# Michael Shannon

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## Professional Summary

Seasoned cybersecurity executive with over 24 years of expertise in spearheading comprehensive security programs. As a Certified Chief Information Security Officer (CCISO) and Certified Information Systems Security Professional (CISSP), I excel at developing and guiding teams to implement innovative security strategies that enhance both product and infrastructure integrity. My experience encompasses direct leadership, strategic planning, and the integration of security within business processes through DevOps and DevSecOps. With a strong background in executive coaching and direct reporting to C-level management, I thrive in cross-functional collaboration—ensuring that security measures align seamlessly with corporate objectives and technological advancements. Known for a leadership style that emphasizes adaptability, mentorship, and continuous learning, I'm committed to fostering environments where innovation flourishes and security is woven into every aspect of the organizational fabric.

## Skills

### 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

**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 (PTaaS).
- 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.
- Assessed service alignment with standards and providing actionable insights to align offerings with these standards.

**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.
- Reported to the CTO and collaborated closely with the VP of Product on vision and roadmaps.
- Developed and authored executive reports summarizing compliance standards, evaluated the applicability of current offerings to these standards and provided actionable insights
- Directed Sophos' network security and MDR 3rd party evaluation partnerships.

**Solutions Architect**                                              May 2014 – November 2015
**Impact Effect Systems Inc**
- Collaborated with 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.
- 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.
- 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.
- Provided Incident Response, Malware Analysis and Forensics Services.

## Certifications

**Certified Chief Information Security Officer (C|CISO)  ||  EC-Council   ID: ECC6501427893**
**Certified Information Systems Security Professional (CISSP)  ||  ISC$^2$   ID: 2177718**

## Patents

**Mobile device policy enforcement  - GB2551813B – March 2018  ||  US17/371,948**
**Traffic scanning with context-aware threat signatures – GB202309629D0  ||  US 2023/0421579 A1 – Pending**