



Cybersecurity SES Mentors

Mark Kneidinger

Mark Kneidinger is the Director of the Federal Network Resilience (FNR) Division, within the Department of Homeland Security's (DHS) Office of Cybersecurity & Communications. In this position, Mr. Kneidinger leads FNR's activity in developing innovative approaches to drive change in cybersecurity risk management across the federal government working in collaboration with OMB, the CIO Council and individual agency CISOs.

Prior to joining DHS, Mr. Kneidinger held leadership positions in the commercial sector, including as Vice President and Managing Partner. Mr. Kneidinger has further held Chief Information Officer (CIO) positions in New York and Virginia as well as served as a White House appointee in the position of Deputy Assistant Administrator and CIO for the U.S. Agency for International Development (USAID).

Words of Wisdom: *The work that you are engaged has significant impact to not only the government agencies that you support, but the citizens who are dependent upon the government for securing their sensitive information. Be sincere and genuine when engaged in your work as a cybersecurity professional, for there are many that are relying on your professionalism to ensure that they are not threaten.*

Joe Paiva

Joe Paiva is the Chief Information Officer of the International Trade Administration (ITA), where he is spearheading efforts to leverage technology to increase ITA's customer base from 25,000 to 250,000. Mr. Paiva joined ITA in 2014 from the Department of Veterans Affairs (VA), where he

served most recently as VA's Chief Technology Strategist.

Prior to that, he led a joint VA and Department of Defense (DoD) Presidential Initiative as the Executive Director for Virtual Lifetime Electronic Records. He previously played a key role at DoD in several critical initiatives as the Deputy Director for Enterprise Architecture, Infrastructure and Network Operations in the Office of the Secretary of Defense.

Before entering government service as a civilian, Mr. Paiva was Chief Information Officer and Executive Vice President of multiple private and public U.S. and international companies. His commercial successes include taking a healthcare software company public; turning around a major IT services company in two years by establishing new business units in the U.S., Asia and Europe – quadrupling its revenues; and launching one of the first global Voice over Internet Protocol networks. His published works include a co-authored college textbook used in several top-rated universities and numerous articles about IT development, acquisition and implementation.

Mr. Paiva enlisted in the U.S. Navy directly after high school and served eight years in various amphibious warfare units, including ground and sea deployments to Central America, the Middle East and Africa. Following the events of September 2001, Mr. Paiva returned to military service as a member of the U.S. Army National Guard. In addition to his civilian position with the ITA, he continues to serve as a Lieutenant Colonel in the U.S. Army Reserve. He earned his engineering degree from Worcester Polytechnic Institute.

Words of Wisdom:

- *It is never the wrong time to do the right thing.*
- *Your boss can't make you successful. Only the people who work for you can.*





- *Only hire people who are smart enough and have the courage to argue vehemently with you when you disagree.*
- *Listen to the old timer in the corner. You don't need to do what they recommend, but you need to listen to what they tell you. They know things about the organization you don't.*
- *Never forget that your predecessor was at least as successful as you have been thus far in your career. So you should not assume that you are smarter than they were.*

Ravoyne Payton

Ms. Ravoyne "Ray" Payton currently serves as the Associate Chief Information Officer for Policy, e-Government and Fair Information Practices (PE&F). Prior to this role she served as the Deputy Associate Chief Information Officer for Policy, e-Government and Fair Information Practices, and the acting Chief Privacy Officer since March 2013. Ms. Payton joined USDA as the Chief Privacy Officer (CPO) in September 2009. She served in this role until October 2015. As the CPO, Ms. Payton re-energized the USDA Privacy Council, led an effort to bring personally identifiable training to the USDA training repository, AGLearn; and works diligently to increase the awareness of protecting personal information entrusted to USDA. As the Acting Departmental FOIA Officer for eighteen months, Ms. Payton led the implementation and deployment of the Department's first enterprise-wide FOIA tracking system, and a public access link which allows the public to submit and track FOIAs online.

Prior to joining USDA, Ms. Payton worked at the United States Small Business Administration (SBA), Department of Homeland Security (DHS), Transportation Security Administration (TSA), General Services Administration (GSA), and the Defense Contract Audit Agency (DCAA). Ms. Payton graduated from George Mason University with a bachelor's in Government and Political Science. She also is a graduate of Troy State University with a master's in Public Administration and an emphasis in Information Technology.

Words of Wisdom: *There is no greater resource than the will of our employees. It is our responsibility to harness it and respect it.*

Thomas Phan

Thomas H. Phan currently serves as Senior Advisor for the U.S. Office of Personnel Management's (OPM) Employee Services (ES). He provides leadership support, advising senior managers, and collaborating with OMB and CHCO agencies in developing and implementing the government-wide Cybersecurity Workforce Strategy's goals and objectives. He is leading OPM efforts to establish an enterprise-wide approach to support the continued enhancement of the cybersecurity workforce and its infrastructure.

Previously, he served as the Deputy Director and Senior Advisor, Office of Scientific Technical Information (OSTI), U.S. Department of Energy. His responsibilities involved assisting the Director in overall management and operations to support the Office of Science's R&D results emanating from DOE's \$12B R&D investments. He has over 25 years of professional experience, knowledge, and expertise with Federal government, private sector and non-profit community.

Words of Wisdom: *Leadership is the art and science of achieving desired effectiveness by making decisions, developing people, creating teamwork, serving needs, and inspiring actions to realize the leader's vision.*

Clifton Triplett

As OPM's Senior Cyber and Information Technology Advisor, Clif Triplett will help fulfill OPM's commitment to strengthening our cybersecurity posture. He will work to advance the agency's cybersecurity-related goals and collaborate with a broad spectrum of interagency partners and stakeholders.

Clif comes to OPM with 30 years of broad executive management experience. During his career, he has helped the U.S. military and major private sector companies protect their information by deploying





technology effectively and efficiently while also assuring the operational integrity of their systems. He has significant experience.

Words of Wisdom: *Embrace diversity. The more perspectives you have on a problem, the more likely you will truly find the solution.*

Allison Tsiumis

Allison Ressler Tsiumis has served in various analytic and management positions at the Federal Bureau of Investigation since April 1987.

In 1988, Ms. Tsiumis served as a Management Analyst at the National Crime Information Center (NCIC), where she conducted compliance audits nationwide on state and local law enforcement and criminal justice agencies' use of the NCIC system. During her time in NCIC, she was promoted to Supervisory Management Analyst.

In 1993, Ms. Tsiumis transitioned to the National Security Division, working as an Intelligence Operations Specialist in support of the FBI's Counterterrorism program. From 1997 – 2003, Ms. Tsiumis served in the Counterterrorism Division's Weapons of Mass Destruction (WMD) program and the National Domestic Preparedness Office, which was established to provide WMD preparedness assistance to state and local agencies. Also while in CTD, Ms. Tsiumis provided analytic support to numerous major terrorism investigations.

In 2003, Ms. Tsiumis was detailed to the multi-agency National Media Exploitation Center, where she served as team lead on high priority data exploitation in support of FBI investigations on terrorism threats to the Homeland. Ms. Tsiumis received Joint Duty Certification for her collaborative efforts, which entailed the rapid exploitation and sharing of media throughout the U.S. Intelligence Community and participation in the development of policies and standards for the widest possible dissemination of this material within theUSIC.

Ms. Tsiumis entered the FBI's strategic analytic cadre and was promoted to Supervisory Intelligence Analyst in 2006, when she joined the CTD/Counterterrorism Analysis Section. In 2007, she

was promoted to Unit Chief, where she led strategic analytic programs and intelligence production of multiple CTAS units. During her service in CTAS, Ms. Tsiumis again received Joint Duty Certification in recognition of her collaborative activities with the ODNI/National Counterterrorism Center. From 2012 - 2014, Ms. Tsiumis served as Acting Assistant Section Chief of CTAS.

In April 2014, Ms. Tsiumis entered the Senior Executive Service when she was appointed by Director Comey as the Section Chief of the Cyber Intelligence Section within the FBI Cyber Division. Her section is responsible for providing actionable intelligence, as well as policy, standards, and oversight support for the intelligence functions and processes of the Cyber Division.

Ms. Tsiumis graduated with a Bachelor of Science in International Affairs from the University of Virginia in 1986.

Words of Wisdom: *Employees want to work for leaders who make hard decisions, are not risk averse, have hard conversations, set high standards, and hold people accountable. These leaders must also be genuine, humble, confident, willing to work with employees who are struggling, and acknowledge when they've made a mistake.*

Christopher Lowe

Christopher Lowe has been the USDA's Chief Information Security Officer (CISO) since August 2012.

He provides executive leadership in security operations, architecture, risk management, and compliance and is responsible for securing USDA data networks and systems by collecting, analyzing, integrating and sharing information among the USDA agencies and partners.

Mr. Lowe received a B.A. in International Studies from Wheeling Jesuit University. He also holds current professional credentials in





both information security (Certified Information System Security Professional (CISSP)) and as a Project Management Professional (PMP).

Words of Wisdom: *Be one of the people that runs towards the fire.*

Lawrence W. Anderson Ph.D.

Dr. Anderson joined the Office of Personnel Management (OPM) in January 2016. As the Associate Chief Information Officer (Operations) for Federal IT Business Solutions for OPM, Dr. Anderson is responsible for providing business solutions that support the entire Federal Government. The solutions are delivered by IT Program Managers (IT PMs) to Business System Sponsors and reflect the business sponsors in their organizational titles to emphasize the customer-focused business area each CIO group directly supports. His portfolio includes operational oversight of each IT Program Management Office (IT PMO) for Retirement Services, Federal Investigative Services, Human Resources Solutions, Employee Services, Health and Insurance & Merit Systems Accountability Compliance, and Federal Applications.

In January 2011, Dr. Anderson left NASA OIG to join the Department of Justice (DOJ) Office of Community Oriented Policing Services as the Chief Technology Officer. At DOJ, Dr. Anderson focused on IT strategic planning and assessment, program management and implementation, performance improvement, business process re-engineering, capital planning and investment; and system redesign for DOJ grants management systems. Dr. Anderson was instrumental in helping to introduce and implement agile software development methodologies at DOJ. Dr. Anderson completed a Bachelor of

Arts degree in Politics from the Catholic University of America, Washington, D.C. Additionally, he earned a Master of Science in Management Information Systems Management from the University of Maryland Graduate School of Management and Technology, and a Doctorate of Management in Management and Organizational Leadership-Information Systems Management from the University of Phoenix School of Advanced Studies.

Grant M. Schneider

Director for Government Cybersecurity

National Security Council, The White House
January 2016-Present

Senior Advisor to the Director
U.S. Office of Personnel Management (OPM)
June 2015- January 2016

Federal Cybersecurity Advisor
Executive Office of the President, Office of Management and Budget
October 2014 – June 2015

Chief Information Officer
Defense Intelligence Agency
2007- October 2014

Served as CIO in support of Information Technology needs 250K+ end users across 20-25 agencies in more than 140 countries through leadership of 3-4K+ globally-dispersed employees. I manage budgets of \$600M to drive operational service best practices, cost containment and centralization strategies.

Representative clients included: Department of Defense (Army, Navy, Air Force, Marines)





and Coast Guard), Central Intelligence Agency, Federal Aviation Administration, Centers for Disease Control, National Security Agency, FBI, Department of Homeland Security, Justice, Treasury, Energy & State, as well as U.K., Australian, Canadian and European international partners.

Tin T. Cao

Mr. Tin T. Cao, a member of the Senior Executive Service, is currently the Managing Director of the Directorate of Information Assurance, Bureau of Information Resource Management (IRM) at the U.S. Department of State.

Preceding this position, he was the Associate Dean of the School of Applied Information Technology at the Foreign Service Institute. In previous assignments, he served as the first Information Management Division Director in the Bureau of International Narcotics and Law Enforcement Affairs, Business Center Division Director, Information Integrity Branch Chief, and Information Technology Specialist in the Bureau of Information Resource Management. He is a mentor of many Civil and Foreign Service employees at the Department. Prior to his Government career, Mr. Cao worked as a cancer researcher at Georgetown University Lombardi Cancer Center.

Mr. Cao has received numerous Meritorious and Superior Honor awards during his career. He began his Civil Service career in 1999 and was promoted to the Senior Executive Service in 2010.

