JERMAL SMITH

IT & Security Leader | Infrastructure & Operations | Enterprise Cloud | Regulatory Compliance

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EXECUTIVE SUMMARY

Technology and security executive with 20 years building and scaling IT and security functions for regulated organizations, including 11 years in progressive leadership roles. Built the IT/Security function from the ground up and led its four-year, multi-phase integration into Honeywell as primary integration lead, sustaining zero unplanned outages and zero major audit findings. That track record directly unblocked RFPs, new deals, and contract renewals with enterprise customers. Manages multi-million-dollar budgets and blended, geo-dispersed teams, partnering across engineering, security, and business functions, and remains hands-on technically, applying the same compliance and risk discipline to independently engineered AI tools.

CORE COMPETENCIES

IT & Security Strategy | Digital Transformation | M&A Integration & Due Diligence | Enterprise Risk Management

Business Continuity & Disaster Recovery | Global Team Leadership & Development | Budget, Procurement & Vendor Governance | Incident Response Leadership

Cloud Infrastructure (Azure, AWS, M365) | Zero Trust Architecture & IAM | Regulatory Compliance (SOC 2, ISO 27001/9001, HIPAA, GDPR, FedRAMP, NIST, CIS) | AI Enablement & Automation

PROFESSIONAL EXPERIENCE

HONEYWELL | Hamilton, NJ — *2015 – 2026*

Formerly Sparta Systems, Inc., a regulated Life Sciences SaaS company acquired by Honeywell in 2020. Progressed from Expert Systems Administrator through Senior Manager/Director over an 11-year tenure, building and scaling the IT/Security function and later serving as primary IT integration lead and cross-functional liaison to QE, R&D, Security, Compliance, Legal, Procurement, and Finance throughout the four-year M&A.

Senior Manager/Director, Information Technology — **2021 – 2026**

- Assumed expanded leadership scope spanning IT operations, cybersecurity, compliance, engineering operations, and business applications; led a blended team of up to 15 direct, dotted-line, and matrix staff across the US, UK, and India.
- Directed multi-year IT strategy roadmap driving digital transformation across infrastructure, cloud, and security investment, aligned to growth targets and regulatory requirements across a 400+ person global organization.
- Served as primary IT integration lead and named service owner for all Sparta applications within Honeywell's CMDB across a four-year, multi-phase M&A: network trust establishment, end-user computing migration, and full data center workload transition; completed Q2 2025 with zero unplanned service outages.
- Sustained zero major findings across consecutive SOC 2, ISO 27001, and ISO 9001 audits, remediating 50+ control requirements while maintaining continuous audit readiness through a concurrent M&A integration. This audit hygiene directly supported Sales and Pre-Sales in RFP processes, unblocking new deals and contract renewals across 40+ top-tier pharmaceutical and medical device customers.
- Managed $4M+ annual IT budget and a $4-8M R&D procurement portfolio, driving vendor consolidation and licensing optimization that cut overhead 25-35% while reallocating spend toward cloud and security modernization.
- Architected enterprise Zero Trust framework enforcing MFA/SSO across 100% of the global user base and directed NIST- and CIS-aligned enterprise risk management, prioritizing key risks for executive-level mitigation.
- Grew and strategically right-sized team from 7-10 to a peak of 15, absorbing Engineering Operations (Atlassian), internal business applications, and software escrow ownership as systems transitioned into Honeywell.
- Led modernization of core platforms: Office 365 tenant consolidation, phased Atlassian suite migration, VMware-to-Azure workload modernization, RDS/Kubernetes adoption, and Bitbucket-to-GitHub migration.
- Led incident response lifecycle management as incident leader for a customer-facing status page and follow-the-sun escalation model, including direct communication to customers and organizational stakeholders and coordination with external technical partners (Salesforce, AWS, Microsoft) through root-cause-driven resolution.

IT Manager — **2018 – 2020**

- Built and scaled the IT/Security function from the ground up, leading a 7-person blended team delivering IT service, vendor strategy, and technology planning across the US, UK, and India.
- Executed enterprise business continuity response, mobilizing full remote-work capability for 300-400 employees and contractors across three countries in under four weeks, expanding VPN capacity and deploying SD-WAN for lasting network resilience beyond the crisis.

- Architected enterprise Intune, Autopilot, and VDI deployment across all regions, establishing automated provisioning and Azure AD compliance enterprise-wide.
- Consolidated communications onto Microsoft Teams, eliminating 500 redundant Slack licenses (approximately $40K annual savings) while closing an SSO compliance gap.
- Led four-vendor evaluation and business case for a visitor management system supporting SOC 2 audit controls, presenting recommendations to compliance and leadership.
- Built SLA frameworks, individual development plans, and performance KPIs that improved delivery consistency and team retention; managed multi-million-dollar budget and build-vs-buy vendor strategy.

Expert Systems Administrator **2015 – 2018**

- Architected VMware/Hyper-V virtualization and SAN/NAS environments; led datacenter consolidation and business continuity/disaster recovery design improving RTO/RPO targets; built PowerShell/Ansible automation and managed global networking (Checkpoint, Cisco, Aruba).

Earlier Career

Infragistics, Cranbury, NJ (2007-2015) | WeGuardYou, Manalapan, NJ (2003-2007). Systems/network administration and infrastructure leadership across enterprise software and ISP hosted environments; built foundation in virtualization, network security, identity governance, and automation.

Cap Gemini Ernst & Young, Clark, NJ | Software Developer/Consultant | 1999-2003

INDEPENDENT INITIATIVES & APPLIED AI ENGINEERING

Independently building AI-enabled tools that mirror the same GRC, risk, and operational disciplines applied at enterprise scale. Live, functioning demos evidencing technical currency and product thinking.

- HyrLink: Co-developer and technical advisor for an agentic AI recruiting/candidate-engagement platform; contributed to a live, deployed SLM-based candidate chatbot.
- Vendor Risk Manager: Solo-built third-party risk management (TPRM) tool for startups lacking a dedicated GRC function.
- IT Risk Register: Solo-built risk register / GRC-lite tool for small teams without formal compliance tooling.
- Job Tracker: Solo-built application-pipeline dashboard that streamlined personal job search and reduced administrative overhead of tracking submissions end-to-end.

TECHNICAL SKILLS

Cloud & Identity: Azure, AWS, M365, Entra ID (Azure AD), RBAC/CBAC, SSO/SAML, MFA, PAM | AI & Automation: Copilot, Claude, Terraform, Ansible, PowerShell

Infrastructure & Security: VMware vSphere, Hyper-V, Zero Trust, Endpoint Protection, VPN, SD-WAN, Veeam / Backup & DR (RTO/RPO)

Frameworks & Compliance: SOC 2, ISO 27001/9001, HIPAA, GDPR, FedRAMP, NIST, CIS, ITIL

CERTIFICATIONS & EDUCATION

VCP6-DCV | VMware vExpert | Microsoft MCSE | CompTIA Security+

B.A., Sociology, Monmouth University | Computer Systems & Networking, New Horizons | Recent: ISACA CRISC Prep, IT & Cybersecurity Risk Management (IIBA), Introduction to AI (NASBA)