

Reuben Athaide

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SUMMARY

In the financial services sector, my strategic leadership has positively impacted customer and employee experiences through process automation and digitisation, aligning tech strategies with business objectives. My contributions span developing high-performing tech and operations teams, driving program management, and enhancing organisational processes. I have expertise in capital markets technologies, leading teams in derivatives, commodities, equities, and more, delivering solutions across all operational areas globally. My reputation is underscored by building profitable alliances. I've established strategic partnerships and influenced key stakeholders effectively. I have overseen multimillion-dollar projects, including post-acquisition integrations and project turnarounds, with a vision-driven approach. My passion and current work is in digital transformation. I advocate for Agile, DevSecOps, cloud computing, and cybersecurity innovation, with a focus on security and automation. My commitment to innovation is driven by a commitment to be a life-long learner and a results-orientated leader, aiming for continuous improvement in technology and financial services.

COMPETENCIES

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|---|--|--------------------------------|--|
| • Strategic Planning | • Developing and executing successful, high-impact, business and technology roadmaps | • Leadership Development | • Spearheading multimillion-dollar projects and programs in complex multi-stakeholder settings |
| • Guiding enterprise-wide business and technology simplification and transformation efforts | • DevSecOps and Cloud | • Risk Management & Mitigation | • Secure by design |
| • Cybersecurity Innovation | | • Capital Markets technology | |

WORK EXPERIENCE

STANDARD CHARTERED BANK, Singapore

Sep 2015 – Present

Head Information CyberSecurity Innovation, Application Security and Assurance June 2025 - present

- Building an innovative culture where experimentation is safe and supported
- Creating CISO foresight by scanning the horizon for future threats and opportunities
- Engaging Business Leaders to capture evolving business needs and pain points
- Leveraging ground up crowdsourcing of ideas into tested validated assets through lightweight, rapid experimentation
- Establishing an Innovation-as-a-service capability across Information Cybersecurity to evolve with speed, relevance and resilience.

Global Head Interim Cyber Security Assessment and Testing

Sep 2024 – Jun 2025

- Provided strategic oversight across pentesting, vulnerability management, infrastructure security, DevSecOps and Assurance, while guiding the shift to a build-and-maintain model for the CAT Hive ecosystem.
- Set-up Strategy for Vulnerability Management Uplift and migration off home grown solution to a market leading product
- Spearheaded the adoption of data science tools and capability to identify duplicate vulnerabilities and forecast security issues, enabling proactive risk mitigation across engineering teams
- Drove stakeholder engagement across the Cybersecurity Assessment testing sub domains and Security CISO leadership as well as engineering teams to gather feedback and align on needs, translating insights into process automation and streamlined workflows that improved clarity and transparency.
- Ensured compliance with all audit and regulatory commitments, while delivering project milestones for the CAT Hive on time and within scope

Head of Cybersecurity Advisory and DevSecOps

Aug 2021– present

- Key mandate to establish a DevSecOps Strategy to achieve Secure by design and transform the team from an operations approach to embracing technology, shifting left with controls in pipeline, automation and process simplification
- Set-up a SecOps automation team

- Defined a Security Control Verification Strategy to Shift-Left with security in platform and software build pipeline
- Evaluating new cybersecurity solutions to uplift security posture as well as developer experience
- Continuously improving Security processes to reduce TAT and enhance developer adoption of security best practices
- Leading the cybersecurity automation and #Shiftleft strategy
- Establishing an AI/ML pipeline Security strategy and approach
- Leveraging AI and Data insights to reduce vulnerabilities
- Defined a roadmap to migrate information cybersecurity projects and repositories off non-strategic platforms to strategic ones
- Launched an Enterprise-wide Federated Security Champion program
- Built out a runtime control validation architecture
- Built out of Low Code/No Code Solutions to enable cybersecurity operations workflow management

Head Business Cloud Enablement

Nov 2018 – Jul 2021

- A senior leader in the Cloud Transformation office
- Set-up a cloud center of excellence
- Provided cloud solution architects, consulting, assessing and assisting with migrations to cloud platforms
- Built mechanisms to support the developer community's adoption of Cloud
- Established and ran a customer engagement model across all lines of business technology verticals to drive cloud, including container adoption
- Influenced platform and security teams to adopt Compliance as code, Policy as code and Infrastructure code
- Identified underserved needs to align the platform services product roadmaps with business problems
- Built the right IT that is customer aligned

Head DevOps

Jan 2017 – Oct 2018

- Built and managed a central code build pipeline across Standard Chartered technology for use by all lines of business technology groups.
- Oversaw the software configuration management (SCM) process
- Transformed the culture of the technology group to a DevOps and Cloud first approach
- Built a self-service on onboarding process for developers to onboard their applications for a seamless CI/CD, which has increased productivity more than 44X and reduced costs
- Integrated with Change Management for last mile production deployments across all platforms – cloud, on-prem, physical and Virtual machines, and to SaaS private Cloud
- Achieved cost savings for the group by migrating and consolidating functions in a cheaper cost center
- Launched a novel online Capability Assessment Tool, used to evaluate teams and application capability & maturity as relates to Agile, and DevOps across Technology
- Onboarded over 700 applications & 1000 projects across the enterprise onto the central pipeline
- Built out a non-production data lake to get data insights from the DevSecOps pipeline with a goal of achieving metrics such as Turnaround time, mean time to recovery and Failure Rate
- Set-up and run internal DevOps Day conferences and workshops across ASEAN, China and India
- Migration of application and teams from old stack to new stack technology, including new ways of working with Agile and DevOps

Head, FM OTS Engineering

Jul 2016 – Dec 2016

- Responsible Financial Markets Operations Technology platform architecture strategy, engineering efficiencies as well as stability and obsolescence
- Led the transformation of technology delivery in Financial Markets operations technology from legacy waterfall project execution to agile
- Led the setup of the training effort for Agile
- Migrated 20+ applications' code repository from SVN to a Git central repository
- Implemented a CI/CD pipeline for core foundation FM Ops technology applications
- Created architecture roadmaps and reusable components for FM operations applications and platforms

FM Programme Manager

Sep 2015 – Jun 2016

- Oversaw a multi-million-dollar program to identify areas of improvement and implement changes, upgrades and enhancements across Financial Markets Technology to availability, stability and obsolescence.
- Implemented a Failure Mode Effect Analysis framework across FM systems resulting in proactive monitoring and resolution
- Upgraded application infrastructure across FX electronic trading, regulatory platforms, operations and derivatives trading
- Implemented server clock synch for eTrading and code refactoring
- Reduced the Murex O/N batch run performance to meet the regulator's ask of T+1
- Managed budget for the program to within 1% variance overall for the year

CANADIAN IMPERIAL BANK OF COMMERCE, Toronto, Canada

May 2012 – Sep 2015

Senior Director & Head Global Derivatives Technology

Dec 2013 – Sep 2015

- Responsible for building, enhancing and maintaining the Derivatives Trading platforms
- Implemented new Grid management software that enabled the bank to save operating costs and move to the Cloud
- Built out the CVA/FVA-Trader application to include the next level of evolution in Derivative pricing in less than 6 months
- Oversaw the migration of key Capital Markets businesses onto the Derivatives Trading platform on-time and within budget (IRD, IRO, Coins, Energy, Structured Notes) (<1yr)
- Delivered significant ISDA Industry change as well as facilitating CMBX hedging on Calypso in a record 3 months
- Implemented a Kanban approach and CI (continuous integration) for Derivative Trading platform enhancements

Senior Director, Head PMO & Technology Delivery, Wholesale Technology

May 2012 – Nov 2013

- Led a team of Project Managers on strategic Cross-Asset and regulatory enterprise-wide Projects
- Set-up and ran a QA Centre of Excellence (COE)
- Established the PMO for Wholesale Banking Technology and Business
- Streamlined governance process which enabled the business to increase YOY investments budgets by over 150%
- Expedited project assessment and initiation
- Set-up a QA Centre of excellence with a "right-shore" model
- Increased QA automation capability on several Tier 1 apps thereby reducing time-to-market and risk

ROYAL BANK OF CANADA, CAPITAL MARKETS, Toronto, Canada

2004 – May 2012

Director, Head PMO – Commodities, GAT

Apr 2011 – May 2012

- Managed the Openlink development team and program management execution in Toronto. Compiled strategy for consolidating the Commodities Trading platform
- Reviewed Commodities and Futures cross asset allocation
- Recommended changes resulting in \$2-3m in annual cost savings as a result of which the trading desk was spared closure
- Implemented a streamlined SDLC process for managing pipeline activities for Sophis as well as project governance for GAT and Commodities resulting in closer alignment to the business and improved delivery

Director, Global Head PMO - Equities & Futures IT

Jun 2008 – Mar 2011

- As the COO for Equities Technology controlled project budgets and oversaw the creation of accurate forecast data and other program financials as required
- Successfully delivered a patented product offering called THOR (cross border smart order router); enabling the Equities program trading desk to achieve more fills on large block orders and not get picked off by high frequency traders
- Reduced total cost of ownership for 3 business lines
- Implemented a health check process for Capital Markets IT projects
- Implemented a Project Initiation checklist tool for GE and Capital Markets IT
- Managed the expansion of test coverage and implemented a test coverage matrix linked to functional requirements

Head, Prime Brokerage IT

Jun 2008 – Jun 2008

- Managed the development, enhancement and maintenance of the Prime Brokerage platform and systems for Capital Markets Accountable to the trading desk for project and BAU budgets as well as execution
- Consolidated the platform to streamline execution and reduce costs
- Achieved 80% testing automation for the PB platform

VP/Program manager – COO Office

2006

- Lead execution and delivery for M&A, evaluating potential acquisitions from a technology perspective as well as managing some high visibility complex programs
- Successfully led, managed and delivered on time integration efforts for a multi-million-dollar acquisition within 54 business days over the year-end holiday season (Carlin Financial Group & RBC).
- Led the lift and shift of a program trading desk from Bear Sterns to RBC Capital Markets; entailed ensuring the traders had the software they required to trade when they moved over as well as their on-boarding
- Remediated RBC's operations debacle with Dain Rauscher
- Led the cleanup, re-organization to reduce the number of settlements breaks to business-as-usual levels
- Implemented a product management framework for the Equities business that linked the business strategy to the technology book of work. This approach maximised ROI and ultimately grew the bottom line for Equities
- Re-engineered the Structured Notes platform to implement a new architecture and streamlined system which enabled improved customer engagement

VP, Head CMIT Project Delivery

2005

- Managed a team of 15+ senior project managers leading the execution of all new investment and enhancement projects across RBC Capital Markets
- Set-up a Teradata warehouse for all Capital Markets Trades, to gain customer insights and analytics, to identify top 100 clients for cross selling opportunities

VP, Head FX Development

2004

- Managed the FX development team responsible for all new development, enhancements and maintenance of the Bank's core foreign exchange and money market trading platforms.
- Led the development and project execution of the first FX spot streaming executable rates (SER) engine on Bay Street
- Developed an online portal for MM traders to accept overnight deposits from financial institutions in APAC which reduced the need for short-term borrowing and increased revenue.

CIBC World Markets, Toronto, Canada

2003 – 2004

Development Manager FX Technology

- Managed all the initiatives related to FX Trading and sales as well as initiatives for Treasury Operations
- Oversaw the re-architecture of the FX trading platform as well as enhancements to extend the functionality of the back-office module to streamline back-office processing through automation of workflows
- Built a new request for quote FX web online trading portal for institutional clients

TD Securities, Toronto, Canada

Jul 2000 – 2003

Project Manager/Global FX & Funding

- Provided global support and enhancements for TD's FX/ Funding and Fixed Income front, back and middle offices operations. Managed Technology solutions budget for Global FX and Funding with TdiT for all projects and support
- Built an FX pricing engine that supplied rates to the Bank's wealth management online portal. The Bank was able to make close to \$800k a day on FX transfers
- Built an FX order-book for the Trading desk in Sydney with bespoke functionality which allowed traders to net customer order positions to offset their own positions, which in turn enabled the desk to hedge risk as well as grow revenue

Citibank, Toronto, Canada

Mar 1998 – 2000

Manager

- Managed the settlement and interest rate swap reconciliation team. Responsible for all settlement processing, cash reconciliation, deal verification and accounting control processes for the NY IRD trading desk
- Eliminated the banks' outstanding cash breaks greater than 30 days and ensured 99.5% were resolved within 7 days

Lloyds Bank Plc, Dubai, U.A.E

Jun 1991 – Jan 98

Manager

- Managed the local currency funding book (AED). Planned and managed the banks cash flow in the four major currency books USD, GBP, SAR and AED
- Successfully ran a profitable trading book in AED. Implemented a strategy of running a short 300 mm+ book in the local currency while being long dollars and cable
- Covered several multinationals for their FX needs mostly in the forward market and cross currencies

EDUCATIONAL EXPERIENCE

National University of Singapore, Singapore

June – Dec 2025 (anticipated)

Full Stack Development with AI

Massachusetts Institute of Technology, IDSS, Massachusetts, USA

Jan - May 2024

Data Science and Machine Learning: Making Data-Driven Decisions

UNIVERSITY OF OXFORD, Oxford, U

Sep 2022

Oxford Blockchain Strategy Programme

COLUMBIA BUSINESS SCHOOL, New York, NY, USA

Dec 2021

Leading Cyber Security in Your Organization

COLUMBIA BUSINESS SCHOOL, New York, NY, USA

Jul 2018 – Dec 2018

Digital Business Leadership Postgraduate Program

SCHULICH SCHOOL OF BUSINESS, YORK UNIVERSITY, Toronto, ON, Canada

Feb 2014 – Jan 2015

Master's Certificate in Financial Services Leadership

UNIVERSITY OF LIVERPOOL, Liverpool, UK

Jan 2006 – Jun 2008

MSc Information Systems Management

VILLANOVA UNIVERSITY, Villanova, PA, USA

Jan 2006 – Jun 2008

Master's Certificate Applied Project Management

CERTIFICATIONS

Certified Scrum Product Owner, Scrum Alliance, Singapore

July 2024

AWS, Certified Solutions Architect Associate, Singapore

Mar 2021

IDEO U, Storytelling for Influence, San Francisco, CA, USA

Jul 2019 – Aug 2019

Scrum Alliance, Certified Scrum Master, Colorado, CO, USA

Jun 2017

Luma Institute, Luma Certified Practitioner, Pittsburgh, PA, USA

Jun 2017

VIRTUAL FORUMS

- Panelist Reuben Athaide, Head - Cyber Advisory and DevSecOps | "What can we expect the future of cyber security to look like" CISO Asean Online | April 2023
- Panelist Reuben Athaide, Head - Cyber Advisory and DevSecOps | "Harmonizing Between Security and Innovation in Public Cloud: Sharing Best Practices" #Intelligent Automation Network | 2022
- Guest Speaker | "The Art of the Possible on the Cloud" | Virtual Events with Standard Chartered | August 2020
- Guest Speaker | "APAC Virtual CXO Forum" | Finasta | October 2020
- Guest Speaker | "APAC DevSecOps Leadership Forum" | Virtual Events with Standard Chartered | April 2020
- Speaker | "Enterprise Architecture for Financial Institutions" | 3rd Annual Global Forum by TBM Evolution Group | May 2020
- Panelist | "Getting Visibility into Open-Source Components" | ISMG Bank Info Security | October 2020

PODCASTS/INTERVIEWS

- Guest Speaker | "Balancing Convenience and Security in Digital Banking and Investing" | PYTCH Media | May 2023
<https://youtu.be/woWeLXPCUUM>
- Guest Speaker | "EGN Leadership Conversations: Impact of Emerging Technologies on the Capital Markets and Financial Services" | EGN | Episode 160 | May 2023
<https://open.spotify.com/episode/388eQaVYT1QjJecs0DgsJ9?si=sBsB7UOLSeCrMO2bswyRIA>
- Guest Speaker | "Accelerating productivity, digital value streams, and DevSecOps during COVID-19" | Nexus Lifecycle | IDC | July 2020
- Guest Speaker | "Measuring developer productivity" Episode #4 | Heretechs.io | 2020

SPEAKING EVENTS

- Panelist Reuben Athaide, Global Head (Interim) Cybersecurity Assessment and Testing and Head Cyber Security Advisory and DevSecOps | "People Power: How Do we Leverage the Human Factor to Mitigate Cyber Risk?" APAC Cyber Summit | April 2025
- Panelist Reuben Athaide, Head - Cyber Advisory and DevSecOps | "Transitioning into the future with Web 3.0" 18TH Edition BFSI Summit | May 2023
- Panelist Reuben Athaide, Head - Cyber Advisory and DevSecOps | "From Cybersecurity to Cyber Resilience" #AsiaRisk Live|2022
- Judge | "Asia Risk Technology Awards 2021" | Asia Risk | 2021
- Speaker Reuben Athaide, Head- Cloud Customer Engagement | "Pecha Kucha - A Nite at the Bank" (Climate crisis and a call to action through zero waste and sustainable finance) | SC Ventures by Standard Chartered | Mar 2020
- Speaker Reuben Athaide, Head- Cloud Customer Engagement | "A Bridge to connect startups to Standard Chartered and our clients" | Mar 2020
- Speaker Reuben Athaide, Head- Cloud Customer Engagement | "Banking on the Cloud" | SC Fintech Bridge | September 2019
- Judge | "5th Annual Canadian FinTech & AI Awards" | Digital Finance Institute | 2019

ADDITIONAL INFORMATION AND INTERESTS

Publications: CIO APAC: [Why Cybersecurity Starts with Leaders](#) Contributed to "Thought Leaders Perspectives Syndicated Study" | Funded by Invest In Canada| Country Focus: Singapore and Indonesia

Volunteering: Ang Mo Kio Thye Hua Kwan Hospital, Standard Chartered Bank Future Makers Mentoring, SCB/Stridy Urban Clean-up for Environment Day

Charity: SCB FutureMakers, Club Rainbow Singapore

Interests: Running, Reading, Golf, Cycling, Hiking, Travelling