

STEPHEN N. ALLEN

CREATIVE DIRECTOR / PEOPLE LEADER / CREATIVE TECHNOLOGY

Jacksonville, FL | 724-630-6429 | Stephen.Nicholas.Allen@gmail.com

PROFILE

Creative and technical leader with 10+ years directing multidisciplinary teams and building scalable systems for complex visual products and experiences. Leads 17 Multimedia Specialists and Software Developers after a decade guiding organizations of 40-50 contributors. Brings a player-coach approach to creative direction, talent development, visual standards, real-time 3D, brand and marketing experiences, and emerging technology.

17

DIRECT REPORTS

40-50

CONTRIBUTORS LED

5-10

CONCURRENT PROGRAMS

5x-20x

PRODUCTION ACCELERATION

LEADERSHIP & EXPERTISE

CREATIVE LEADERSHIP Creative direction • Visual standards • Team building • Mentoring and coaching • Talent development

CREATIVE OPERATIONS Scalable systems • Resource strategy • Estimating and proposals • Cross-functional leadership • Program planning

CREATIVE TECHNOLOGY Real-time 3D • Digital twins • XR • Engineering data • Automation • AI-assisted workflows

EXPERIENCE

THE BOEING COMPANY

Manager

DEC 2025 - PRESENT

Lead a multidisciplinary team of 17 creative and technical professionals supporting commercial and defense work across training, visualization, immersive technology, marketing, and air and trade show experiences.

- Lead, coach, and develop **17 direct reports**, owning hiring, performance, career development, promotions, compensation planning, staffing, and employee growth.
- Onboarded **10 employees** since moving into management, pairing new talent with teams and assignments to accelerate integration and meaningful contribution.
- Shape staffing and resource strategy across projects from approximately **\$500K to multimillion-dollar, multi-year programs**, including initiatives approaching \$3M annually.
- Balance people development, creative quality, technical requirements, schedules, and business priorities across simultaneous commercial and defense efforts.

Multimedia Specialist, Level 4 | Senior Creative Director (functional role)

2015 - 2025

Served at Boeing's highest Multimedia Specialist level while functioning internally as a Senior Creative Director. Oversaw multidisciplinary organizations of approximately 40-50 contributors supporting 5-10 concurrent programs; combined creative direction with estimating, schedule planning, pipeline architecture, product ownership, and hands-on technical craft.

- Directed teams producing high-fidelity imagery, vector graphics, cinematic content, interactive maintenance and flight trainers, XR experiences, digital twins, and public-facing marketing and event content.
- Established visual standards and scalable production pipelines that improved consistency, reuse, efficiency, and collaboration across teams and deliverables.
- Led creative and technical reviews balancing visual quality, engineering accuracy, customer needs, platform constraints, schedules, and program objectives.
- Mentored creative professionals, built training, supported proposals and estimates, and helped teams adopt emerging technologies and expand technical capability.
- Represented team capabilities through live demonstrations for customers, the public, internal stakeholders, and Boeing executive leadership at air and trade shows.

ENTERPRISE 3D DESIGN PRACTICE & DIGITAL-TWIN STRATEGY

- Authored Boeing's **Design Practice for 3D Modeling**, defining scalable approaches built on engineering data, automation, standardization, and asset reuse.
- Researched, evaluated, and introduced emerging technologies that automated engineering data into optimized real-time assets, accelerating production by approximately **5x-20x** depending on platform and source data.
- Helped advance researched tools and workflows from exploratory R&D into **enterprise-standard production capabilities**, enabling adoption across teams and programs.
- Architected deliverable-agnostic digital-twin foundations as reusable content repositories rather than one-off assets tied to a single product or platform.
- Helped deliver **six or more major digital twins** across commercial and defense programs, supporting outputs from training imagery and high-fidelity visualization to real-time applications, XR, marketing, and industry events.

SELECTED CREATIVE WORK

CH-47 Chinook Brand & Marketing Content

PUBLIC-FACING BOEING WORK

- Oversaw the creative and technical team producing public-facing Boeing Chinook marketing videos and developed the 3D pipeline used to generate the aircraft visuals.
- Supported estimating, budget development, production planning, and execution tracking; contributed significant hands-on cockpit and exterior 3D modeling before shifting primarily to oversight.

Selected videos: [Chinook modernization](#) | [Chinook brand film](#)

Large-Scale Visualization & Interactive Programs

COMMERCIAL + DEFENSE

Led or supported work across commercial platforms including the 737 MAX, 777X, and 787, followed by defense platforms including the P-8 Poseidon, T-7A, F-15, V-22, C-130, and CH-47F. Delivered digital twins, visualization, interactive training, XR experiences, and technical content for domestic and international customers.

ADDITIONAL EXPERIENCE

Adjunct Professor | The Art Institute of Jacksonville

2015 - 2017

Taught advanced lighting and texture and character modeling to classes of approximately 10-20 students, translating technical craft into clear instruction and actionable critique.

EDUCATION, DISTINCTIONS & TECHNOLOGY

EDUCATION Bachelor of Science, Media Arts & Animation - The Art Institute of Pittsburgh, 2012

DISTINCTIONS Boeing Designated Expert • Author, Boeing Design Practice for 3D Modeling (2025) • Technical Lead Engineering • Active Secret Clearance

OPERATIONS Agile Product Owner / Scrum Master • Control Account Management • Earned Value Management • Estimating and schedule planning

CREATIVE + REAL-TIME Unreal Engine • Unity • 3ds Max • Maya • Adobe Creative Suite • Unity Asset Transformer (PiXYZ)

EMERGING TECHNOLOGY AI-assisted creative workflows • Real-time visualization • XR • Digital twins • Engineering-data automation • Python fundamentals