JAMES M. SCHMIDT | CISSP, GSTRT

Cybersecurity Executive | I Reduce Enterprise Risk, Enable Teams, and Build Security Programs Boards Trust

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SUMMARY

Cybersecurity executive with 20+ years building and running security programs across legal, government, transportation, and enterprise environments. CISSP-certified, with a track record of translating technical risk into business outcomes that executives and boards act on — balancing strategic oversight with hands-on technical execution. Known for building high-performing, people-first security teams and communicating risk in terms non-technical stakeholders act on.

CORE COMPETENCIES

Cybersecurity Strategy • Enterprise Risk Management • NIST CSF 2.0 • Board Reporting & Executive Communication • AI & Security Governance • IAM & Identity Security • Cloud Security (Azure, AWS) • Incident Response / DFIR • SaaS & Vendor Risk Management • Audit & Compliance • M&A IT Operations & Security Due Diligence • IT Budgeting & Forecasting • Team Building & Leadership

PROFESSIONAL EXPERIENCE

Director of Cybersecurity & IT Operations | *Student Transportation of America* Oct 2022 – Oct 2026 | Wall, NJ

Owned enterprise cybersecurity strategy for a 3,500+ user organization, reporting risk posture and program metrics directly to executive leadership. Aligned security roadmap to NIST CSF 2.0, balancing strategic oversight with direct, hands-on execution of security engineering initiatives. Chaired quarterly cyber-steering committee meetings and reported on achievements, concerns, and actionable mitigations.

- **Drove two consecutive years of double-digit cyber insurance premium reductions** (34% in 2024, 20% in 2025) through targeted security control improvements
- **Cut phishing response time from 48+ hours to under 30 minutes** and reduced weekly incidents from 200+ to under 20, engineering automated threat response workflows (PhishER+, Abnormal AI)
- **Modernized identity infrastructure** (Microsoft Entra/AD, OneLogin, CrowdStrike Identity), enforcing RBAC across the full user base; leading IdP migration from OneLogin to Entra
- **Identified and remediated security gaps across SaaS applications,** tightening IAM, data security, and loss prevention org-wide
- Directed the **secure, phased enterprise rollout of Microsoft Copilot, Claude, and Gemini** - balancing productivity gains with data protection and risk controls
- **Led all DFIR and legal eDiscovery response** for active litigation, with accuracy praised by executive leadership and outside counsel
- **Supported multiple acquisitions and divestitures** through security due diligence and integration as the company scaled
- **Tightened internal audit controls** and delivered quarterly compliance evidence via AuditBoard, ensuring audit-readiness and traceability

Virtual Chief Information Officer (vCIO) | *Integris* Oct 2021 – Dec 2021 | Cranbury, NJ

Delivered CIO-level strategic advisory to a diverse client portfolio spanning legal, manufacturing, food production, and scientific research — assessing technology risk, prioritizing IT investment, and building tailored strategies aligned to each client's operational goals.

- **Led infrastructure risk assessments** and delivered executive-level reports directly to client leadership, translating technical findings into actionable, business-aligned recommendations
- **Operated as embedded strategic advisor** across multiple concurrent client engagements, balancing distinct industry requirements, risk tolerances, and executive stakeholders

Family Leadership & Caregiving — Dec 2021 – Oct 2022

Stepped away from a strong professional trajectory to support my family through a difficult transition following my father's passing, relocating my widowed mother and managing the full scope of that transition.

Director of Information Technology | *NJ Infrastructure Bank* Feb 2019 – Oct 2021 | Lawrenceville, NJ

Directed IT infrastructure transformation with a focus on cybersecurity and modernization, managing an internal development team and $500K annual IT budget while reporting directly to the Board of Directors.

- **Re-architected core IT infrastructure,** replacing outdated on-prem servers and networking with secure, redundant systems (Palo Alto, Cisco Meraki)
- **Enabled full remote work in 10 days** for 30+ staff during COVID-19 shutdown via Azure Remote Desktop and VPN, with no disruption to operations
- **Strengthened cybersecurity posture** through CrowdStrike Falcon EDR, Azure AD SSO/MFA, Cisco DUO MFA, and DMARC 'reject' enforcement

- **Directed the internal development team** to embed security into the SDLC, shifting testing and analytics to proactively address vulnerabilities

Manager, IT & Facilities Operations | *INVIDI Technologies* Apr 2009 – Aug 2018 | Princeton, NJ

Managed IT and facility operations across the U.S. and Canada, leading a team of 8 and a $650K annual budget spanning data center management, infrastructure scaling, and multi-site construction.

- **Led design and construction of a 12,000 sq. ft., $750K North American data center,** strengthening business continuity and disaster recovery
- **Built scalable and secure infrastructure** supporting 400 virtual machines and 150 physical servers
- **Mentored and developed IT talent,** advancing two Help Desk Technicians to Senior System Engineer roles

EARLY PROFESSIONAL CAREER

- System Engineer I — CDW (2008–2009)
- Systems Administrator — The Law Office of C.S. Noe, LLC (2005–2008)
- Technical Consultant — Shadow Services (2007–2008)
- Broadcast Engineer — Millennium Radio Group, LLC (2001–2007)

EDUCATION

- BA, Communication — Monmouth University, NJ

CERTIFICATIONS

- GSTRT – Strategic Planning, Policy, & Leadership, GIAC
- CISSP — Certified Information Systems Security Professional, ISC2
- IT Operations Specialist (CIOS) & Network Infrastructure Professional (CNIP), CompTIA

CONTINUING EDUCATION

- ITIL 4 Foundations (2023)
- CISSP Bootcamp (2024)
- SANS FOR500 — Windows Forensic Analysis (2025)
- SANS LDR514 — Security Strategic Planning, Policy, and Leadership (2026)

SKILLS and TECHNOLOGIES

Security Platforms, IT Systems, and Tools:

CrowdStrike Falcon (EDR/XDR) • Microsoft Defender • Entra ID / Azure AD • OneLogin, and other IDP / SSO systems • Palo Alto, Fortinet, Cisco Networking • Cloudflare (DNS, ZTNA, WAF) • KnowBe4 Training, PhishER+ • Abnormal AI • AuditBoard • Email Security - DMARC/DKIM/SPF/MTA-STS • Rubrik • PowerShell scripting • DFIR solutions such as Magnet Forensics, Kroll KAPE, Autopsy, Exterro FTK, Arsenal Image • Securing WordPress •

Applied Artificial Intelligence (AI) use:

Claude • Microsoft Copilot • Google Gemini

Use AI to accelerate scripting, log analysis, and technical communications, with human validation and review of all outputs. Encourage and enable my teams to apply AI to automation, business intelligence, reporting, and analysis, strengthening productivity within defined governance guardrails.

Technical Processes & Frameworks:

NIST CSF 2.0 • CIS Controls v8.0 • Zero Trust Architecture • Identity & Access Governance • Incident Response / DFIR • Security-by-Design in SDLC • Patch & Vulnerability Prioritization • Business Continuity / Disaster Recovery • Change Management • ITIL 4 Service Management • Policy authoring, alignment and revising, review, and publishing • Strong technical documentation skills

Technical Leadership & "Soft" Skills:

Translating technical risk for boards/executives • Cross-functional stakeholder alignment • Vendor negotiation & contract management • Mentoring and upskilling technical staff • Crisis/incident communication under pressure • Budget ownership & forecasting • Change leadership through org transitions