WILLIAM F. LEACH JR.

CISSP | CRISC | CGEIT | PMP | CEH | CCSFP | CMMC CCP

Chief Information Security Officer | Cyber Assurance & GRC Executive | Author, *The Assurance Gap*

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U.S. Navy Veteran (20 years) | Held Top Secret clearance (U.S. Navy) | Open to remote, hybrid, or on-site roles

EXECUTIVE SUMMARY

Cybersecurity executive and former bank CISO and CIO with 20+ years building and leading cybersecurity, IT risk, and compliance programs across banking, healthcare, critical infrastructure, managed security services, and the U.S. Navy. Builds programs from inception: two security operations centers, a de novo healthcare security program certified to HITRUST CSF in 11 months, and a bank information security program run under FDIC/FFIEC examination. Has led cross-functional teams of 400+ and budgets to $8.2M, and briefs CEOs, boards, regulators, and insurers in business terms. Author of *The Assurance Gap* (2026), which defines the independent Cyber Assurance Officer role, and architect of the CyberCAAT cyber-GRC platform.

CAREER HIGHLIGHTS

- **Security operations:** Built and led two SOC teams and scaled an MSSP practice to $3.4M in revenue serving 500+ MSP clients; added vCISO services that substantially increased billable contribution.
- **Assessment at scale:** Executed 1,000+ security risk assessments and 50+ penetration tests and vulnerability assessments; led 4 organizations through HITRUST transitions covering 900+ security controls; wrote 20+ business continuity and disaster recovery plans and multiple COOP plans for federal entities.
- **Regulated banking:** As CISO of a publicly traded bank, kept 840 endpoints at 100% compliance with FFIEC/FDIC and PCI DSS, cut critical vulnerabilities 90%, and reduced phishing incidents 70%; promoted to CIO within four months and rated Distinguished, the bank's highest rating.
- **Transformation:** Led a digital overhaul integrating 80+ IT projects that improved operational efficiency 34%; RPA/iPaaS initiatives saved 15,000 hours of manual labor and lifted banking process efficiency 20%+.

CORE COMPETENCIES

Cybersecurity Strategy & Governance | Cyber Assurance & Continuous Control Monitoring | Enterprise & IT Risk Management | Regulatory Compliance & Examination Readiness (FDIC, FFIEC, GLBA/Reg P, BSA) | Board & Stakeholder Communication | Third-Party & Vendor Risk Management | Security Operations (SOC/MSSP) | Incident Response & Tabletop Exercises | ICS/OT & Critical Infrastructure Security | Business Continuity & Disaster Recovery | Cyber Insurance Readiness | AI Governance (NIST AI RMF) | Policy Development | Data Privacy | Cloud Security | GRC Platform Development | Budget & Financial Management | Digital Transformation | PMO & Agile Delivery | Strategic Sourcing & Contract Negotiation

PROFESSIONAL EXPERIENCE

TRANSFORMYX TECHNOLOGY SERVICES, LLC | *Independent cybersecurity advisory practice*

Principal & Virtual CISO **Jan 2024 - Present**

Provides virtual CISO leadership, risk assessments, and independent cyber assurance for small and mid-sized organizations, with programs aligned to NIST CSF 2.0, NIST SP 800-171, CMMC, ISO/IEC 27001, HIPAA, and PCI DSS.

- Conducts comprehensive risk assessments with gap analysis, corrective action plans, and 12-month remediation roadmaps; delivers policy architecture, tabletop exercises, and attack-surface analysis.
- Designed and built CyberCAAT (C#, .NET 8, Blazor, Azure SQL), a cyber-GRC platform with 201 unified controls across nine authoritative sources and 113 scheduled control processes; integrates SentinelOne, Rapid7, and ManageEngine data to automate risk assessments, vulnerability tracking, incident management, and executive reporting.
- Wrote and published *The Assurance Gap* (2026), introducing the Cyber Assurance Officer operating model: independent, evidence-based verification that controls match what an organization attests to boards, regulators, and insurers.

ONEVISION CONSULTING, LLC | *Strategic consulting firm*

Managing Director of Cybersecurity, Network and Infrastructure **Mar 2024 - Present**

Leads cybersecurity, network, and infrastructure services for industrial clients, including Shintech (PVC manufacturing): vCISO services, risk assessments, compliance consulting, ERP strategy, and IT advisory.

- Implemented NIST-based risk frameworks for ICS/OT environments, supporting DHS and U.S. Coast Guard compliance requirements for critical infrastructure.
- Conducted vulnerability assessments and established incident response protocols for chemical manufacturing operations.
- Built strategic partnerships (Sparkhound, Lockstep Technology Group) to deliver end-to-end cybersecurity solutions; leads cross-functional teams through risk assessments, gap analysis, and remediation planning.

FIRST GUARANTY BANCSHARES, INC. | *Publicly traded bank holding company; 34 branches*

SVP, Chief Information Security Officer and Chief Information Officer **Mar 2022 - Nov 2023**

Promoted from CISO to CIO within four months and rated Distinguished, the bank's highest performance rating, in the final annual review. Led cybersecurity strategy on a $1.8M budget, then an IT organization of 27 people with an $8.2M budget; drove IT modernization, DevOps, and enterprise-wide compliance, reporting to executive management, the Board, and regulators.

Cybersecurity leadership (CISO)

- Built and operated the bank's Information Security Program aligned to FDIC/FFIEC guidance and the Interagency Guidelines Establishing Information Security Standards (GLBA); led FDIC examination readiness, risk assessments, and penetration testing.
- Maintained 100% compliance across 840 endpoints with FFIEC/FDIC and PCI DSS standards; achieved 98% compliance and a 34% reduction in cybersecurity incidents.
- Deployed Rapid7 vulnerability management and penetration testing, reducing critical vulnerabilities 90%; ran security awareness (SETA) with 100% employee completion and a 70% drop in phishing incidents.
- Owned third-party and affiliate risk oversight consistent with FDIC third-party risk guidance.

IT executive leadership (CIO)

- Modernized infrastructure for 27 banking applications using AI, RPA, and machine learning to optimize CAPEX and OPEX; automated 50+ business processes through DevOps, reducing manual workload 40% and improving data accuracy 95%.
- Drove enterprise architecture adoption, cutting IT service desk response times 87% and raising satisfaction from under 50% to over 95%.
- Developed and tested disaster recovery and business continuity plans for all 34 branches; established a PMO for Agile delivery and iPaaS implementation.

LOCKSTEP TECHNOLOGY GROUP (formerly TRANSFORMYX) | *Managed security services provider*

Vice President of Cybersecurity **Oct 2017 - Mar 2022**

Led a 7-person team and $1.2M budget, scaling the MSSP practice to $3.4M in revenue serving 500+ MSP clients across EDR, vulnerability management, cloud security, IP protection, and compliance automation.

- **Security operations:** Established and led two SOC teams and launched vCISO services, driving the MSSP transition that strengthened the firm's acquisition potential.
- **Vulnerability management:** Launched a multi-tenant vulnerability program, improving discovery 60% and reducing remediation time 50%.
- **Penetration testing as a service:** Established a PTaaS practice averaging 150 vulnerabilities discovered per client, reducing attack surface 40%.
- **GRC automation:** Architected automated compliance evidence for 500+ MSP clients, supporting their HITRUST and SOC 2 programs and cutting compliance effort 70%.

eQHEALTH SOLUTIONS | *Healthcare quality-improvement and management services*

Chief Information Security Officer, Executive Director **Apr 2015 - Oct 2017**

- Built the cybersecurity program from inception with a ~$1M budget and a five-person team, establishing the information security and GRC platforms.
- Achieved HITRUST CSF certification in 11 months, addressing 700+ controls across DevSecOps; aligned first-year security upgrades with HITRUST and HIPAA.
- Architected the automated GRC framework that sustained HITRUST CSF and SOC 2 Type II compliance across 900+ controls, with KPI/KRI dashboards in Tableau reaching HITRUST's “Measured” maturity level.

- Integrated security and QA controls into 156 Agile/Scrum sprints, improving software development and rollout.

Executive Director, Project Management Office **Sep 2013 - Apr 2015**

- Founded and led the IT PMO for business systems ($1.6M budget, 21-person team, four development squads), adopting Agile/Scrum and improving project performance 300%.
- Launched a business intelligence program that improved client satisfaction 40%, cut analytics processing time 50%, and absorbed 35% growth in analysis requests.

AMEDISYS, INC. | *Home health and hospice provider*

Director, Strategic IT Sourcing and Procurement **Dec 2011 - Sep 2013**

- Led strategic IT sourcing, global operations, vendor risk management, ERP, and procurement for a $110M+ IT contract portfolio; saved $4M+ through contract optimization.
- Ran 8 competitive RFPs and negotiated $12M+ in contracts; managed 100+ contracts and 20 proposals across 40 projects with C-suite and legal teams.

TRANSFORMYX | *IT and managed services provider*

Vice President of Operations **Oct 2006 - Sep 2011**

- Directed operations and a 17-person team; delivered infrastructure upgrades on time and under budget with zero outages and a 40% gain in customer satisfaction for clients including the Brian Harris and Ray Brandt auto groups.
- Led $2.4M in USAC E-rate contracts for 14 schools; ran network operations for 600+ websites; taught CISSP, CEH, CISM, and CompTIA courses.

UNITED STATES NAVY / NAVY RESERVE | *20-year career; retired 2006*

Commanding Officer, Navy & Marine Corps Reserve Center (NMCRC) Baton Rouge **May 2005 - Oct 2006**

- Commanded 300+ Navy Reserve personnel; directed training, administration, and a DoD-compliant budget, preparing reservists for active-duty mobilization.

Information Assurance Manager (de facto CISO), Navy Reserve Forces Command, New Orleans **Jun 2002 - May 2005**

- Oversaw cybersecurity for 600+ Navy Reserve centers as IAM and Security Manager, reporting to the CIO (N6); conducted 600+ risk assessments enforcing DoD information assurance policy.
- Awarded three Navy Commendation Medals and two Navy Achievement Medals.

PUBLICATIONS & INTELLECTUAL PROPERTY

- ***The Assurance Gap: Why Cybersecurity Compliance Is Broken — and What It Takes to Fix It*** (Transformyx Technology Services, 2026; ISBN 979-8-234-24281-5). Evidence-based guide for executives, boards, and security leaders; introduces the six pillars of cyber assurance and the Cyber Assurance Officer.
- CyberCAAT™ cyber-GRC framework and platform: unified control mapping across NIST CSF 2.0, ISO/IEC 27001:2022, and CIS Controls v8.1, plus NIST AI RMF, ISA/IEC 62443, and CMMC 2.0.

EDUCATION

Master of Science, Cybersecurity & Information Assurance | Regis University, Denver, CO
Master of Science, Data Science & Applied Technology | Southeastern Louisiana University, Hammond, LA
Bachelor of Science, Business Administration – Management Information Systems | Auburn University, Auburn, AL

CERTIFICATIONS

Certified Information Systems Security Professional (CISSP), ISC2, since 2004 | Certified in Risk and Information Systems Control (CRISC), ISACA | Certified in the Governance of Enterprise IT (CGEIT), ISACA | Project Management Professional (PMP), PMI | Certified Ethical Hacker (CEH), EC-Council | HITRUST Certified CSF Practitioner (CCSFP) | Certified CMMC Professional (CCP), Cyber AB | Certified ScrumMaster (CSM), Scrum Alliance

TECHNICAL SKILLS

Platforms & security tools: Azure (SQL, Key Vault, Data Factory, App Service), SQL Server, Active Directory, Windows Server, Microsoft 365, Power BI, Tableau, SIEM, IDS/IPS, EDR (SentinelOne), Rapid7, ManageEngine, IPAM, BitLocker

Development: C#, .NET 8, ASP.NET Core, Blazor, Entity Framework, SQL, Python, VBA, COBOL

Frameworks & regulations: NIST CSF 2.0, NIST SP 800-53, NIST SP 800-171, CMMC, CIS Controls v8.1, ISO/IEC 27001, HIPAA, HITRUST CSF, GLBA/Regulation P, FFIEC, SOX, PCI DSS, SOC 2, GDPR, FISMA, MITRE ATT&CK, NIST AI RMF, ISA/IEC 62443