Executive Interview Summary

Applicant: Mike Hornan
Role: Incident Security Officer

Interviewers:

- **Sebastian Pabon**, Voting Member, Intersect Open Source Committee

- **Terence (Tex) McCutcheon**, Intersect Open Source Program Manager

- **Christian Taylor**, Head of Intersect Open Source Office

Overview

The interview focused on assessing Mike Hornan's suitability for the Incident Security Officer role within the Intersect Open Source ecosystem. The discussion covered incident response philosophy, operational readiness, open-source security practices, coordination across distributed teams, and alignment with Intersect's values around transparency, accountability, and public infrastructure stewardship.

Key Competencies & Strengths

1. Incident Response & Security Mindset
Mike demonstrated a strong, structured understanding of incident response, emphasizing:

- Clear escalation paths and defined roles during incidents

- The importance of preparation, drills, and documented procedures

- Rapid containment paired with thoughtful post-incident analysis

He articulated incident management as both a **technical** and **coordination** challenge, not solely a tooling problem.

2. Communication & Coordination
 A recurring strength was Mike's emphasis on:

- Calm, precise communication under pressure

- Coordinating across technical teams, stakeholders, and leadership

- Providing timely, accurate updates without speculation

This aligns well with the need of managing incidents transparently while maintaining trust across a diverse, global contributor base.

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3. Open Source & Ecosystem Awareness
Mike showed clear awareness of the unique challenges of securing open-source infrastructure, including:

- Distributed ownership and contribution models

- Varying levels of operational maturity across projects

- The need for shared standards, playbooks, and expectations

He framed security not as centralized control, but as ecosystem enablement, helping teams respond consistently and responsibly.

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4. Documentation & Continuous Improvement
 Strong emphasis was placed on:

- Post-incident reviews as learning tools, not blame exercises

- Improving documentation and processes after each incident

- Treating incidents as feedback loops for strengthening infrastructure.

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5. Cultural & Values Alignment
 Mike's approach aligns well with the OSC and OSO mission:

- Security as public infrastructure

- Transparency balanced with responsible disclosure

- Supporting contributors and maintainers rather than policing them

He demonstrated an understanding that trust, process clarity, and shared responsibility are essential in open governance and open-source contexts.

Overall Assessment

Mike Hornan presents as a strong candidate for the Incident Security Officer role, bringing:

- Solid incident response fundamentals

- Clear communication and coordination skills

- A mature understanding of open-source security dynamics

- Strong alignment with Intersect's organizational values and operating model

He appears well-positioned to help Cardano developer ecosystem strengthen its incident readiness, response consistency, and long-term security posture.