THOMAS J. FOSBENNER, JR.

SECURITY LEADERSHIP

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Cybersecurity leader with 20+ years in technology, including security engineering, IT operations, and enterprise infrastructure. Former Head of Information Security and Acting CISO who builds multidisciplinary security teams and programs, strengthens operations and governance, and translates technical risk for executives and boards. Recent outcomes include independently signed SOC 1 and SOC 2 Type I reports at Dutchie, SOC alert reduction at NuHarbor, and security-tool savings at Aristocrat. Earlier PayPal work demonstrates global engineering and tooling at enterprise scale.

20%	**$500K+**	**~30**	**300K+**
SOC alert reduction in 60 days	annual savings identified	PayPal engineers and specialists led	machines covered by SOC tooling

SELECTED SECURITY LEADERSHIP IMPACT

- At Dutchie, built a multidisciplinary global security organization covering engineering, architecture, application security, GRC, operations, and incident response; achieved SOC 1 Type I and SOC 2 Type I reports within 18 months.
- At NuHarbor, reduced SOC alert volume by 20% within 60 days through false-positive tuning and signal-quality improvements.
- At Aristocrat, identified $500K+ in annual savings through security-tool rationalization; led Splunk Cloud and MSSP/MDR transitions.
- At PayPal, led approximately 30 distributed security engineers and specialists; managed 60+ critical security applications across approximately 100,000 systems and SOC tooling for 300,000+ machines.

CORE EXPERTISE

- **Security Program Development**
- **Information Security Leadership**
- **Security Engineering & Architecture**
- **Security Operations & Incident Response**
- **Risk Management & GRC**
- **Executive & Board Risk Reporting**
- **Global Team Building**
- **Cloud & Infrastructure Security**
- **Security Roadmaps & Budgeting**
- **SOC & MSSP/MDR Oversight**
- **Vendor & Tool Rationalization**
- **IT Operations Leadership**

Technologies: AWS · Azure · Splunk · SIEM · EDR · DLP · CASB · Tenable

Frameworks: SOC 1 / SOC 2 · HIPAA · PCI · HITRUST · NIST · ISO 27001

PROFESSIONAL EXPERIENCE

Security Operations Manager

Dec 2025 – Present

NuHarbor Security | Remote

- Partner with executive leadership to improve SOC service delivery, analyst efficiency, detection quality, and security-operations automation for government and enterprise clients.
- Reduced alert volume by 20% within 60 days through systematic false-positive tuning and signal-quality improvements, reducing analyst workload without weakening monitoring coverage.
- Evaluate and develop practical AI-assisted workflow, documentation, analyst decision-support, and triage use cases to improve operational consistency and response speed.

Director, IT Operations & Security

Sep 2024 – Dec 2025

United Wheels / Huffy | Remote / Global

- Led global IT operations and cybersecurity across corporate, manufacturing, logistics, and international environments; owned security strategy, operational execution, vendors, budgeting, hiring, and technology-roadmap delivery.
- Led an approximately 10-person team and coordinated global support across distributed business operations, infrastructure, endpoint services, and security controls.

Head of Information Security, IT & Acting CISO

May 2021 – Jan 2024

Dutchie | Remote

- Hired as the first security leader; built the security program, multidisciplinary global team, governance model, risk-management process, executive reporting, and incident-response practices from the ground up.
- Built and led Security Engineering, Security Architecture, Application Security, GRC, Security Operations, and Incident Response capabilities for a regulated SaaS business.
- Achieved SOC 1 Type I and SOC 2 Type I reports with independent auditor sign-off within 18 months and established the evidence and control program supporting an internally verified HIPAA attestation.

Director, Global Information Security

May 2020 – Mar 2021

Aristocrat Technologies | Austin, TX

- Directed global Attack Surface Management, Security Engineering, and Security Operations teams reporting to the CISO.
- Identified $500K+ in annual savings through application and security-tool rationalization; led the strategic transition to Splunk Cloud and selection of a new MSSP/MDR partner for Tier 1 SOC operations.
- Led cross-business security initiatives spanning DLP, CASB, Splunk, and global operational-security improvement programs.

Director, Security Operations, Engineering & Infrastructure

Dec 2018 – May 2020

Blink Health | Boston, MA

- Built the security program from the ground up, including incident response, SOC development, data monitoring, security engineering, staffing, and foundational security tooling across AWS and on-premises environments.
- Implemented SIEM, EDR, endpoint protection, and cloud/on-premises security controls; supported HIPAA, PCI, and HITRUST audit-readiness activities.

Senior Manager, Commerce Operations

Aug 2017 – Dec 2018

Sony Interactive Entertainment (PlayStation) | San Diego, CA

- Led global commerce-platform operations and a 10+ person team supporting AWS migration and 70+ business-critical applications; enabled major releases without customer or revenue-impacting production events.

Manager, Information Security Engineering, Delivery & Tools

Jul 2010 – Apr 2017

eBay / PayPal | Scottsdale, AZ

- Built and led a distributed team of approximately 30 security engineers and specialists across the United States and Israel, responsible for core security engineering, delivery, and tooling for PayPal's information-security organization.
- Managed 60+ critical information-security applications deployed across approximately 100,000 systems; supported SOC tooling used to monitor an enterprise environment of 300,000+ machines.
- Led or supported roughly 100 global security initiatives, including hybrid-cloud migration, enterprise EDR, and globally deployed custom security tooling; led the Splunk proof of concept and global rollout, beginning with a 10,000-system test bed.
- Led tool-rationalization work that saved millions in unnecessary renewals while improving operational support for security teams.

EARLIER EXPERIENCE

Turner Broadcasting Systems – Senior Systems Engineer, e-commerce

The Weather Channel – Senior Systems Administrator, Production Environment

PROFESSIONAL DEVELOPMENT & AFFILIATIONS

InfraGard Member (FBI) · Next Generation Leader, Inspire Leadership Network · Leadership development: Multipliers; Leading People and Teams; Leadership Fundamentals; Conflict Management; Effective Communications