Diana Ordabayeva

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I don't actively update my ArtStation portfolio, so I attached recent work samples directly to this application.

SUMMARY

3D Character Lead with experience across games and animation, specializing in stylized character art and hand-painted textures.

Experienced in leading and mentoring artists, providing both art and technical direction, building production pipelines and standards, and overseeing character production from sculpt to final engine integration. Strong hands-on art background with a solid understanding of human and creature anatomy, shape language, color, materials and costume construction.

I enjoy developing artists as much as developing characters — whether that means giving detailed feedback, creating training material, improving a workflow or helping a team find a stronger artistic solution.

EDUCATION

International Information Technologies University
Bachelor's Degree in Computer Science *2013 — 2017*

EXPERIENCE

Lead 3D Character Artist November 2025 — Present
Psychedelic Games *Remote*

- Lead and mentor a distributed 3D character team of up to 6–7 artists, providing both artistic and technical direction.
- Oversee the full character production pipeline: sculpting, retopology, UVs, baking, texturing and engine integration.
- Run regular art reviews and give detailed feedback on anatomy, proportions, shape language, materials, color, hand-painted textures and technical execution.
- Provide texture and art feedback beyond character assets when needed, with a strong focus on stylized hand-painted work.
- Set and maintain visual and technical standards across character production.
- Build and improve production pipelines, workflows and internal standards.
- Created a comprehensive Character Art Guidelines resource covering art direction, sculpting, topology, UVs, baking, texturing, preparation for rigging, production workflows, tools and team processes.
- Create internal masterclasses and training materials to strengthen artists' craft and technical skills.
- Work closely with concept, rigging and animation disciplines, understanding their production requirements and helping resolve issues between stages of the pipeline.
- Plan and distribute production tasks using Trello while supporting artists throughout reviews and delivery.

Lead 3D Character Artist May 2022 — May 2025
ARA Animation Studio

- Led and mentored a team of 3–4 character artists while remaining actively involved in production.
- Trained artists in character art fundamentals, with a particular focus on hand-painted texturing, anatomy, form, color and overall artistic quality.
- Provided ongoing art and technical feedback throughout the character pipeline.
- Worked across several projects simultaneously, including animated productions using subdivision-based character workflows.
- Adapted pipelines and production approaches depending on the visual and technical needs of each project.
- Created internal documentation, workflows, training materials and art standards.

- Developed an artist grading system to evaluate skill development, identify areas for improvement and make individual growth easier to track.
- Ran demonstrations, workshops and one-on-one training for artists.
- Collaborated with other disciplines to solve production issues and maintain consistent visual quality across projects.

3D Character Artist May 2021 — May 2022

Freelance

- Created stylized characters across the full 3D production pipeline.
- Worked independently from sculpt and topology through UVs, baking and final textures.
- Adapted to different character styles, visual targets and production requirements.

PROJECTS

Golden Tides — Game | 3D Character Director; Currently in testing · Publicly listed on Steam

- Built and coordinated a remote external team of freelance artists for character production.
- Brought artists working independently of the studio into a unified production structure, establishing shared visual standards, workflows and expectations.
- Provided ongoing craft direction and detailed art and technical feedback throughout production.
- Oversaw character quality and consistency across different artists and stages of the pipeline.
- Coordinated character production from initial 3D work through final implementation.

Solar Cats | Animated Short; 3D Character Art

Echo | Animated Short; 3D Character Art

SKILLS

Art Direction
Team Leadership
Artist Mentoring
Craft Reviews
Art & Technical Feedback
External Artist Coordination
Distributed / Remote Teams
Artist Training
Production Pipelines
Art Standards
Documentation
Masterclasses & Workshops
Skill Development Systems
Task Planning
Cross-Disciplinary Collaboration
Quality Control
Stylized Character Art
Hand-Painted Texturing
Human Anatomy
Creature Anatomy
Sculpting
Shape Language
Silhouette & Proportions
Color Theory
Materials

2D Drawing
Retopology
Production Topology
UVs
Baking
PBR Texturing
Real-Time Character Production
Subdivision Workflows
Engine Integration

SOFTWARE

ZBrush
Blender
Maya
Substance 3D Painter
3DCoat
Unreal Engine
Marmoset Toolbag
Adobe Photoshop
Trello

ADDITIONAL ART KNOWLEDGE

Strong practical understanding of fashion, costume construction, garment structure and material behavior developed through hands-on costume making and cosplay.

Experience with 2D drawing supports character design decisions, paintovers, visual feedback and communication of artistic ideas.

Hands-on knowledge of costume and prop construction provides an additional understanding of how clothing, accessories and complex character designs function physically in three dimensions.