Jose Guzman

Dependable. Trustworthy. Leader. Self-motivated.
Conflict Resolution. Collaborator. Teamwork.
Adaptability. Emotional Intelligence.

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EXPERIENCE

Google Fiber – Mountain View, CA
GRC Security Analyst

January 2025 - Current

I am responsible for driving critical security initiatives. I collaborate with engineers, security experts, and business leaders to implement and manage security programs, assess and mitigate risks, and ensure compliance with industry regulations, ultimately protecting our company and our customers.

- Leads and manages the end-to-end lifecycle of complex security programs and projects within the GRC domain, defining scope, objectives, timelines, and success metrics.
- Contributes to the identification, assessment, and mitigation of cybersecurity risks, collaborating with risk owners to develop remediation plans and track progress.
- Supports compliance with relevant security regulations and standards (e.g., ISO 27001, CCPA), assisting with audits, assessments, and the implementation of compliance controls.
- Identifies opportunities to improve GRC processes and workflows, developing and implementing solutions to enhance efficiency and effectiveness.
- Builds strong relationships with key stakeholders across different teams and departments to effectively communicate program value, updates, risks, and issues.

Kind Lending – Santa Ana, CA
Security GRC Analyst

November 2024 - January 2025

As a GRC Analyst, I played a pivotal role in establishing and maturing a GRC program from the ground up. Within the first two weeks I implemented an action plan to streamline processes and enhance efficiency, focusing on vendor management, user access reviews, vulnerability management, and risk management. I also spearheaded the organization's SOC 2 compliance journey, developing detailed control narratives and test plans, and collaborating with IT and security teams to address control gaps. Additionally, I developed and conducted regular GRC training programs to foster a culture of compliance and risk awareness.

- Establishing a robust GRC program from the ground up, including defining the scope, developing policies and procedures, and laying the groundwork for SOC2 readiness.
- Worked with the Drata GRC tool to streamline processes and enhance efficiency. Including Vendor Management, User Access Reviews, Vulnerability Management and creating a Risk Register.
- Developing and began conducting regular GRC training programs for employees to foster a culture of compliance and risk awareness.
- Leading the organization's efforts to achieve SOC 2 compliance, including the development of detailed control narratives and test plans.
- Collaborating with IT and security teams to identify and address control gaps and implement necessary security measures.

Early Warning Services – Scottsdale, AZ
Senior Security GRC Analyst

January 2024 - August 2024

My role as a Sr. Security GRC Analyst included comprehensive activities supporting information security governance, risk, and compliance, including but not limited to drafting and updating security policies, standards, and procedures; performing security risk assessment and remediation activities.

- Led information security governance by drafting and revising security policies, standards, and procedures (PSPs) aligned with industry best practices (e.g., NIST CSF, ISO 27001) to strengthen organizational security posture.

- Provided expert guidance to remediation owners, interpreting security policies and procedures to ensure controls effectively mitigate identified risks and comply with regulatory mandates (e.g., PCI DSS, SOC2).
- Conducted comprehensive security risk assessments, pinpointing vulnerabilities and coordinating remediation efforts to fortify the organization's resilience against evolving cyber threats.
- Evaluated information security incidents and vulnerabilities within the context of Enterprise and Operational Risk Management frameworks (e.g., COSO, FAIR). Recommended targeted mitigation strategies based on risk severity, likelihood, and potential impact, ensuring alignment with overall risk management objectives.

GoDaddy, Inc. – Tempe, AZ

Technology Risk Manager

December 2017 - October 2023

In the Governance, Risk and Compliance (GRC) space served as subject matter expert in multiple compliance domains including WebTrust, SOC, PCI, and ISO.

- Demonstrated subject matter expertise in security compliance domains such as WebTrust, SOC, PCI, and ISO. Led and managed comprehensive compliance programs, collaborating with leadership to strategically allocate resources for efficient and successful implementation.
- Oversaw third-party vendor security assessments, ensuring adherence to organizational security and compliance standards. Maintained positive relationships with external vendors to facilitate smooth collaboration.
- Tracked compliance obligations across multiple domains, meticulously collecting and maintaining audit evidence for annual assessments. This ensured adherence to regulations and facilitated continuous improvement.
- Collaborated with cross-functional teams to implement and maintain continuous security monitoring practices. Clearly communicated security requirements to development teams for seamless integration and automation of compliance controls.
- Conducted comprehensive cloud security assessments, including CI/CD pipeline and container image analysis for Kubernetes and Docker workloads, to ensure compliance and implement robust security controls.
- Conducted comprehensive user acceptance testing for security features within applications and systems, guaranteeing smooth integration and functionality within the existing security architecture.
- Worked with development teams to write requirements in sufficient detail to enable cross team solutions and automation.
- Leveraged security and compliance management tools like SSMS, Idera Compliance Manager, SailPoint, and SharePoint to streamline compliance processes and enhance the organization's overall cybersecurity posture.

Site Reliability Administrator

October 2015 - December 2017

As a Site Reliability Administrator, I led the PKI engineering team as the Scrum Master, driving agile excellence. I ensured PKI domain and infrastructure were agilely managed, meeting compliance with precision.

Identity Services Engineer

October 2014 - October 2015

In my role as an Identity Services Engineer, I applied agile principles to uphold and enhance the Enterprise Active Directory, DNS, PKI, and Internal Certificate Authority infrastructure.

Windows Systems Administrator

January 2012 - October 2014

As a Windows System Administrator, I meticulously managed the enterprise environment. I expertly resolved server alerts and capacity constraints, ensured SSL issuance, and skillfully handled DNS.

Registered Authority Associate & Customer Sales and Support

November 2009 - December 2011

PROJECTS

Audit Coordination

Streamlined security and compliance audits across multiple domains (e.g., PCI, SOC 2) by rationalizing request lists, facilitating efficient evidence collection, and coordinating successful audit meetings and walkthroughs, ensuring regulatory compliance.

Internal Privacy Role Rationalization

Led a cross-functional team to optimize internal privacy role management. Conducted a comprehensive review of policies, streamlining the process for requesting and approving privacy roles. This included updating role descriptions, ownership assignments, and functionalities, resulting in increased efficiency and reduced risk.

Security Control Documentation Gap Analysis and Remediation

Led a team to identify and prioritize gaps in security control procedures, focusing initially on key controls with the highest impact. Conducted meetings with control owners to understand missing procedures and collaboratively develop new documentation. Mapped newly created procedures to the corresponding key controls, ensuring complete and accurate documentation. Identified critical missing procedures for 15 out of 27 key controls (OR Identified a 55% gap in formal security control procedures). Collaboratively developed new procedures to address these gaps, strengthening the organization's security posture.

Enterprise Certificate Authority (CA)

Designed and implemented a secure Enterprise Certificate Authority (CA) infrastructure using multiple servers. This enabled the issuance of client authentication certificates for secure access to internal wireless networks, encrypted internal APIs, and newly provisioned servers, strengthening overall security posture.

Certifications

Actively preparing for the Certified Information Systems Security Professional (CISSP) exam with anticipated certification in December 2024.

EDUCATION

ITT Technical Institute – Tempe, AZ
Bachelor of Science, Information Systems Security

SKILLS

- Idera Compliance Monitoring
- Atlassian Cloud Suite (Jira & Confluence)
- ServiceNow
- Github
- Tripwire
- IdentityNow (SailPoint)
- AuditBoard
- Office 365
- Workday
- SharePoint Administration
- SQL Server Management Studio (SSMS)
- Risk Assessment & Management
- Data Management
- Effective Communication
- Vulnerability Assessments
- Test Procedures
- Data Privacy
- Security Compliance
- Data Governance
- Project Management