Agnieszka Besz

VP of Engineering

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professional summary

Technical and engineering leader with 15+ years in game development across PC, web, iOS, Android and VR. At Decentraland, I worked on the original web client before leading the ground-up rebuild and production release of its Unity/C# PC client. I grew a technology department from 25 to 50 people while remaining hands-on with client architecture, gameplay systems, real-time multiplayer, performance and release engineering.

career highlights

- Experience across PC, web, iOS, Android and VR, spanning client development, technical leadership, optimisation and platform distribution.
- Grew a technology department from 25 to 50 people. At Decentraland, my peak scope covered client engineering, Creator Tools and SDK, with up to 25 developers across 10 countries.
- Built and grew distributed teams across startups, live games and global studios.
- Shipped products with Ubisoft, Rovio, Next Games/Netflix Games and Decentraland.
- Built release and management systems that made quality visible and reduced dependency on a few senior people.

selected impact

- At Decentraland, led up to 25 developers across client engineering, Creator Tools and SDK in 10 countries, covering client technology, creator workflows, QA and release delivery.
- Led the ground-up rebuild and production release of Decentraland's Unity/C# PC client after working on the original web client.
- Led a release system supporting 60+ public releases a year, including a 52-day period without a hotfix.
- Lowered hardware requirements to open the product to more users by reducing CPU usage, memory usage and GPU memory pressure.
- Removed obsolete technical paths and led performance work toward stable 60 FPS with 100 concurrent users.

work experience

VP of Engineering - Decentraland Foundation, London

January 2025 - June 2026

- Led the engineering organisation and QA; also led Creator Tools and SDK for a period, with peak scope of 25 developers across 10 countries and responsibility for team structure and resource allocation.
- Owned technical strategy for 14 Explorer repositories, the Unity/C# PC client and PC/web distribution, including the Launcher and Epic Games Store; contributed to mobile distribution.
- Led the client and real-time technical direction for high-density multiplayer, moving it toward server-authoritative infrastructure designed for reliable shared state at ~100-user density.
- Worked directly on Decentraland's distributed asset-bundle converter, using SQS-queued processing and headless Unity workers to transform creator GLTF/GLB assets into optimised client content.
- Led technical direction for the Rust/Tauri desktop Launcher rework, reducing the initial download from 100+ MB to ~1 MB while supporting signed Windows builds and Epic Games Store distribution.
- Directed performance and accessibility work that lowered hardware requirements by reducing CPU usage, memory usage and GPU memory pressure.
- Introduced AI-assisted engineering workflows for code review, QA support and knowledge sharing, including audits that surfaced 45+ interfaces with a single implementation and no tests.
- Established predictable weekly releases, including a 52-day window with zero hotfixes.

education

Doctoral studies, Computer Science - Turku & Opole Univ. of Technology (2013 - 2015, not completed)

MSc, Computer Science - Opole University of Technology (2012 - 2013)

BSc, Computer Science - Opole University of Technology (2008 - 2012) ; exchange year at Vaasa UAS, Finland

recognition

DirectX 11 Competition

Best Pitch - Startup Journey Demo Day

3 publications: mobile AR, inspection tooling, shooting-sports apps

spoken languages

- Polish (native)
- English (professional)
- Finnish (elementary)

executive expertise

- Engineering strategy & technical vision
- Technical product leadership
- Organizational design & hiring
- AI adoption in engineering teams
- Technical simplification
- Release quality & quality systems
- Technical due diligence & advisory work

AI

- LLM applications & agent systems
- Agent SDK / MCP
- RAG & document pipelines
- AI-assisted development workflows
- Tool permissions & audit trails

engineering

- Distributed systems & scalable backend architecture
- Horizontal / vertical scaling & capacity planning
- Load balancing, queues & asynchronous processing
- CI/CD & release engineering
- Observability & DevOps
- QA automation & quality gates
- Real-time multiplayer systems
- Performance & reliability
- Product and technical architecture

Founder & Technical Director - GB Factory Ltd
January 2022 - Present
• Run a small product studio and technical consultancy, building mobile and VR products and helping teams with architecture, performance and release engineering.
• Current work includes Animal Park, a multiplayer mobile game for iOS and Android, plus AI engineering assistants, finance automation and release engineering systems.

Engineering Manager - Decentraland Foundation, London
June 2022 - January 2025
• Worked on Decentraland's original web client, then grew the client team from ~5 to 10+ engineers and led the ground-up development and production release of the Unity/C# PC client that replaced it.
• Owned client KPIs including loading time, stability, responsiveness and frame rate, and built the tech-debt programme behind them.
• Changed release execution from ad hoc shipping to predictable weekly cadence, monitoring, QA gates, crash reporting, hang detection and performance checks.

Head of Frontend Development - Ten Square Games S.A.
July 2021 - June 2022
• Grew and led the technology department from 25 to 50 people while supporting seven live mobile game teams across iOS and Android.
• Modernised lifecycle tooling and drove shared-library adoption so product teams could iterate faster with less duplicated engineering effort.

Technical Manager - Rovio Entertainment Corporation, Helsinki
August 2019 - July 2021
• Led Angry Birds Journey from concept to soft launch and managed, mentored and grew the programming team behind it.

Senior Game Programmer - Next Games Oyj (acquired by Netflix), Helsinki
November 2017 - August 2019
• Built core systems, new mechanics and live-ops features for Stranger Things: Puzzle Tales and The Walking Dead: No Man's Land.

Associate Lead Programmer - RedLynx Oy (Ubisoft), Helsinki
September 2016 - November 2017
• Built core systems, real-time synchronous PvP, AI and UI for South Park: Phone Destroyer, and led performance optimisation and a small programmer group.

Programmer - RedLynx Oy (Ubisoft), Helsinki
November 2015 - September 2016
• Developed gameplay and systems for South Park: Phone Destroyer from early production using Unity and C#.

selected projects

AI Assistant
TypeScript / Node.js / agent SDK / MCP / Telegram / email
• Self-hosted family assistant with attributed members, replaceable model providers, permission-gated capabilities, audit logs and durable user-owned data.

AI Accounting & Company Records
Python / AI-assisted document pipelines / deterministic accounting / reproducible reports
• Model-agnostic AI pipelines for finance workflows: documents are read and classified by an LLM, while deterministic code owns every number, dashboard, estimate and reporting package.

Engineering Management Dashboard
GitHub Actions / scheduled agents / Sentry MCP / Unity Cloud costs / dashboard
• Dashboard and scheduled agents for engineering management: releases, CI health, Sentry signals, Unity Cloud cost data, priority reviews, team load and AI-assisted summaries.

platforms

• PC / Web / iOS / Android / VR
• Unity / Unreal Engine / Godot
• AWS / Firebase / GCP
• PostgreSQL / Redis / Kubernetes
• Docker, Linux, Proxmox
• GitHub Actions, fastlane
• Sentry / Grafana / Prometheus

programming

• C# / Java
• TypeScript / JavaScript / Node.js
• Python
• Rust

domains

• Real-time systems
• Consumer products
• AI-powered products
• Developer productivity
• Technical consulting