

# Rimmon Kisten

## Professional profile

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A dedicated and proactive Senior Executive, who combines an excellent academic skill set with key experiences in the planning, development and implementation of cutting edge information solutions designed to address key business opportunities / objectives. With over ten years' experience in senior management and leadership roles, Rimmon is quick to familiarise himself with the latest technologies and industry developments while demonstrating a logical and analytical approach to solving complex problems and issues. Possesses excellent interpersonal and communication skills and the ability to develop and maintain positive internal and external relationships. Enjoys being part of, as well as leading, a successful and productive team and thrives in highly pressurised and challenging working environments.

## Objective

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Servant, Leader that will go beyond the call of duty to assist his clients to achieve their business objectives. To Educate customers on cybersecurity solutions to safe guard their business against criminal forces.

## Key Skills

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| ➤ Client services                              | ➤ Cross functional team training               | ➤ Budget control                                     |
| ➤ Cybersecurity Strategy                       | ➤ Communication and negotiation                | ➤ Capacity planning                                  |
| ➤ Data Privacy                                 | ➤ ICT Forensics and Investigations             | ➤ Strategic planning and Execution                   |
| ➤ Cyber Risk                                   | ➤ Infrastructure and security audits           | ➤ Crisis management                                  |
| ➤ IT Security Management                       | ➤ Project and resource management              | ➤ Merger / acquisitions                              |
| ➤ Quality assurance and training               | ➤ IT System development methodologies          | ➤ Business Analysis                                  |
| ➤ Enterprise Architecture                      | ➤ Mitigating ICT Risks                         | ➤ Business continuity and Disaster recovery planning |
| ➤ Data Management & Warehousing                | ➤ Software development lifecycle methodologies | ➤ Cybersecurity Awareness                            |
| ➤ Policies, Guidelines & Processes development | ➤ Corporate Governance / Regulatory Framework  | ➤ Financial Management                               |
| ➤ Executive Briefing                           | ➤ ISO 27001 / 9001 / 20000 Implementation      | ➤ SOC SIEM Management                                |
| ➤ COBIT  | ➤ PCI / POPIA / GDPR                           | ➤ CASB   |
| ➤ ITIL   | ➤ DLP  | ➤ NIST/MITRE   |
| ➤ SS/MFA/TFA                                   | ➤ EDR/EPP/AV                                   |  |
| ➤ Network/System Architecture                  | ➤ VA/PEN TEST/NDR                              |  |
|  | ➤ Cyber Posture/Strategies/Policies/Procedures |  |

## Career summary

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**January 2018 – Present**

**Founder | Chief Information Security Officer (CISO)**

**Iconis Cybersecurity PTY LTD**

- Complying with the latest regulations and compliance requirements
- Championing and educating the organisation about the latest security strategies and technologies
- Digital leadership skills – empowering and leading an IT teams to meet business and IT security goals
- Leading the development of comprehensive information security policies, procedures, standards, and guidelines, and oversee their approval, dissemination, and maintenance
- Ensuring that the information security management program enforces compliance with applicable policies, laws, regulations, and contractual requirements
- Leading efforts to monitor and maintain compliance with PCI, GDPR, POPIA and other applicable laws and regulations
- Working to strike an optimal balance between the necessity for business with the need for security, safety and data privacy in all aspects of Clients IT operations
- Identifying, evaluate, and report on information security risks, program developments, and improvement projects to the executive committees, and provide subject matter expertise on security standards and best practices
- Working with senior leaders across the business to identify and assess IT risks, establish risk tolerance, navigate risk acceptance processes, monitor remediation efforts, and implement mitigating and compensating controls necessary to reduce IT risks to acceptable levels
- Acting as the champion for the enterprise information security program and foster a security-aware culture through creative and effective efforts towards ongoing Security Awareness Training & Education with clients

- Developing, mentoring, leading, and managing a high-performing cross-functional team of information security, risk, and compliance professionals
- An active participant and take a leadership role in relevant councils, committees, and working groups in areas related to IT Governance, Information Security, Data Governance, Identity & Access, and Privacy
- Supervising all aspects of security operations for the daily defence of the Group, including monitoring, detection, investigation, and response into attacks, vulnerabilities, and emergent threats
- Overseeing the evaluation, selection and implementation of information security solutions that are innovative, cost-effective, and minimally disruptive
- Partnering with enterprise architects, infrastructure engineers, and application development teams to ensure that Clients IT and Company's technologies are developed and maintained according to security policies, frameworks, and guidelines
- Supervising efforts to satisfy regulatory requirements, including execution of internal and external IT audit activities and implementation of remediation actions Develop business-focused metrics to measure the effectiveness of the information security program, and work to increase the maturity of the program over time
- Monitoring the industry and external environment for emerging threats and advise relevant stakeholders on appropriate postures in response to the changing threat landscape
- Liaising with law enforcement and other advisory bodies as necessary to ensure that the client's organization and company organization maintains a strong security posture
- Overseeing incident response planning and the investigation of security breaches, and assist with any associated disciplinary, public relations and legal matters
- Overseeing and lead the creation, communication and implementation of a process for managing vendor risk and other third-party risk
- Oversee Cybersecurity/Information Security Governance
- Oversee Cybersecurity/Information Security Risk Management
- Manage Information Security Program Management
- Created a team to manage Information Security Incident Management and Response

#### **Key Achievements:**

**2022 Taken the company to Top 250 MSSP Globally, Ranked by MSSP Alert**

**2022 Taken the company through ISO Accredited 9001 and 27001**

**2023 Runner up Top 50 CISO's Globally, EC Council**

Designed and Implemented SOC/SIEM Facility

EC Council - CCISO Certification

Lead Implementor for ISO 27001 | ISO 9001 (DQS Company Accreditation)

ISO 27001 Certificates, Lead Auditor | Lead Risk Manager | Internal Auditor | Associate | Executive

#### **July 2014 – Present**

**Founder | Managing Director**

**Icon Information Systems (ICONIS) PTY LTD**

- Leading the executive team and serve as a member of the board of directors
- Participating in the compilation of the annual Business Plans, setting and monitoring business objectives as appropriate.
- Responsible for the preparation, integrity and fair presentation of the annual financial statements, liaison with Auditors.
- Formulating and successfully implementing company policy.
- Directing strategy towards the profitable growth and operation of the company.
- Developing strategic operating plans that reflect the longer-term objectives and priorities established by the board.
- Maintaining an ongoing dialogue with the Chair of the board.
- Putting in place adequate operational planning and financial control systems.
- Ensuring that the operating objectives and standards of performance are not only understood but owned by the management and other employees.
- Closely monitoring the operating and financial results against plans and budgets.
- Taking remedial action where necessary and informing the board of significant changes.
- Maintaining the operational performance of the company.
- Monitoring the actions of the functional board directors.
- Assuming full accountability to the board for all company operations.
- Representing the company to major customers and professional associations.
- Building and maintaining an effective executive team.
- Lead and drive staff to ensure overall success of business by communicating company vision and strategy, job expectations, coaching and fostering continued professional development
- Provide direction for implementation, daily operation, support, integrity, and security of the technology and data that supports and enables the business operation

- Perform financial planning including annual capital and operating budget. Develop future roadmap for technology advancements based on business opportunities and identify areas of risk
- Lead cross functional software implementations and teams to enable business innovation and transformation
- Monitor and evaluate the on-site technology support requirements to ensure cost effectiveness. Be able to produce ROI scenarios for any major IT changes, service deliveries and/or initiatives
- Partner with all functional areas of the organizations and implements IT solutions to support the clients strategy and growth and improve overall efficiencies
- Manage relationships with other outsourced IT service providers
- Manage RFP processes and oversee IT contracts including service, software, licensing, support, hardware and lease agreements
- Interface with executive staff and other key leaders to create and implement technology strategies and processes for information security, regulation compliance, disaster recovery, business continuity, enterprise infrastructure and business applications
- Develop, implement and maintain IT policies, procedures, and associated plans for security, data center, desktops and infrastructure based on industry-standard best practices and SOX requirements
- Serve as a thought leader for the IT organization and develop and execute the IT strategy in alignment and support of corporate goals and customer requirements
- Maintain open and continuous communication with senior leadership and adjust priorities and direction as necessary
- Provide leadership, management, and development of the organizations employees including performance management, individual development planning, employee communications, and positive working environment to ensure high productivity, employee engagement, and performance.
- Project Director and advanced project management techniques
- Assisting clients with the following cost optimizing methods; Creating a shared-service organization for some or all IT services. Centralizing, consolidating, modernizing, integrating and standardizing technologies. Leveraging on cloud services. Increasing IT financial transparency to better manage both supply and demand. Utilizing zero-based budgeting on the right cost categories. Rationalizing and standardizing applications before cost-saving initiatives. Optimizing software licensing management and IT asset management capabilities. Improving procurement and sourcing capabilities. Investing in Mode 2 capabilities such as agile, scrum and DevOps. Re-examining how end-user computing is delivered.
- Engaging closely with CEOs, CFOs, CIOs and Heads of department in an ICT Advisory

**2008 – June 2014**

**HEAD / ICT Risk & Forensics**

**Forensics and Advisory Services Strauss Daly Incorporated**

- IT Auditing, IT Governance (Business Governance of Enterprise IT)
- IT Projects Advisory
- Training
- Enterprise Risk Management
- Aligning with Client's [Private, Public and Government in South Africa and Africa] business strategy, objectives, needs and requirements.
- Providing insights to organisations; small, medium and large on using IT to:
- Transform IT enabled investments into business value,
- Leverage competition using IT, Grab business opportunities and Achieve sustainable competitive advantages
- Sustain and extend enterprise strategies and objectives,
- Engaging closely with business executives- CEOs, COOs, Director Generals, Deputy Director Generals, CFOs CIOs and CISOs.
- Focusing not only on traditional IT projects considerations such as schedule/timelines and budget but on key enterprise unique selling plusses such as strategic alignment, resource optimisation and benefits realisation.
- Primary computer forensic investigator. Completed numerous ICT fraud Investigations including all forms of electronic media, searching for evidence of Fraud and Theft
- Provides expert testimony and investigative support on various projects.

**2008 - June 2014**

**CIO / Head: ICT and Operations**

**(Strauss Group of Companies)**

**Strauss Daly Incorporated | Strauss Recovery Solutions | Strauss Asset Solutions - In2Asset**

- Directing the entire IT operations across the enterprise (Cape town, Johannesburg, Durban, Port Elizabeth, Pretoria, Richards Bay, Botswana & Namibia)
- Having overall accountability for the IT and ICT budgets, ensuring all projects, activities and staff are aligned with the company's business objectives and strategies
- Overseeing IT Staff at multiple locations, having full accountability for all IT Operations, including end user support, remote support, network, firewall and on-call support
- Playing a key role in the Procurement of company software / hardware as well as managing all IT service providers and vendors

- including outsourced / tendered services
- Directing multiple hardware / software installs and upgrades to improve network performance, server reliability, performance and capacity
- Supporting the mix of in house versus out sourced services and establishing strategic service provider partnerships
- Aligning IT risk management with IT productivity objectives and the enterprise-wide risk management
- Involved in the strategic management and direction of all IT programs, services and policies for the Enterprise. Directs and manages the day to day operations of the department
- Responsible for developing and maintaining continuous efforts to improve operations, decrease turnaround times, streamline work processes, and work both independently and cooperatively to provide quality service.
- Directs the daily operations of subordinate, by monitoring, assigning, reviewing, approving and evaluating the work of IT personnel involved in systems analysis, programming, electronic data processing, central computing, application services, and other management information operations.
- Establishes work priorities of subordinates, develops policies and procedures, and maintains enterprise-wide policies, practices and procedures involving technical standards, personnel requirements and general administrative aspects of the department's data and business systems.
- Establish goals, performance and accountability measures to ensure staff are meeting timelines, working efficiently, working within budgetary guidelines, and providing high levels of customer and service delivery.
- Responsible for training, hiring, firing, disciplining, promotions, and performance management of subordinate staff. Planning and Budgeting.
- Guides IT staff to assure adherence of procurement and planning requirements, compliance with budget procedures and technological activities of the organization. Participates in the budgeting process and develops IT procurement standards and processes for hardware and software.
- Prepares and presents technical and non-technical data and information to stakeholders including the CEO, Senior Executives, and other officials regarding IT initiatives, strategies, policies, and procedures.
- Strong business acumen and a solid foundation in information technology, including change management and project management experience.
- Ability to apply innovative thinking in conjunction with a technical understanding of emerging technologies to address needs and problems of providing services to the company.
- Assess and solve complex problems; devise methodologies and solutions; perform analyses; relate relevant information about hardware and software operations, data management and analysis in management applications and interactions; and interpret results.
- Ability to review and modify business processes to meet the ever-changing needs of a complex and dynamic environment.

#### Memberships:

- ✓ Employment Equity Committee (Senior Management)
- ✓ Member of the Risk Management Committee (IT Representative)
- ✓ Member of Skills development Committee (Senior Management)
- ✓ Member Management Committee (MANCO)

#### Key Achievements:

- Developing and establishing an IT roadmap which integrated all divisions and branches across the organisation including Cape Town, Johannesburg, Durban, Port Elizabeth, Pretoria, Richards Bay, Botswana and Namibia
- Project Managing office moves throughout the enterprise as well as New technology initiatives / Technology Alignment
- Successfully contributing to several post-merger and acquisition ICT related activities; resulting in a successful integration of company's ICT services
- Playing a key role managing various IT projects, ensuring all aspects of each project are delivered on time and to with any budget restrictions
- Advising senior management on any recommended software or hardware upgrades, with a specific focus on increasing productivity and system availability
- Implementing new hiring procedures throughout the IT Department to increase the quality of all newly hired staff
- Designing and testing initial disaster recovery procedures for key systems; successfully reducing downtime resulting from system failure
- Managing firewall implementations delivering increased security for client data and intellectual property

## Career summary continued

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**2003 - 2008**

**ICT MANAGER**

**Strauss Daly Incorporated**

- Overseeing and managing all IT / Project management activities, reporting Project progression to senior management on a regular basis, reporting any issues as they arise
- Supporting all IT strategic and tactical planning to help identify, select and deploy the appropriate technology resources which support company goals and objectives and are aligned with the IT System Development Methodology (SDM)

- Leading, training and developing a highly productive team of staff, conducting reviews and handling any performance management issues that may arise
- Aligning IT risk management within IT productivity objectives and the enterprise-wide risk management
- Promoting an open line of communication throughout the company; including the executive team (MANCO), business unit leaders (HOD) and end users
- Accountable for managing an IT applications portfolio as well as numerous IT projects and outsourced services
- Providing strategic direction / technical hardware and software support services for the company computer and data communications systems
- Designing, implementing and managing the server and local and wide area networking systems infrastructure, ensuring optimal use within prescribed company policies and procedures

#### Key Projects

- Successfully developing the IT department to support growth multinational.
- Project Managing Software and Hardware Rollouts, National office moves plus New technology initiatives / alignments

#### Key Achievements

- Playing a pivotal role in the customisation of a new software application development management system
- Establishing an information technology roadmap to integrate all divisions and branches across the organisation

**2000 - 2003**

**SYSTEMS ENGINEER**

**Dimension Data**

- Working as a Systems Engineer, accountable for installing all new hardware, systems, and software for networks as well as installing, configuring, and maintaining all network services, equipment and devices
- Responsible for monitoring system performances as well as implementing performance tuning
- Creating and maintaining programmatic and technical documentation manage and document system configurations
- Manage user accounts, permissions, email, and anti-virus, anti-spam
- Troubleshooting analysis of servers, workstations and associated systems, documenting any network / hardware issues
- Overseeing all software and network security as well as supporting the administration of servers and server clusters

**1999 - 2000**

**TECHNICAL MANAGER**

**Triangle Computers**

**1998 - 1999**

**TECHNICAL SUPPORT**

**Mr. Computer**

## Affiliations

- ✓ IOD SA – Institute of Directors (IOD) South Africa, Full Member, 2018 - Present
- ✓ IITPSA – Institute of Information Technology Professionals South Africa (Professional Member), Jan 2008 - Present
- ✓ ACS - Australian Computer Society (Member), Jan 2010 - Present
- ✓ BIFT - Black Information Technology Forum (Member), Jan 2008 - Present
- ✓ SAICSIT - South African Institute of Computer Science (Member), Jan 2008 - Present
- ✓ ISACA - (Member), Jan 2008 - Present
- ✓ ITSMF - ITIL (Member), Jan 2008 – Present
- ✓ Toastmasters – 2016 - Present

## Education and qualifications

<b>DBA</b>	Doctor of Business Administration: Thesis - The success factors and barriers of cybersecurity implementation in small and medium enterprises: An empirical study in South Africa (June 2021- June 2024)
<b>Gibs Board Core</b>	Board core programme
<b>MBA / TM:</b>	Master of Business Administration, Technology Management
<b>Subjects include:</b>	<i>Business, Legal, Ethics; Business, Strategy, IT; New Technology Alignment; IT Service Management; Business Analysis; Information Security, Enterprise Architecture; Financial Management; Management Perspectives; Contemporary People Management; Advanced Project Management; Managing Information Systems, Managing Innovation and Dynamic Leadership</i>
<b>BSc / IT:</b>	Bachelor of Science, Information Technology (Distinction: Cum Laude)

<b>Subjects include:</b>	<b>Level 1:</b> Information Systems; Computer Science; Software Development; Mathematics; Business Environment and Operating Systems <b>Level 2:</b> Information System; Computer Science; Software Development; Visual Programming; Web Development and Networking <b>Level 3:</b> Information Systems; Computer Science; Software Development and Systems Security
<b>Post Graduate:</b>	Master's Program Computer Professional Education Program, Security
<b>COBIT:</b>	Control Objectives for Information and related Technology, Foundations
<b>ITIL:</b>	Information Technology Infrastructure Library
<b>Diplomas:</b>	IT Project Management PC Engineering
<b>Certificates:</b>	EC Council – CCISO ISO 27001 – LA, RM, IA, SA, SE, CISSP - Current MCSO / IT Programming Certified Netware Engineer (CNE) MCP 2000, Microsoft Certified Professional, MCSE 2000 A+ Technician N+ Technician Certified Netware Administrator (CNA) Basic Computer Course
<b>High School:</b>	English, Afrikaans, Physics, Mathematics, Biology, Geography

## Activities and Achievements

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- Non-Executive Board Member Institute for Information Technology Professionals South Africa, 2018, Present
  - Board Member of multiple companies in South Africa, 2017, Present
  - Audit and Risk committee multiple companies in South Africa, 2017, Present
  - Chair IT Steering committee, Strauss Daly Group, South Africa, 2015, Present
  - Chair IT Steering committee, Barrows International, 2022, Present
  - Chair IT Steering committee, Aids Foundation South Africa, 2018 - 2020
  - Chair IT Steering committee, WESSA, 2018 - 2020
  - Mentor – Nelson Mandela Washington Fellowship, 2017-2019
  - Non-Executive Board Member Wildlife Marketing Services Pty Ltd, 2018 -2020
  - Non-Executive Board Member (WESSA) the Wildlife and Environmental Society of South Africa, 2016 - 2020
  - Deputy Chapter Chair (IITPSA) Institute of Information Technology Professionals South Africa, 2016, 2017
  - President – (CSA) Cybersecurity Africa, 2016 - 2018
  - Chairman (Clearview Body Corporate), 2010 - 2014
  - Chairman, Cliffham Cricket Club, 2007 - 2017
  - Captain, Cliffham Cricket Club, 2002 - 2007
  - College Marshal, ICESA Computer College, 1998
  - School Prefect, Wyebank Secondary School, 1997
- Sport Director, CCF International church, 2011
  - Youth program leader, CCF International church, 2011
  - ✓ **Achievement Award - Distinction** | Bachelor of Science IT Faculty
  - ✓ **Distinction** | MBA-Financial Management | MBA-Contemporary People Management | MBA-Managing Information Systems | MBA-Management Perspectives | MBA-Dynamic Leadership

## Personal details

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**Interests include:** Reading, dining out, experiencing different cultures and spending time with friends and family  
Formula one racing, Soccer, Cricket and Golf

References are available on request

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