# Oliver Jensen

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Hands-on security engineer and founding security hire, with a track record of building entire security programs solo at early-stage startups. Equally comfortable writing Terraform, pentesting features pre-release, building in-house tooling, and presenting to enterprise prospects or acquirers. Joined Regrello as employee ~30 and sole security hire, built the full program from scratch across engineering, infrastructure, compliance, and operations, and ran it as a single-operator function through the company's Salesforce acquisition. Most energized by zero-to-one environments where security gets built into the culture before there's anything to retrofit.

## WORK EXPERIENCE

### Regrello (acquired by Salesforce, 2025)

*2022 – Present*

*Founding security hire*

Founding security hire at ~30 people. Built the entire security and compliance program solo over three years, including pentesting, vuln management, governance, engineering culture, infrastructure, operations, vendor risk, and compliance. Ran it as a single-operator function through the Salesforce acquisition. Shipped product security features directly when that was the fastest path: in a small startup, sometimes you just build the thing yourself. Worked directly with the CEO, Chief Architect, and Head of Operations, owning the security narrative internally and externally (enterprise sales, acquirer due diligence). Made tooling and vendor decisions independently (Okta, Splunk, Vanta, Wiz, contractor hires), bringing only major investments to the CEO as business cases.

- **Directly contributed to Salesforce's acquisition decision,** with security due diligence proceeding quickly and with confidence, and resulting in a record-speed 3-month acquisition-to-Salesforce-paper transition.
- **Achieved and maintained SOC 2 Type 2** alongside full GDPR compliance, data classification, and vendor risk programs aligned to NIST CSF, enabling enterprise sales.
- **Served as Regrello's external security voice** throughout the enterprise sales cycle, completing security questionnaires, presenting to prospects, and addressing security concerns to close deals.
- **Established security as a core engineering value** through design reviews, shift-left SSDLC practices, and hands-on mentorship, earning full executive buy-in and making security everyone's responsibility.
- **Institutionalized threat modeling** as a standard component of feature planning for all engineers and PMs, through workshops and ongoing coaching, catching complex security issues before code was written.
- **Stood up Regrello's vulnerability management program** defining the company's only formal SLOs/SLAs for issue remediation, achieving a near-perfect FedRAMP-style 30/90/180-day remediation record.
- **Hardened IT security posture** via Okta SSO, strict DMARC enforcement, Oauth grant visibility, and custom JAMF-deployed endpoint scripts to all employee laptops to meet CIS Level 1 benchmarks.
- **Built in-house security awareness training** tailored to Regrello's specific stack and historic attack patterns, resulting in measurably fewer cryptographic and security anti-patterns in code review, and in at least two real phishing attacks neutralized mid-response by employees who recognized the scenario.
- **Managed third-party pentesting,** vulnerability response, and an external bug bounty program.
- **Pentested product releases as a formal release gate,** consistently identifying high severity vulnerabilities (primarily access control and business logic issues) prior to reaching production.
- **Built a single-operator security operations capability** through implementing structured application logging, GraphQL audit logs, Splunk Cloud, and Terraform-automated alerting.

### Workiva, Inc.

*2017 – 2022*

*Security Engineer, promoted to Staff Security Engineer*

Operated as a senior individual contributor and cross-functional security leader across an organization of ~1,000 engineers, serving as a primary security liaison to engineering teams: pentesting features, testing security assumptions, conducting infosec code reviews, and stepping in to support SOC investigations (including exposure to advanced threat actor activity). Played an integral role on a ~15-person infosec team that carried FedRAMP Low Tailored and subsequently FedRAMP Moderate authorization for the full organization, driving control implementation and remediation across teams to make authorization a reality.

- **Owned the ‘Infosec Ninjas’ program,** seeding 200+ security champions across engineering teams, scaling security expertise and security code review capability org-wide without scaling headcount.
- **Owned security training end-to-end,** including new-hire onboarding, annual training, and security

reviewer certification. Built entirely in-house and tailored to Workiva's culture and threat profile. Consistently received unsolicited positive feedback from employees who looked forward to training season.

- **Owned company-wide removal of secrets from source code,** supported through a custom in-house tool detecting strings with high Kolmogorov complexity running in CI on each PR.
- **Created and ran company-wide phishing simulations** across all ~2,500 employees, driving a marked cultural shift around email trust. Even the most senior technical staff found the scenarios humbling, a reminder that phishing susceptibility is universal, not a matter of intelligence or seniority.
- **Co-owned vulnerability management,** finding and filing vulnerabilities, conducting penetration testing of new features as a release gate, and driving remediation to SLA across the engineering organization.
- **Hosted the 'Infosec Minute',** a quarterly company-wide security awareness video series combining timely security topics with engaging formats (including a Hot Ones-style interview segment), earning CEO participation and driving cultural engagement with security.

## RELEVANT INTERNSHIPS

### Praetorian, Inc.
*Summer 2016*

*Security Intern*

Pentests and security assessments for high-profile clients including a bank, a space telescope institute, and an IoT device manufacturer. Led a small team building a crowd-sourced IoT mapping project.

### Google, Inc.
*2011 – 2015*

*Software Engineering Intern (multiple teams)*

- **Gmail Security** (2015): Developed and shipped a client-side HTML sanitizer deployed widely across Google properties, resolving inconsistencies caused by each product building its own.
- **Red Team** (2014): Built and released Tamper Chrome (github.com/google/tamperchrome), a Chrome-native proxy for request inspection and modification enabling effective pentesting on Chromebooks, based on an internal proof-of-concept. Also pentested vendor products, resulting in my title technically being "Intern Engineering Software" after discovering that I could overwrite job titles in the HCM solution.
- **Incident Response** (2013); **AdWords API** (2012, 2011)

## TECHNICAL FLUENCY

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|---|---|
| **Security:** | Web application security, Threat modeling, Penetration testing, BurpSuite, Vulnerability management, Incident response, Security operations, Splunk |
| **Languages:** | Python, Golang, Rust, JavaScript, PHP, SQL |
| **Frameworks:** | Flask, Django, Actix, HTMX, React |
| **Infrastructure:** | Linux (NixOS, Gentoo, Debian), AWS (EC2, Lambda, S3, Cloudformation), GCP, Apache, NGINX, Terraform, Infrastructure-As-Code |

## EDUCATION

### University of Texas at Austin
*2010 – 2017*

Ph.D., Computer Science (MCD Fellowship)
M.S., Computer Science (minor: Electrical Engineering)

### Colgate University
*2005 – 2009*

B.A., Computer Science, Mathematics (Magna Cum Laude)

## PUBLISHED RESEARCH

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|---|---|---|
| *Architecture of a Mobile Payment System* | Jensen, Gouda | *Ph.D. Diss. UT 2017* |
| *Securing NFC Credit Card Payments from Malicious Retailers* | Jensen, O'Meara, Gouda | *NETYS 2016* |
| *A Secure Credit Card Protocol over NFC* | Jensen, Gouda | *ICDCN 2016* |

## OTHER INTERESTS

I enjoy hacking, electrical breadboard tinkering, baking (non-electrical breadboard tinkering), woodworking, backpacking, snowboarding, and playing D&D. I play the banjo, ukulele, violin, kalimba, ocarina, zither, mountain dulcimer, autoharp, and concertina. Rowed Varsity crew, Eagle Scout. I speak English (native), German (conversational), French (once-fluent), Spanish (muy oxidado). I have rarely met a cheese I didn't like.