

RYAN M. O'SHEA

SUMMARY

Versatile IT professional with a diverse background and expertise in technology, business, and leadership.

Proven track record of successfully constructing talented and high performant full-stack engineering teams that deliver novel enterprise security services and controls in cloud-native environments.

Focused on establishing a collaborative culture that creates continuous and iterative value while promoting the strategic concept of security as a capability, and not as a constraint.

SKILLS

- Leading digital transformation efforts
- Agile strategic planning and execution
- Cloud infrastructure + CI/CD technologies
- AWS and GCP architecture and services
- IT security principles and applications
- Establishing DevOps teams and practices
- Talent management and up-skilling
- Product and portfolio management
- Financial management
- Ideation and problem solving



EXPERIENCE

Director | Cloud Security, Cloud IAM, Crypto Security | TransUnion

January 2019 – present

- Established and lead an organization comprised of three DevOps engineering teams that are focused on building business critical security products to enable our enterprise cloud journey and digital transformation efforts
 - **Cloud Security** provides account and resource-level governance through native services and customly developed automated controls that secure TU infrastructure, data and applications operating in our highly elastic and dynamic cloud environments
 - i.e. AWS Control Tower, CNAPP, CSPM, IaC pre-deployment automated governance
 - **Cloud IAM** provides managed service offerings for the creation, modification and governance of pre-defined IAM resources, identities and entities in AWS
 - i.e. AWS IAMaaS, IAM lifecycle controls, SSO break-glass, SCPs, permission boundaries
 - **Crypto Security** provides our enterprise with modernized cryptographic services with built-in guardrails that enable our businesses to operate securely across multiple environments
 - i.e. secrets management, PKI certificate management, encryption key management services
 - Engineers on these teams are challenged to provide technical and thought leadership to simplify processes and optimize security tooling and establish practices that can scale globally
 - Innovative agile teams currently consist of 13 full-stack engineers and 3 Engineering Managers
 - Emphasize continuous and iterative collaboration with all security solutions delivered as-code
- Serve in various leadership roles across organizations and for enterprise-wide prioritized initiatives
 - Product Manager accountable for the strategic direction and delivery for a number of security products
 - Own the rollout of TU's new \$3M cloud-native application protection platform (Wiz) which involves the design and implementation of operational controls, automated actions, insights and integrations across multiple security domains and product teams
 - Member of the Rise SteerCo, providing weekly updates and collaborative guidance to senior leadership around progress, risk and impediments tied to efforts of the enterprise tech modernization program
 - Actively participate in TU Developer Experience forums in an effort to improve security practices and identify methods of reducing friction for the engineering community
 - Member of the Agile Leadership Committee that helps drive awareness and adoption of agile practices in the Info Sec organization and Rise program



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EDUCATION

M.B.A. | 2012 | CARLSON SCHOOL OF MANAGEMENT

- STRATEGIC MANAGEMENT & ENTREPRENEURSHIP FOCUS
- GLOBAL ENRICHMENT PROGRAM – BEIJING, CHINA

B.S. | 2004 | UNIVERSITY WISCONSIN-STOUT

- MAJOR: TELECOMMUNICATIONS
- MINOR: BUSINESS ADMINISTRATION
- ACADEMIC HONOR SOCIETY MEMBER
- CHANCELLOR'S AWARD RECIPIENT

ADDITIONAL EXPERIENCE

Sr Engineering Manager | Digital Security | Target

July 2017 – January 2019

- Led a software development team focused on creating first-of-its-kind security capabilities for digital product teams and platforms
 - Built a high-performing team (8-Leads, 2-Seniors, 2-juniors) to drive innovation that simplified security services for digital guests, optimized security tools for internal Engineers and improved the security posture at the digital perimeter
 - Productionized 10+ internally developed security products and operationalized countless tactical security solutions that covered many enterprise environments and use cases
 - Group gave back to developer community with 9 open source contributions and 1 OSS project
- Fostered creativity and a culture where everything we built was secure-by-design, agnostic to environment and fully automated
 - Focused on APIs, micro-services and event-driven architecture
 - Tech stack included: Golang, Java, Python, Kubernetes, Docker, Drone, Terraform, Chef, Spinnaker, RPMs, Consul, Vault, st2, Kapacitor, influxDB, GitHub, Artifactory, GCP, OpenStack, ELK
- Served as Product Owner and provided strategic vision and guidance for 3 internally developed products
 - Acted as the voice of customer and maintained product backlogs to track and prioritize needs and interests of enterprise stakeholders
 - Promoted our services, capabilities and value amongst Leadership and other Engineering teams
- Developed strategies and organized resources to drive value and continuous improvements within the team and our products
 - Created custom quarterly personal development plans for each member of my team to induce focused efforts around upskilling and accountability
 - Actively participated in design and planning sessions with teams across Digital, Infrastructure and Security in an effort to identify gaps or potential white space for innovation

Sr Engineering Manager | Cloud Security | Target

December 2016 – July 2017

- Led a scrum team comprised of 7 Engineers and 1 Architect focused on developing new products and services to secure application workloads in dynamic enterprise cloud environments
 - Built agnostic security services and capabilities in Google Cloud Platform (GCP) as an effort to deploy digital infrastructure and migrate 40 application workloads to that cloud provider
- Managed a portfolio of prioritized cloud security products and services tied to enterprise key initiatives
- Identified and leveraged modular Open Source components to increase the organization's agility while also eliminating the need to spend on hardware/software or carry L&M expenses
- Worked with leadership to transform teams, processes, and tools from traditional waterfall methodology to agile
- Cultivated a learning environment and invested time and resources into increasing human capital
 - Hosted 3 members of the Target Leadership Program (6-month rotations) and 3 Summer Interns (10-week time span) providing each with coaching and challenging collaborative assignments
 - Created a DevOps training program for leaders in the Security organization to provide hands-on experience and exposure to CI/CD practices and common automation and orchestration tools

NOTABLE RECOGNITION

TRANSUNION

- 2020 TOP ACHIEVEMENT AWARD [INDIVIDUAL]
- SPOT AWARD [INDIVIDUAL – 2x RECIPIENT]

TARGET CORPORATION

- AWARD FOR EXCELLENCE [INDIVIDUAL]
- CISO AWARD [TEAM]
- BEST COMPANY EVER [TEAM]
- TOP DOG [INDIVIDUAL – 2x RECIPIENT]

ADDITIONAL EXPERIENCE

Lead Scrum Master | Cloud Security | Target

January 2015 – December 2016

- Served as the Scrum Master for an agile team focused on developing and delivering new processes, services and capabilities required to secure infrastructure and application workloads in AWS
 - First in the Security organization at Target to fully embrace agile and operate as a scrum team
 - Part of a \$20M successful initiative to architect a PaaS and migrate apps to the cloud as an effort to reduce operational costs and to enable greater speed of delivery and scalability for target.com
- Oversaw capital planning and prioritization efforts for the team while providing projections and tracking variances tied to financial, business and technology related outcomes
- Utilized software development tools such as Jira, Confluence and GitHub to manage backlog items, track technical debt, coordinate execution and centralize communications through cross-functional teams
- Participated in talent planning, interviews and resource review sessions in an effort to identify opportunities to increase diversity and team capabilities
- Managed third-party and vendor relationships, created SOWs and utilized systems such as Clarity and Beeline to track those resources, financials and milestones

Sr Project Manager | Security Plan & Remediation | Target

March 2012 – December 2014

- Led collaborative efforts to remediate vulnerabilities and introduce new technologies to the enterprise
 - Provided \$1M of incremental savings through creation of a next-gen VPN solution that provides a seamless and secure always-on enterprise network connection for remote users that eliminates the legacy manual login process
 - In response to a security breach, orchestrated the implementation of a complex tiered Splunk logging solution that was referred by the vendor as the largest build in the shortest time they had seen in the industry
 - Headed an engineering group that implemented a 2-factor authentication solution that enabled the use of enterprise applications on smartphones and tablets
- Managed multiple virtual teams comprised of resources with various skill sets from both on and offshore
- Managed project financials and assisted with capital planning and organizational prioritization efforts
- Defined requirements and identified potential constraints while establishing project deliverables
- Delivered program updates to leadership and key stakeholders on the topics of resource allocations, committed spending, accomplishments, risks and variances

Project Manager | Wireless Engineering | Target

April 2011 – March 2012

- Led collaborative, cross-functional team efforts to deliver new technology and services to Stores
 - Worked with internal and external partners to design and deliver a \$31.9M branded guest wireless multi-channel service in Target's domestic stores
 - Coordinated a store-within-a-store network framework to drive additional value for guests and the business by allowing vendors to operate independently and seamlessly in Target store environments
- Managed multi-million dollars in financials and resource allocations across multiple projects and constructed capital plan lines for the Wireless Engineering team
- Served as a mentor to a number of junior team members and new hires within the organization

CERTIFICATIONS

- AWS CERTIFIED SECURITY – SPECIALTY
- AWS CERTIFIED SOLUTIONS ARCHITECT – ASSOCIATE
- AWS CERTIFIED CLOUD PRACTITIONER
- GOOGLE CERTIFIED CLOUD DIGITAL LEADER

ADDITIONAL EXPERIENCE

Sr Systems Engineer | Wireless Engineering | Target

May 2006 – March 2011

- Designed and deployed innovative, secure wireless network solutions in stores, distribution centers, and at Headquarters locations
 - Improved collaboration experiences with onsite business partners by architecting a secure vendor wireless network platform at Target's headquarter locations
 - Assisted with the retrofit and redesign of the wireless networks at 1,700 stores in an effort to improve coverage for corporate mobile devices and introduce new functionality through the \$30.6M Ethernet Everywhere project
 - Redesigned the wireless networks at 16 distribution centers as part of the \$2.8M effort to improve performance for mobile devices used in logistic operations
- Served as the HQ and Stores wireless platform owner for the enterprise
- Provided technical training and 3rd level wireless support for enterprise WLAN deployments in Target stores, distribution centers, data centers and administrative sites
- Administered the wireless portion of Target Corporation's PCI and OCC compliance audits in 2007

Network Analyst II | Network Operations | Kimberly-Clark

June 2004 – May 2006

- Implemented and maintained Cisco network infrastructure on company's global enterprise network
- Contributed to the planning, testing, and implementation of LAN and WAN components for Kimberly-Clark's new \$48M datacenter
- Assisted with migration and spin-off of Neenah Paper Inc. from Kimberly-Clark's network infrastructure
- Supported a highly-available network comprised of countless websites and business critical EDI & SAP transactions
- Served as the wireless subject matter expert for the Network Operations team



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