

JADEE HANSON, CIO & CISO

Driving Business Growth Through IT and Security Strategy

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Jadee is a strategic CIO and CISO with 20 years of experience driving business success for startups and iconic billion-dollar brands. She boosts revenue and curbs risk through high-level, transformative security strategies and excels in making security and IT accessible across an organization. Her perspective is immensely valuable to those looking for executive cyber security and IT expertise and for those interested in scaling risk management and compliance in regulated industries.

Executive Value & Expertise

Drives transformational cloud strategy and adoption throughout an organization.

Leads cloud adoption and migration initiatives for Azure and AWS. Drives adoption of modern day development lifecycle practices via cloud technologies.

Scales risk management and achieves compliance objectives in highly regulated industries.

Ensures organizations are compliant by developing and managing complex regulatory and risk management frameworks for FedRAMP, SOX, PCI, ISO, TrustE, SIG, and SOC. Understanding of compliance frameworks and processes needed to achieve certifications.

Enables revenue growth through transforming of information technology (IT) function from reactive to proactive.

Drives technology teams to think beyond current needs of the organization and bring thoughtful and unexpected solutions forward to support the business and enable growth.

Reinvents security organizations to support business objectives and enable revenue growth.

Creates efficient, empowering Security functions that help businesses move quickly to meet ARR while taking on appropriate risk. Delivers security-aligned technology plans that enable business objectives at scale. Invests in cutting-edge security advancements to keep businesses competitive.

Represents the security industry as a recognized thought leader for the CISO and CIO communities.

Cultivates a broad network of security leaders in multiple industries, including a group of top-tier public CISOs. Brings this network together for local and virtual events that strengthen this CISO/CIO ecosystem and push the industry forward.

Frequently quoted on security topics in top tier publications, including in *Inc. Magazine*, *Forbes*, *Dark Reading*, and *CIO Dive*. Co-author of *Inside Jobs: Why Insider Risk is the Biggest Cyber Threat You Can't Ignore* (2020).

Professional Experience

Code42

2016 – Present

Cybersecurity software company specializing in Insider Risk Management. Revenue of \$60M and 350 employees.

Chief Information Officer & Chief Information Security Officer

2019 – Present

Senior Director, Information Security

2016 – 2018

- **Increases cyber detection, response, and recovery capabilities by 90%.**
 Lead enterprise security and technology direction strategy with a \$5M+ technology budget. Introduced new security technologies to enable robust monitoring and visibility to strengthen recovery capabilities and mature security organization. Reports directly to the CEO as a member of the executive team. Regularly presents to the Board of Directors to align security functions and initiatives with board and executive strategies.
- **Transforms security into a trusted, mission-critical function.**
 Inherited a rigid, siloed, 4-person team and transformed it into a respected, collaborative function of 15 people. Transformed the perception and value of Security to the organization and re-oriented the Security team's core mission to be a driver of business resilience and growth.
- **Re-imagines security as a revenue-driving business enabler.**
 Transformed Security team's previous reputation as a "business blocker" by working cross functionally, enabling the organization with the right technology to win new customers. Drove external market engagement with security reputation that drove the acquisition of new business. Translates this new respect into revenue by leading customer-facing discussions that detail the Security team's internal adoption of Code42 products. Advocates for Code42's products within personal networks to increase brand awareness and sales.
- **Make security accessible and increase visibility into Code42's overall security position.**
 Increased company access to the Security team and to education around the adoption of right-sized risk management. Established officer level-reviews of security findings. Matured Code42's policy compliance and overall security position.
- **Transformed Information Technology function from reactive to proactive.**
 Centralized disparate project management functions throughout the organization to re-establish focus on revenue driving solutions. Drove deeper understanding of business objectives and challenges leading to proactive approach to technology solution delivery.
- **Drove cross-company cloud strategy.**
 Developed a cloud adoption strategy for all corporate technology, leading to more efficient and stable systems. Executed a cloud adoption strategy that aligned with business and financial objectives to enable the organization to refocus infrastructure to product development.
- **Introduced board-approved risk management frameworks.**
 Led the creation of a custom, board-approved security risk management framework. Achieved FedRAMP Moderate Authorization and first SOC II certification for cyber security requirements. Designed a security compliance program to meet PCI-DSS, Cloud Security Alliance, SIG, ISO 27001, and TrustE expectations.
- **Reduced SaaS-based spending by over \$1.2M in 12 months.**
 Established key controls for cloud compute environments that flagged spending above certain thresholds, disabled the use of unused services and resources, and drove governance of ongoing financial reviews. Executed multi-account strategy with roll up structure to identify areas of overspending.
- **Built product application security function from the ground up in just 30 days**
 Identified the need to apply specific product application security functions within the development organization. Leveraged network to benchmark program and influenced development organization by showing the value of the program within the development lifecycle.
- **Introduced efficient change and incident management.**
 Established company-wide change and incident management processes to swiftly identify right-size resolutions.

Target Corporation (NYSE: TGT)

2010 – 2016

8th-largest retail organization in the United States, with revenues of \$69B and 341K employees in 2016.

Senior Director, Information Security

2015 – 2016

Director, Information Security

2012 – 2015

Group Manager, Information Security

2010 – 2012

Manager, Information Security

2008 – 2010

- **Established foundational security policies, reporting, and governance.**
Developed comprehensive security policy and data reporting frameworks. Regularly reviewed security concerns with the CIO, CEO, and CISO and led security risk governance meetings with legal, compliance, and comms.
- **Led through a landmark security breach affecting 100M+ guests.**
Designed and deployed credit-monitoring software portal for 100M+ affected guests in 2.5 weeks, enabling the business to regain public trust after a massive breach of a third-party vendor in 2013.
- **Managed third-party risk to further secure the business, post-breach.**
Established a robust off-shore vendor support model and created a vendor security and privacy assessment program to evaluate key risk challenges and define mitigation plans or compensating controls.
- **Drove pre- and post-M&A risk and security due diligence.**
Established a framework to weigh business risk against security risk for: Target's market expansion into Canada, the acquisition of Cooking.com and Dermstore.com, and CVS's acquisition of Target Clinics and Pharmacies. Securely integrated these acquisitions and updated their talent and technology, including migration to AWS. Drove final decommissioning of acquired online subsidiaries, including Chefs.com
- **Developed compliance programs.**
Built an internal Payment Card Industry (PCI) program to ensure timely recertification and compliance. Built a HIPAA security and privacy program and supported the first formal Federal HIPAA audit (completed with no notable findings).
- **Led banking regulation for Target Bank and Target National Bank.**
Developed an information security risk assessment program for Target's banking endeavors. Collaborated with Bank Examiners to establish a security and privacy program in support of the Gramm Leach Bliley Act (GLBA).

DELOITTE

2004 – 2008

Largest multinational professional services network in the world by revenue (\$27B in 2008) and by number of professionals.

Manager, Enterprise Risk Services

2004 –2008

Led security and privacy consulting services. Implemented an enterprise Governance, Risk, and Compliance application which was integrated into control frameworks built on COSO, COBIT, and ISO 27001. Tested for various SAS70 / SOC 1 reports and supported and assessed clients based on Sarbanes Oxley IT General Controls (ITGCs).

Education & Certifications

Bachelor of Science in Computer Information Systems from the University of North Dakota
Certified Information System Auditor (CISA)
Certified Information System Security Professional (CISSP)
AWS Certified Cloud Practitioner

Volunteer Experience

Building Without Borders

2015 – Present

Nonprofit organization providing housing services and meals to communities in the Dominican Republic.

Founder

Leads fundraising, board sessions, builds and leads volunteer teams, and collaborates with local leadership to build homes in the Dominican Republic.

Awards

- CSO Online - One of 12 Amazing Women in Security (2019)
- SC Magazing - Women in Security Power Players (2019)
- Cyber Defense Magazing - Top 100 Women in Cyber Security (2020)
- The Software Report - Top 25 Women Leaders in Cybersecurity (2021)
- Cyber Defense Magazing - Top 10 Women in Cyber Security (2021)
- Cyber Defense Magazing - Top 10 Chief Information Security Officers (2021)
- The Software Report - Top 25 Women Leaders in Cyber Security (2022)
- Stevie Awards - Female Executive of the Year Bronze Award (2022)
- Security Magazine - Top CyberSecurity Leaders (2023)
- Forbes - CIO Next List (2023)