

# Michael Shannon

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## Professional Summary

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Seasoned Engineering Leader with over two decades of experience in the tech industry, specializing in cybersecurity and software development. Known for fostering high-trust environments where innovation and autonomy flourish, I bring a track record of leading cross-functional teams to deliver cutting-edge solutions. With a passion for nurturing talent and promoting a culture of continuous improvement, I excel at guiding teams through complex technical challenges while maintaining a focus on strategic objectives.

## Skills

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### Leadership & Strategy

- Executive Leadership & Strategic Planning
- Department Scaling & Management
- Talent Acquisition, Team Development & Mentoring

### Technical Proficiency

- Polyglot and distributed computing
- Technology Assessment & Roadmap Planning
- Agile Software Development Methodologies & Project Management

### Partnership & Collaboration

- Vendor Management & Strategic Partnerships
- Communication, Presentation & Reporting
- Cross-functional Collaboration & Stakeholder Management

## Experience

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### Owner and Director

July 2021 - Present

#### Confluence Consulting Ltd

- Mentoring, managing and providing performance metrics for organizations preparing for MITRE ATT&CK evaluation.
- Providing red-teaming, adversary simulation, threat modeling and offensive cyber-security training.
- Producing network and memory detection evasions for select customers.

### Solutions Architect

April 2022 - January 2023

#### Sophos Ltd

- Conducted strategic market analysis and technical evaluations, laying groundwork for Attack Surface Management, Adversary Emulation, and Penetration Testing as a Service services.
- Designed processes for in-house ASM, VM and PTaaS service offerings.
- Led offensive tool development for adversary emulation, SE training and sales enablement.
- Established cyber ranges for M&A evaluations, playbook development, NDR R&D and sales enablement.

### Security Technology Strategist

April 2015 - July 2021

#### Sophos Ltd

- Provided executive leadership by directing technical evaluations for M&A initiatives and fostering engineering talent.
- Provided strategic vision and technical direction to the Network and MDR engineers.
- Key contributor to the organizational design, change management and initial operations of the MDR service.
- Played a key role in defining technical vision and re-architecting of Sophos' NGFW product.
- Directed Sophos' network security and MDR 3rd party evaluation partnerships.
- Reported to the CTO and collaborated closely with the VP of Product on vision and roadmaps.

### **Solutions Architect**

May 2014 - November 2015

#### **Impact Effect Systems Inc**

- Collaborated with product management and senior management to ensure alignment of business requirements with technical solutions.
- Oversaw the execution of engineering projects, ensuring alignment with business objectives.
- Provided reporting and operational forecasting to the business development and platform architecture teams.

### **Vulnerability Research Manager**

May 2012 - April 2015

#### **Sophos Ltd**

- Established engineering best practices, development methodologies, quality standards and SLA for networking threat research, detection development, devOps and release teams.
- Fostered a culture of learning, innovation, and continuous improvement.
- Ensured timely and high-quality delivery of software releases.
- Developed curriculum and coordinated training of offensive and defensive security techniques.

### **Principal Threat Researcher**

August 2006 - May 2012

#### **Sophos Ltd**

- Orchestrated advanced threat intelligence collection.
- Managed both the process design and implementation of security responses to current and emerging threats.
- Led both SophosLabs' Apple Threats Research and Sophos's Network Intrusion Research engineering groups in developing and delivering cutting-edge software solutions.
- Identified emerging virtualization technologies and system security considerations, contributing to the development of cutting-edge software solutions.
- Contributed key changes to both endpoint and network detection and remediation engines.

### **Intrusion Detection and Protection Researcher**

September 2005 - August 2006

#### **Fortinet Inc**

- Guided the development, testing and implementation of intrusion detection and prevention technologies.
- Identified emerging offensive computing technologies, and developed identification and detection technologies.

### **Security Consultant**

May 2002 - September 2005

#### **STB Technologies/Confluence Consulting Ltd**

- Oversaw real-time responses to security events, directing departmental budgeting and organization-wide budget planning.
- Guided clients through new and prospective technologies, improving their cybersecurity awareness and response.
- Provided Incident Response, Malware Analysis and Forensics Services.

### **Systems Engineer**

August 2001 - May 2002

#### **Mountain Equipment Co-op**

- Managed deployment, operations, and management of enterprise-wide intrusion detection systems across Canada.

## **Patents**

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Mobile device policy enforcement - GB2551813B – March 2018 || US17/371,948 – August 2021

Traffic scanning with context-aware threat signatures – GB202309629D0 Pending – June 2023