

# Aadhar Shah

## MCyberSec

## TARGET: CYBER SECURITY STRATEGIST

TRUSTED BY C-LEVELS TO BUILD & MATURE  
INFORMATION SECURITY CAPABILITIES

"Cyber Security Advisor and Enabler Protecting Business Intelligence and Vital IT Assets."

Australian Defence Force (ADF) Trained in Boosting Cyber Security Capability | ADF Cyber Program Graduate, 2022

**Cyber Security Strategist** who positioned Canaria Technologies to disrupt IoMT markets in America and Australia by ushering the NASA-hailed and award-winning biometrics firm into tech-enabled and low-vulnerability MedTech cyber security operations. Scaled enterprise-wide security and protection capabilities through design, integration, and deployment of contemporary and cutting-edge cyber security detection and defence systems and robust frameworks and infrastructures.

**IT/ICT Subject Matter Expert** who leverages an extensive IT/ICT background to define, create, and implement information technology, security, governance and compliance roadmaps, frameworks, processes, programs, and initiatives. Known for keen ability to form alliances, align information technology/security with corporate strategy, and build enterprise-wide consensus. Harnesses operations leadership expertise to reduce costs and translate business needs into tech-based solutions.

Master of Cyber Security (Cyber Defence) | Cyber Security Professional (CSP) | General Data Protection Regulation (GDPR) ISO 27001/27002 | IEC 62443 | SOCI ACT | MITRE Adversarial Tactics, Techniques & Common Knowledge (MITRE ATT&CK) Cyber Kill Chain | Splunk | Ethical Hacker | NIST Cybersecurity Framework & NIST 800-53 | Australian Privacy ACT 1988 ASD Essential Eight | Information Security Management System (ISMS) | European Union Agency for Cybersecurity (ENISA) Security Information & Event Management (SIEM) | Payment Card Industry (PCI) Data Security Standard (DSS)

### VALUE OFFERED

Cyber Security Strategy & Advisory | Information Systems Management | Enterprise Risk Management | Network Security Vulnerability/Threat Management & Incident Response | Cyber Security Capabilities | Critical Infrastructure & Systems Cyber Security Awareness, Training & Culture Building | Process Improvement | ICT Solution Design | Audit & Compliance Program & Project Management | Data Privacy & Leakage Protection (DLP) | Disaster Recovery Plan | Cloud Security End-point Detection | Infrastructure Optimisation | Intrusion Detection | Business Continuity Planning (BCP)

### PRODUCTIVITY TOOLS, TECHNOLOGIES & CAPABILITIES

CYBER SECURITY - Vulnerability Assessment & Scanning: Nessus, OpenVAS | Enumeration & Sniffing: Wireshark, Nmap, Netcat | Open Source Intelligence (OSINT): Maltego, Shodan | Digital Forensics & Incident Response (DFIR) & Steganography: Autopsy, EnCase | Reverse Engineering: Ghidra, IDA Pro, OpenSSL | Binary & Memory Corruption: GNU Debugger (GDB), American Fuzzy Lop (AFL) | Web Hacking: Burp Suite, OWASP ZAP, sqlmap | Malware Analysis: Cuckoo Sandbox, YARA | Cryptography & Password Cracking: Hashcat, John the Ripper  
PROGRAMMING LANGUAGES - C, Python, C++, HTML, SQL, and JavaScript  
OPERATING SYSTEMS - Debian Linux Distros (Ubuntu & Kali) | Unix, MacOS, MS Windows, ChromeOS, Android & iOS

### PROFESSIONAL EXPERIENCE

Canaria Technologies | Brisbane, QLD | JUN 2022–NOV 2022

Market leaders/pioneers in predictive biometrics systems, providing non-invasive medical-grade wearable devices powered by proprietary biometric algorithms to predict and prevent cognitive fatigue and heat stress in real time.

#### CYBER SECURITY SPECIALIST (MEDTECH INTERN)

Appointed to power Canaria Technologies' bold efforts to attain a foothold in Australia's defence market by disrupting the \$200B Internet of Medical Things (IoMT) manufacturing environment. As the point-of-contact for Canaria Technologies—and a recent Australian Defence Force (ADF) Cyber Gap Program graduate—managed design and submission process for CT's predictive biometrics systems to enhance Defence capability via the Defence Innovation Hub (awaiting approval). Served as cyber security advisor and provided coaching and support to stakeholders on cyber security-related best practices.

*Weaponised Canaria Technologies with high-confidence and high-fidelity cyber security frameworks, preventative and corrective solutions and scalable security and operations infrastructure.*

- Positioned Canaria Technologies to disrupt IoMT markets in America and Australia by ushering CT into tech-enabled and low-vulnerability MedTech cyber security operations. Designed and executed proactive endpoint security solutions—Security Posture Evolution, Vulnerability Investigation/Remediation and Threat Mitigation/Management.

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- Rectified high-risk gaps within operations (practices/processes) with innovative solutions. Headed cyber security control implementation for email security, MS Exchange, standard operating environment (SOE) and endpoint security across Wintel, Azure, and other platforms.
  - Devised an in-depth plan to align CT's operation with industry cyber security frameworks, globally tested best practices, standards, and guidelines (e.g., ISO 27001/NIST), including Federal Government information security policy (Information Security Manual, Protective Security Policy Framework) and TGA cyber security principles and guidelines in a data-sensitive setting.
  - Heightened company-wide cyber security awareness, overall protection, and incident identification/resolution. Facilitated 1:1 cyber security training and generated a 5-part video series featuring international ISO standards, cyber security frameworks and risk mitigation and management strategies.
  - Minimised the impact of ransomware attacks on the IoT manufacturing industry and the health sector after devising CT's Threat Landscape, Incident Response Plan and Playbook using MITRE ATT&CK repository, CVE and CVSS scoring system, NISTIR 8259 and TGA guidelines. Initiatives strengthened the company's cyber security posture, incident containment, incident coordination, eradication, and recovery.
  - Primary Technologies: MS Office productivity applications, MS endpoints (server and desktop operating systems) and endpoint security controls associated with Australian Signals Directorates (ASD) Essential Eight, DNS and other network protocols of interest to cyber operations, host-based intrusion detection/prevention systems (HIDS/HIPS), Wintel, Linux and other mid-range platforms, secure network, and gateway service technologies.
- **Boosted inter-team communications, top-level decision-making, overall productivity and collaboration and software and firmware quality/efficacy through transforming company-wide communications.**
    - Designed multi-layer DevSecOps plan, including GitHub Codespaces, Azure CI/CD pipeline, Databricks, Data Factory, Data Lake, Azure AD and Azure Cosmos DB.

### Hi Craft | Brisbane, QLD | Nov 2017–Current

*Leading IT solutions company with a diverse portfolio, offering a comprehensive selection of products, including laptops, desktops, gaming computers, custom builds, servers, printers, software licenses, Cloud products, and computer parts.*

#### BUSINESS DEVELOPMENT MANAGER (JAN 2021–CURRENT (STUDY LEAVE FROM NOV 2022))

#### AREA MANAGER (NOV 2017–DEC 2020)

Initially hired to salvage—transform—and scale the multi-site loss-making IT services company through powering a "sweeping" operation-wide turnaround, growing market command, winning/brokering new business and driving brand growth. Pioneered and executed high-ROI change strategies, LEAN operational change projects and long-life revenue-generating initiatives in a cut-throat/ever-evolving environment. Led company's resurgence by orchestrating a comprehensive turnaround strategy that encompassed IT innovation, operational refinement, and strategic growth. Drove aggressive market expansion through visionary leadership, cultivating enduring partnerships, and sealing strategic alliances.

*Positioned Hi Craft to achieve revenue growth and command new markets as a trusted IT solutions partner for small-to-mid-sized businesses, private companies, educational institutions, and consumers.*

- **Stemmed YOY losses, rectified viability-critical cash flow problems and mitigated further business bleed** by introducing Lean systems, optimising expenses, diversifying revenue streams and maximising performance and financial controls. Grew revenue by 40% (\$800K), cut costs by 30% (\$250K) and increased profit by 25% (\$350K) in the #1<sup>st</sup> 12 months.
  - Saved thousands of dollars yearly. Tabled and fuelled winning change strategies where the customer was at the core after initiating a deep dive into performance, cost structure, revenue streams and operational inefficiencies.
  - Optimised inventory management by streamlining procurement (improved stock turnover and stock-on-hand (SOH) against demand and minimised over-/out-of-stocks), optimising re-order prompts, introducing just-in-time (JIT) inventory policies and robust demand forecasting, and nurturing relationships with suppliers for on-time deliveries.
  - Negotiated improved pricing and contract terms with Ingram, Dicker Data, Synnex, Leader Systems, Auscomp, Compuworld, Alloys, MMT, Dynamic Supplies, Scorpotech, Mwave, and Megabuy suppliers, expanded/doubled product/service offerings, identified and captured new high-dollar business opportunities with top-tier clients and markets, built strategic connections and cross-business partnerships and grew customer reach.
  - Overhauled operational processes, reporting and communication tools, introduced strategic/fiscal planning, support, and infrastructure and broadened competitive landscape aligned with overall business goals.
  - Turned the "performance-alooof" culture into an engaged and results/team-driven community by embedding corporate goals/mission/vision into business-as-usual (BAU) and innovating Hi Craft's #1<sup>st</sup> performance review/controls system, staff feedback, coaching and growth system, training, KPIs/targets, and rewards/ recognition.
  - **Primary Technologies:** Cutting-edge Computer Hardware | Advanced Network and Security Products | Microsoft Certified Cloud Solution Provider (CSP) **Expertise:** Cyber Security Programs | MS Office Productivity Applications | Proficient Management of MS Endpoints (Server and Desktop Operating Systems) | Wintel and Cloud Products Innovation | Linux and Other Mid-range Platform Solutions | Secure Network and Gateway Service Technologies.



### AREA MANAGER (DEC 2014–NOV 2017)

Scaled the ranks from Repair Technician to Area Manager of 3 sites across Brisbane heading the entire retail operation, managing cross-functional teams (to 20), and driving business performance turnaround, growth, and interstate expansion. Also served as in-house SME for all IT/ICT troubleshooting, solutions, and best practices with wide-ranging oversight for high-quality repair services, customer service, network infrastructure, server creation and much more.

*Escalated sales by almost \$1M per year, raised technical and sales capability and fostered a culture of customer-centricity and service excellence.*

- **Improved liquidity—freeing up \$250K—**by clearing inventory over stocks, simplifying product offerings, streamlining procurement practices (e.g., JIT ordering), enhancing supplier relations/contracts and modifying accounts receivable systems. Aligned purchasing and sales budgets by analysing trading history data, seasonal influences, and other markers.
- **Propelled sales by 25% (\$980K across 3 stores per year) and enhanced the in-store experience for customers** through powerful visual merchandising—a strategic mix of architecture (store design), storytelling (taking customers on a journey through products and personal connection) and white space (equilibrium of stock to negative space).
- **Halved repair turnaround time from an average of 14 days to 7** while raising technician capability, brand loyalty, customer satisfaction/experience, repeat business, and referrals and contributing to continuous improvement.
  - Engineered a seamless end-to-end repairs process from job intake to tracking and repair completion, guaranteeing timely updates and estimated time of arrival for customers. Introduced procedures, incorporating a sophisticated job tracking system for managers, resulting in heightened operational efficiency and elevated customer satisfaction.
  - Introduced the company's 1<sup>st</sup> customer feedback platform—later forming a foundation of performance evaluation and technical/sales training. Analysed consumer feedback, designed and facilitated 1:1 tailored technical and strategic sales training/coaching with ~50 staff, and fostered a culture of customer-centricity and service excellence.
- **Turned the underperforming high-potential operation into a double-digit (12%) YOY revenue-generating engine** "through the power of people, capability and agility."
  - Brought in customised training and development programs for up to 50 staff, succession planning for high-potential individuals, coaching for existing and rising leaders and inter-team skill-building for cross-functional team agility.
  - **Primary Technologies:** Cutting-edge Computer Hardware | Advanced Network and Security Products | Microsoft Certified Cloud Solution Provider (CSP) **Expertise:** Cyber Security Programs | MS Office Productivity Applications | Proficient Management of MS Endpoints (Server and Desktop Operating Systems) | Wintel and Cloud Products Innovation | Linux and Other Mid-range Platform Solutions | Secure Network and Gateway Service Technologies.
- **Distinguished IT Carindale as an "Employer of Choice"** after designing and launching the company's 1<sup>st</sup>-ever employee engagement strategy—powering "sweeping" improvements across profitability, productivity, absenteeism, retention, customer satisfaction, innovation, and future resilience and performance.
  - Fostered an engaged workforce and workplace culture of innovation, adaptability, and resilience through authentic engagement with all staff and introducing performance-based Incentives, goal setting and feedback, employee recognition programs, coaching and talent attraction and retention initiatives.
  - Change initiatives saved ~\$100K in absenteeism, raised efficiency by ~25%, and cut staff turnover rates by ~30%.

**EARLY CAREER: Manager | Repair Technician, IT Carindale, Brisbane, QLD | Laboratory Technician, HRL Testing, Brisbane, QLD | Senior Engineer, G S Technology, Bangalore, India**

### EDUCATION & PROFESSIONAL DEVELOPMENT

**Master of Cyber Security (Cyber Defence), University of Queensland (UQ), St Lucia, QLD, 2023**

*Ranked among the world's top 50 universities.*

**Australian Defence Force (ADF) Cyber Gap Program, 2022**

*A cyber-resilience and workforce package to bolster the nation's sovereign cyber workforce capability.*

**Bachelor of Engineering (Electrical), ATMIYA University, Gujarat, India, 2005**

*Qualification deemed equivalent for Electrical Engineer ASCO 2125-11 by Engineers Australia*

Dedicated 1000s of hours to cyber security/IT/ICT professional development (workshops, short courses, conferences, and networking). In brief: Microsoft Security SC900 | Azure Fundamentals AZ-900 | Ethical Hacking | Linux Command line | Azure AD | Cryptography | Dark Web | Hacking IoT Devices | C/C++ programming | Artificial Intelligence for Cyber Security | Automation with Python | SQL Bootcamp | Microcontroller-C Programming | CompTIA Network+/Security+ | and more

### MEMBERSHIPS

**Active participant in Cyber Security, Network Security, DevSecOps and Cloud Security networks**

**Associate Member, Australian Computer Society (ACS) | Member, Australian Information Security Association (AISA), Brisbane Chapter | Member, Open Worldwide Application Security Project (OWASP), Brisbane Chapter | Member, Information Systems Audit & Control Association (ISACA) | Member, Offensive Security (OffSec) | Member, International Information System Security Certification Consortium (ISCS2) | Member, Institute of Electrical & Electronics Engineers (IEEE)**

