

HIGHLIGHTS

- **Successful security leader for startups and established companies** As security hire #1 at Blink Health, created security roadmap. Oversaw and implemented business-appropriate enhancements to security across the company, including security awareness and application, infrastructure, desktop and physical security, and policy & compliance. Designed and launched a HIPAA business associate sister company. Grew the security team to three people, while also taking on IT team leadership. At Etsy, made significant improvements to team morale, collaboration effectiveness, and engineering culture. At Google, navigated the team transition for office to work from home, contributed to COVID response, and significantly scaled incident response capabilities.
- **Secure software architect** Individually and collaboratively designed key elements of security critical software. Examples include:
 - Protocol for patient to authorize handoff of health information from HIPAA regulated entity to an agent of the patient. Interesting intersection of regulatory and security requirements.
 - System to manage sensitive application configuration values. Leveraged AWS KMS and Git to provide secrecy, accountability, and observability. Users of the system compare it favorably to Vault.
 - Numerous 3rd party backend integrations. Designed ways to enforce appropriate security with widely varied levels of technical sophistication among the relevant parties.
- **Security assessor / penetration tester** Performed penetration testing and code reviews of a wide variety of systems, including hundreds of web & mobile applications, thick client applications (including various non-web protocols), IAM systems, virtualization/remote desktop environments, embedded systems, internal and external perspective network assessments, and data center security reviews.
- **Security champion** Developed innovative ways of encouraging good security practices at Blink Health. Made phishing exercises a net positive for staff morale. Guided the creation of a biweekly security club for engineering staff, and presented on security topics at that club. Led well-attended tabletop incident response exercises. Fostered an environment where security was perceived as approachable and helpful.
- **Personnel manager** Managed and grew security teams at Google, Etsy and Blink Health. Mentored employees, helping them improve their technical and professional skills and earn promotions. At NCC Group (2011-2016), defined and implemented hiring strategy, doubling the size of NYC office in a year. At Etsy, improved overall team Culture Amp favorable score from 76% to 90%.

EXPERIENCE

Internews – Learning Path Consultant

Remote – May 2023-Present

Designed and built training curriculums to teach advanced technical security knowledge to people working in the independent journalism/civil society/dissident space. Topics included malware detection, malware analysis, OSINT, web site security assessment, and web site attack preparation/incident response/forensics.

NCC Group – Technical Training Manager

Remote – December 2021-February 2023

Led a program to recruit aspiring security consultants and train them with the skills required to deliver security assessments. The training program was extremely successful and well received, with all students being accepted as security consultants upon conclusion of the course.

- Designed interview process and hired trainee security consultants
- Adapted and enhanced existing security education course material

- Delivered training via remote learning using lectures, 1-on-1 coaching, reading materials, labs and projects
- Managed and mentored trainees during training period
- Developed a self-paced course for continuing professional development (technical and “soft” skills) for junior employees

Hudson River Community Sailing – Sailing Educator (part-time, seasonal)

New York, NY – April 2021-Present

Instructed adults and teens in sailing skills, leadership, teamwork, and basic STEM topics. Responsible for crew safety and basic sailboat maintenance.

Google – Security Manager, Detection & Response

New York, NY – December 2019-April 2021

Took over leadership of an existing team responsible for insider data exfiltration.

- Grew my team from 5 to 7, while securing promotions for two existing members.
- Oversaw a 10x reduction in detection latency.
- Designed and implemented workflow changes that reduced investigation time from days to hours of investigator time.
- Represented the broader D&R department in Google-wide COVID response teams, while managing my team’s transition to work-from-home during COVID

Etsy – Sr Manager, Security Research & Operations

New York, NY – April 2018-December 2019

Took on a newly-reorganized team responsible for infrastructure security, IT security, security assessments, and incident response.

- Managed and mentored team members, driving morale and work practice improvements.
- Acted as champion and mediator for security with system engineering and IT teams, leading to dramatic reform of cross-team work practices. Per Culture Amp, improved views on collaboration with other teams from 0% to 50% favorable.
- Created red team test and remediation process to identify and address key weaknesses in security detection and internal security posture.
- Built organizational consensus around fundamental changes to Etsy system engineering practices and tooling, and developed architectural plans to address top security weaknesses.
- Contributed to reports’ and peers’ project plans and technical designs and implementations.
- Drafted policies and procedures. Managed and scaled vendor security review process, and reviewed security posture of high-impact vendors and partners.
- Lead incident response for high-risk security incidents.

Blink Health – Director of Security and Acting Head of IT

New York, NY – September 2016-April 2018

As the first security hire at Blink Health, my mandate was to do what was required to make Blink worthy of our users’ trust. I initially focused on triaging all areas of the company’s security posture and delivering quick security wins while building a security roadmap. As the company grew, I built the security team to fill areas that required additional expertise or capacity.

- Performed application and network penetration testing, code reviews, design and architectural reviews, and security awareness exercises. Designed security components for Blink’s software.
- Wrote security-related policies and procedures, including account and device management, data classification and use, and incident and disaster response. Designed and delivered training sessions to support these policies.
- Developed comprehensive developer security training program, including coding guidelines, white

papers, brown-bag presentations, and tabletop exercises.

- Grew team as appropriate to balance security spend with company risk management objectives. Acted as hiring manager to bring on two additional security group members.
- Led successful initiative to create HIPAA regulated sister company. In conjunction with the legal department, wrote intracompany data sharing agreements. Reviewed vendor security postures.
- Took on management of IT team (two members). Delivered quick wins in communication, planning and budgeting, network stability, and team morale.

**NCC Group (formerly Matasano Security) – Senior Consultant, NY Practice Manager, Regional Vice President
New York, NY – September 2011-September 2016**

- Co-head of New York office (~50 people). Contributed to national policy decisions, and co-led post-merger integration in the areas of reporting, recruiting, project management, and web/social media. Supported sales and legal teams in sales and contract negotiation process.
- Managed 14 security consultants, including technical mentoring, career planning, conflict resolution, etc.
- Ran recruiting for Matasano, and co-led recruiting for NCC Group in the US. Through new hires and retention, doubled the size of the New York office in two years.
- Provided senior-level intervention on multiple simultaneous projects to ensure project success despite unexpected challenges.
- Oversaw multiple simultaneous short-term and ongoing projects. Effectively balanced personnel management, long-term company initiatives, sales support, recruiting, and supporting project work.
- Led 2-5 person project teams in 1-6 week security assessment projects. Planned and guided most of New York's most challenging projects. Primarily delivered software architecture reviews, web application assessments, client-server and peer-to-peer application security assessments, mobile applications and external network penetration tests. Also delivered internal network penetration tests, Citrix environment tests, and hardware and firmware security assessments.

**McAfee Foundstone Professional Services – Senior Consultant, Managing Consultant
New York, NY – April 2007-September 2011**

**Symantec Professional Services – Principal Security Consultant
New York, NY – December 2006-April 2007**

**Various development/programming roles (Programmer/Analyst, Senior Developer, Tech Lead)
November 1997 - December 2006**

EDUCATION

Bachelor of Science in Human-Computer Interaction with a minor in Computer Science
Carnegie Mellon University, Pittsburgh, PA - 1997