

BRIAN BAYS

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PROFESSIONAL SUMMARY

Highly effective and collaborative media professional with over 22 years of experience in post-production, complex digital workflows, and team leadership. Recognized for delivering high-quality results under pressure, streamlining systems for maximum efficiency, and leading global teams to meet tight deadlines. Award-winning problem solver with a background in both creative and technical environments.

SKILLS

- Digital Media Production
- Project Management & Scheduling
- Team Leadership & Staff Development
- Workflow Optimization
- Technical Problem Solving
- Cross-Functional Collaboration
- Vendor/Client Relations
- Global Resource Integration
- Panasonic DVD Authoring System
- Scenarist DVD Authoring System

PROFESSIONAL EXPERIENCE

Deluxe Digital Studios – Burbank, CA

DVD Authoring Manager (2009 – 2025)

DVD Author / Software Engineer (2002 – 2009)

- Delivered high-volume DVD authoring and post-production for top-tier clients including Disney, Paramount, Warner Bros., and Universal.
- Developed and maintained a large portfolio of programming templates and specs for a variety of products ensuring error-free delivery for worldwide commercial release.
- Led and mentored global teams of authors of various sizes, coordinating efforts in Burbank, India, Malaysia, London, Canada, New York, and Pennsylvania.
- Successfully established and integrated offload strategies and streamlined workflows to reduce turnaround times and cut operational costs.
- Consistently delivered on aggressive timelines while serving as the go-to person for project troubleshooting, client escalations, and last-minute revisions while maintaining quality, trust, and accountability throughout.
- Received multiple Great Performer Awards (GPAs) for innovative tools that saved hundreds of hours across multiple departments.
- Recognized for excellence in technical execution and selected to work with Scenarist to develop its newest version (v5) released in 2020 which they call a “major milestone upgrade” - a key component that now allows for multi-angle branching.

EDUCATION

Ohio University – Athens, OH

Master of Fine Arts (MFA), Film Production

Purdue University – West Lafayette, IN

Bachelor of Arts (BA), Telecommunications and Film Studies

EXTRAS

- Guitarist and podcast enthusiast—skilled at audio/video production and editing
- Comfortable presenting to clients and teams
- Experienced trainer and mentor
- Thrives in both creative and technical environments