, agile workflow methodologies, design document fundamentals, and reflection practices.
  ◦ Adapted unit content delivery for a shortened program length.
  ◦ Adapted teaching style for individual learners during 1-on-1 feedback sessions.
  ◦ Supervised, advised, and assessed 50+ game prototypes.

EDUCATION

- **Doctor of Philosophy** *Jan 2020 - Jul 2025*
  Queensland University of Technology Brisbane, Australia
  ◦ Thesis: Unravelling the Effects of Videogame Rewards on Charitable Behaviour

- **Bachelor of Information Technology (Honours)** *Jan 2019 - Dec 2019*
  Queensland University of Technology Brisbane, Australia
  ◦ GPA: 7.00/7.00

- **Bachelor of Games and Interactive Environments** *Jan 2016 - Dec 2018*
  Queensland University of Technology Brisbane, Australia
  ◦ GPA: 6.83/7.00

RESEARCH PROJECTS

- **PhD - Unravelling the Effects of Videogame Rewards on Charitable Behaviour** *Jan 2020 - Jul 2025*
  Tools: SPSS, Overleaf, Unity, Github, Prolific.com
  ◦ Developed a custom videogame for more control over experimental variables.
  ◦ Implemented custom online data collection procedures within the videogame, reducing time between the experimental manipulation and post-survey responses.
  ◦ Created initial scales for individual videogame reward salience and videogame Non-Player Character neediness, ensuring item face validity for construct measurement.
  ◦ Applied moderated, mediated, and two-way ANOVA statistical analysis methods to investigate the relationship between videogame rewards and post-game charitable donations, as well as the impact of key constructs on that relationship.

- **Honours - Comparative Analysis of Player Experience Between Game Genres** *Jan 2019 - Dec 2019*
  Tools: SPSS, NVivo, Voice-to-text transcription software
  ◦ Investigated a novel research area - the player experience of the innovative at the time Battle Royale game genre.
  ◦ Conducted mixed methods research, utilising both expert focus group and survey data.
  ◦ Presented the findings of the research to a panel of peers and experts.

PUBLICATIONS

[1] Blake Kammermann, Stephanie J. Tobin, Daniel Johnson, and Selen Türkay. **Videogame Rewards and Non-player Character Neediness: How the Moral Context of Helping in Videogames Shapes Reasoning and Moral Satisfaction**. *Proc. ACM Hum.-Comput. Interact. GAMES013, 9*(6), pp. 29. https://doi.org/10.1145/3748608

[2] Blake Kammermann, Selen Türkay, Daniel Johnson, and Stephanie J. Tobin (2024). **Virtual Rewards, Real World Impact? Investigating the Prosocial Effects of Videogame Reward Salience**. *International Journal of Human–Computer Interaction*, pp. 1-22. https://doi.org/10.1080/10447318.2024.2425730

[3] Blake Kammermann, Selen Türkay, Daniel Johnson, and Stephanie J. Tobin (2024). **Do videogame rewards influence players' subsequent prosocial engagement? A preregistered partial replication study on the role of reward and reasoning**. *International Journal of Human-Computer Studies, 181.* 103143. pp. 1-15. https://doi.org/10.1016/j.ijhcs.2023.103143

[4] Blake Kammermann (2021). **Videogame Rewards and Prosocial Behaviour**. *Extended Abstracts of the 2021 Annual Symposium on Computer-Human Interaction in Play*, pp. 405-406. https://doi.org/10.1145/3450337.3483521

EVENTS AND LEADERSHIP

• **Treasurer & Managerial Committee** *Jan 2022 - Present*
Brisbane International Game Developers Association Inc.
◦ Volunteered and Co-organised the Brisbane venue for the Global Game Jam (50+ participants) 3+ years.
◦ Collaborated with other organisers to manage 10+ volunteers.
◦ Created and tracked event budget and financial expenditure.
◦ Created sponsorship materials and contacted potential sponsors. $20000+ was secured in event funding.
◦ Sought out and maintained good relationships with active local games industry professionals.

• **Queensland Games Festival 2025 Co-organiser** *June 2025*
Brisbane International Game Developers Association Inc.
◦ Reviewed applications and selected exhibitors with the judging panel.
◦ Arranged 36 exhibitors across six areas according to exhibitor needs, event logistics, and a designed attendee experience.
◦ Organised the delivery of rental equipment critical to the logistics of a workshop.
◦ On the day: Ensured the event ran smoothly by liaising with venue staff to meet the needs of the exhibitors, coordinated exhibitor bump-in from 7am, and welcomed all Exhibitors, VIPs, and Organisers with lanyards and ID cards.

• **Immersive Games Festival 2025 Co-organiser** *June 2025*
Queensland University of Technology
◦ Bumped in the event involving demarcating 10+ VR stations, for both research projects and games, and 3 non-VR stations for seated experiences.
◦ Directed exhibitors on event day for equipment distribution and space optimisation.
◦ Greeted VIP attendees and promoted the QUT games degree with industry partners at the event.

• **School of Computer Science High School Outreach Representative** *Nov 2024*
Queensland University of Technology
◦ Presented high school students exciting opportunities for further education in the games industry.
◦ Organised a team of volunteers and equipment for 10+ game stations across VR, web, and desktop experiences.
◦ In-person feedback indicated the session was a standout for the day.

• **Immersive Games Festival 2024 Co-organiser** *June 2024*
Queensland University of Technology
◦ Reviewed venue suitability and worked with venue staff to ensure all facilities were available and operational on the day.
◦ Directed exhibitors on event day for equipment distribution and space optimisation.
◦ Greeted VIP attendees and promoted the QUT games degree with industry partners at the event.

• **QUT Representative - Gameloft Game Jam** *May 2022*
Queensland University of Technology
◦ QUT hosted the Gameloft Game Jam in 2022 that resulted in two internships at the award-winning international game development studio.
◦ Met with studio leads and event organisers to coordinate the University's resources and plan the event.

- Assisted the jammers and liaised with the studio employees as they visited for both morale and technical support.

- **Teaching Advantage Program Graduate** *Jul 2023*
Queensland University of Technology
  - Undertook an internationally recognised intensive teaching development program (Certificate attached).
  - Developed a personalised teaching philosophy and academic statement.
  - Reviewed the principles of university assessment construction.
  - Practised effective feedback techniques and student engagement strategies.

- **President** *Oct 2017 - Nov 2018*
QUT Game Development Club
  - Organised events for a 1000+ member community.
  - Presented club games at TSXPO, QUT Open Day, and QUT High School Outreach programs.
  - Cleared outstanding debts, purchased assets, and left a financial surplus for future executives through club work opportunities.

REFERENCES

1. **Selen Türkay**
Associate Professor, School of Computer Science
Queensland University of Technology
Email: selen.turkay@qut.edu.au
Relationship: PhD Principal Supervisor

2. **Daniel Johnson**
Professor, School of Computer Science
Queensland University of Technology
Email: dm.johnson@qut.edu.au
Relationship: PhD Associate Supervisor

3. **Stephanie Tobin**
Senior Lecturer, School of Psychology
Queensland University of Technology
Email: stephanie.tobin@qut.edu.au
Relationship: PhD Associate Supervisor

4. **Jane 'Truna' Turner**
Brisbane Chapter Leader
International Game Developers Association
Email: j.turner@qut.edu.au
Relationship: brIGDA Chapter Leader & Events Co-organiser

CERTIFICATE OF RECOGNITION

Teaching **A+** Advantage
Preparing Global Academics

QUT

This certifies that

Blake Kammermann

has completed

Teaching Advantage
Building Academic Careers, July 2023

Teaching Advantage is an intensive development program for PhD students encompassing:
- Principles of effective learning and teaching
- Constructive alignment
- Assessment and feedback
- Evaluation and impact
- Designing learning environments
- Teaching philosophies
- Academic career pathways

Professor Robina Xavier
Deputy Vice-Chancellor and
Vice-President (Academic)

Professor Dominique Greer (SFHEA)
Teaching Advantage Program Director

Professor Abby Cathcart (PFHEA)
Teaching Advantage Program Director

Professor Larry Neale (SFHEA)
Teaching Advantage Program Director