

# DR. JERROD PICKERING

Learning & Development Executive • Cybersecurity Educator • Human Risk Strategist

Italy-Based (Relocating 2025) • Open to Remote Globally • 806.241.8007 • [pickerjtcc@gmail.com](mailto:pickerjtcc@gmail.com) • [LinkedIn](#) • [jerrodpickering.com](http://jerrodpickering.com)

## PROFESSIONAL SUMMARY

Learning and development executive with **15+ years** designing, delivering, and leading training programs that change behavior — not just achieve compliance. Uniquely positioned at the intersection of **instructional design, cybersecurity, and human risk**, with deep expertise in adult learning theory, GRC frameworks, and security awareness program management. Published author of two books on cybersecurity culture. Proven track record building programs that trained and certified **2,000+ practitioners globally**, led district-level organizational transformation as a K–12 superintendent, and delivered executive-level advisory across financial services clients. Equally effective in director-level learning leadership roles and as a hands-on security awareness program architect. Available for fully remote engagement; relocating to Italy.

## CORE COMPETENCIES

|                              |                                   |                           |
|------------------------------|-----------------------------------|---------------------------|
| Instructional Design (ADDIE) | Security Awareness Program Design | Human Risk Management     |
| eLearning Development        | Adult Learning Theory             | GRC / Compliance Training |
| Curriculum Architecture      | Stakeholder & Board Communication | IT Audit & Controls       |
| LMS Administration           | Facilitation & Executive Coaching | Program Measurement & ROI |

## PROFESSIONAL EXPERIENCE

### Academy Instructor (Director Level) • HITRUST • Frisco, TX (Remote)

November 2021 – Present

- Served as **Primary Instructor for the HITRUST Certified CSF Practitioner (CCSFP) program**, delivering the certification that defines global HITRUST practitioners.
- Trained and certified **2,000+ practitioners worldwide** through instructor-led, virtual, and hybrid delivery formats aligned to HITRUST CSF standards.
- Designed and developed comprehensive multimedia training materials using Articulate 360 and TechSmith Camtasia, including interactive modules, assessments, and hands-on exercises.
- Led cross-functional collaboration with standards, compliance, assurance, and support teams to continuously improve course content, delivery, and technology.
- Served as internal champion for Academy program development — identifying new course opportunities, managing content updates, and presenting at HITRUST conferences, webinars, and CEP events.
- Communicated complex cybersecurity framework concepts to diverse practitioner audiences, including board-level stakeholders, compliance officers, and technical assessors — *a recurring strength across all prior roles*.

### Manager, IT Audit • Charles Schwab • Westlake, TX

September 2019 – November 2021

- Led IT and cybersecurity audit engagements across a major financial services institution, **validating 300+ audit issues** and managing remediation testing cycles to verify resolution.
- Directed and trained staff and co-sourced audit partners; developed internal training materials to onboard and upskill team members on audit methodology and cybersecurity controls.
- Leveraged data analytics to identify risk trends, improve audit efficiency, and strengthen collaboration across first and second lines of defense.
- Translated complex regulatory and technical findings into clear, board-ready reporting that informed executive decision-making.

### Senior Consultant, Internal Audit – Financial Services • Crowe LLP • Dallas, TX

2019

- Designed and delivered client-facing risk assessments and advisory engagements focused on IT controls, SOX 404 compliance, and cybersecurity fundamentals for financial services clients.
- Served as a trusted advisor to client leadership, translating complex regulatory requirements into practical, actionable guidance and driving alignment between technology, compliance, and business objectives.
- Partnered with client stakeholders and internal Crowe teams to identify control gaps, strengthen governance frameworks, and improve audit readiness.

**Director of Compliance & Training • CoNetrix / Vala Secure • Lubbock, TX** 2012 – 2019

- Built and led cybersecurity training and compliance advisory services for community banks and financial institutions, developing **original curriculum for FFIEC, GLBA, NCUA, and FDIC regulatory frameworks**.
- Managed client relationships and served as primary advisor across a portfolio of financial institution clients; responsible for client retention, upselling, and satisfaction.
- Delivered 20+ published cybersecurity articles and webinars to national banking audiences, establishing thought leadership across the community banking sector.
- Presented to boards of directors, executive teams, and regulatory examiners — **translating technical risk into business language** for non-technical decision-makers.

**Superintendent / Principal / Instructional Technologist • K–12 Public Education • West Texas** 2002 – 2012

- Served as **district superintendent**, campus principal, and instructional technology director across multiple districts — leading organizational transformation, staff development, and technology adoption.
- Designed and delivered Four-Track Teacher Technology Professional Development Program, building staff competency across 100+ educators in collaborative, problem-based, and inquiry-based learning methodologies.
- Reported monthly to boards of directors on district performance, budget, and strategic initiatives — developing executive communication skills applied throughout subsequent career.
- Finalist, **Superintendent of the Year** — Texas Computer Educators Association.

**Content Creator & Brand Founder • Passports to Property • Global (Remote)** 2021 – Present

- Built and manage a multi-platform content brand (Facebook, Instagram, YouTube, TikTok) focused on international living and property — developing short-form video, social strategy, and global audience engagement skills directly applicable to security awareness content programs.

## EDUCATION

**Doctor of Education (EdD), Instructional Technology • Texas Tech University** 2011

*Dissertation: Planning and Phase One Implementation of a One-to-One Laptop Initiative*

**Master of Education, Educational Administration & Leadership • Lubbock Christian University** 2006

**Bachelor of Science, Interdisciplinary Studies • Lubbock Christian University** 2002

## CERTIFICATIONS & CREDENTIALS

- Certified Information Systems Auditor (CISA) – ISACA
- Certified CSF Practitioner (CCSFP) – HITRUST
- Certified HITRUST Quality Professional – HITRUST
- Security+ – CompTIA
- Certified AI Security Fundamentals – Neural Learning Labs
- TEFL/TESOL Universal Certification – Universal
- Credly Platform Practitioner – Credly
- TechSmith Camtasia Explorer – TechSmith
- Cybersecurity Fundamentals – ISACA

## TECHNICAL PROFICIENCIES

**Authoring & Media:** Articulate 360 • TechSmith Camtasia • Adobe Captivate • CapCut • Canva • Adobe Photoshop • Audacity

**LMS Platforms:** Blackboard • Docebo • Moodle • WebCT

**Security & Audit Tools:** Kali Linux • Qualys • HITRUST MyCSF

**Productivity & Collaboration:** Microsoft Office Suite • Google Workspace • Microsoft Teams • Videoconferencing platforms

## PUBLICATIONS & THOUGHT LEADERSHIP

### Books

- *The People Solution: From Weakest Link to Strongest Defense* – ISBN 979-8278534563 • December 2025
- *The People Problem: Strengthening Cybersecurity Through Proper Training* – ISBN 979-8218234041 • June 2023

#### **Selected Articles & Webinars**

- “Cybersecurity Trends for 2018” – Webinar presented to CBANC • December 2017
- “Cybersecurity Lunch & Learn” – Webinar presented to Cal Tech • May 2017
- “IT Hot Topics for Regulatory Compliance” – Webinar presented to Banker’s Hub • April 2017
- “Some Server Somewhere Got Attacked, So What?” – The Community Banker • Winter 2016
- “Ransomware: Bank Robberies in the Digital Age” – Michigan Bankers Association Banking Magazine • September 2016
- “Plugging the Social Engineering Hole in Your Defenses” – Western Banker • September 2016
- “Getting In and Getting Admin” – Western Independent Bankers Association Conference • September 2016
- “A Whale of a Tale: Phishing for the Big One” – The Kansas Banker • June 2016