Robert Hayden, CISSP

Multi-skilled security professional

With over 20 years of experience in information security domains, I offer a broad range of skills. My core competencies include secure configuration guidance, technology and capabilities roadmap creation, control frameworks implementation, cloud automation, securing the software development life cycle, policy lifecycle management, presentation, influence and negotiation, team building and leadership. I maintain a variety of security industry certifications. I enjoy working with diverse and talented teams, and I love a challenge.

✉ RobertHayden6@gmail.com

📱 585.755.2139

📍 Rochester, NY, United States

🖥 BobHayden.org

in linkedin.com/in/robert-r-hayden

TECHNICAL SKILLS

Strategy and Planning	Capability and benefit roadmaps. Tool and service rationalization. Gap analysis. Security by design.	**Information Security**	IT Security domain expertise. Security strategy, architecture, policy development and management. Security awareness program development.
Cloud	AWS technical experience, Automation, M365, IaaS configuration security	**Frameworks**	NIST 800-53, Center for Internet Security, ISO 27xxx, NIST CSF
Software Engineering	Programming, Scripting, Testing, Automating and Documenting	**Content Creation and Management**	Training content, document management, SharePoint, site design and IT content, corporate communications

WORK EXPERIENCE

IT Manager - Training, Communication, Awareness, Policy
Bausch + Lomb Corporation

11/2021 - 10/2023   *Rochester, NY USA*

I transitioned to Bausch+Lomb when Bausch Health spun off the vision care and eye health segments, adding policy management and communication duties.

Achievements/Tasks

- Leveraging my cybersecurity domain expertise, I demonstrated success in advancing global workforce knowledge of proper security behaviors, corporate policies, and security risk mitigation to achieve the business benefit of reduced financial and brand impact.

- **Expanded the frequency of phishing assessments by 200%. Achieved a 30% YOY increase in employee completion rate of assigned security awareness training. Achieved 15% YOY reduction in employee phishing failures**. Introduced assessments in 12 region*al languages.*

- Planned and facilitated a comprehensive set of hosted learning sessions, delivered throughout the year as well as in support of October Cybersecurity Month, **increasing workforce contact hours for security awareness training 25% YOY**.

Security Awareness Program Manager
Bausch Health Companies

12/2020 - 11/2021   *Rochester, NY USA*

Achievements/Tasks

- **Created a comprehensive security awareness and training program** consisting of an information hub, employee assessments and phishing simulations, newsletter content, materials and activities **raising security awareness workforce contact hours by 40%**.

- Delivered translated information security training to the global workforce with 89% completion rate and **40% contact hour increase.**

- Developed and delivered compelling content to raise cybersecurity awareness and interest and drive long-term behavioral change.

WORK EXPERIENCE

Manager, Global Information Security Strategy, Architecture and Policy
Xerox Corporation

06/2008 - 05/2019   *New York, USA*
Achievements/Responsibilities

- Established a methodology to review tools, contracts, and processes to identify overlap, misalignment, unused capacity, features or entitlements, and ineffective designs or configurations, resulting in the **development and approval by the CIO of 9 optimization projects with cost-saving opportunities of $2M+ and 25% reduction in deployed vendor footprint.**
- Created a tiered protection strategy for traditional/legacy AV products, defining areas in need of enhanced protection based on business impact potential; **improved malware prevention by 40%+ for 6,000 devices and drove $6M in potential productivity savings** related to device slowdown, re-imaging, and response costs.
- *Developed an adaptive, integrated enterprise-wide security architecture, policies and standards to set engineering and deployment expectations that **enabled the significantly accelerated development of a secure cloud consumption capability** including IaaS-based virtual data center and PaaS-based services to support cloud-ready workload migrations.*

Manager, Architecture, Policy and Strategic Investment Portfolio
Xerox Corporation

05/2005 - 06/2008   *New York, USA*
Achievements/Responsibilities

- Introduced a process and artifacts to expose multi-year views of security projects; **This enabled business leaders to see capability progression and security leaders to justify project concepts and resources, improving planning and budgeting while minimizing potential for overlaps and redundancies.**
- Following the acquisition of a business services organization, worked with Security and Business to analyze each policy against potential adoption models and identify impacts, before **recommending a harmonized approach which was accepted and executed, enabling minimal risk posture change for each organization.**
- Led harmonization/integration activities related to M&As including policy, standards, and architectural alignment. Led programs and projects to advance roadmap initiatives and strategic direction.
- Accountable for the architecture, alignment, and sequencing of information security investments, promoting and securing funding for projects aligned with roadmaps, compliance reporting and business requirements.
- Partnering with CISO and directors, set the vision for Information Security and developed, maintained, and aligned policies and standards to industry frameworks including NIST 800-xx, Cloud Security Alliance CCM, and ISO 270xx.

CERTIFICATIONS

Certified Information Systems Security Professional (CISSP) (12/2003 - Present)
Credential ID: 52179

My other certifications (Acclaim Badging)
https://www.credly.com/users/robert-hayden/badges

EDUCATION

Bachelor of Arts, Computer Science
State University of New York at Potsdam

Magna Cum Laude

SOFT SKILLS

Communications   Organizational Change   Empathy   Servant Leader   Presentations   Collaboration

PUBLICATIONS

Contributor
Defensible Networking and Blue Team WMI
2016
SANS Institute

Contributor
PowerShell Security, Ransomware, and DevOps
2020
SANS Institute