

RYAN PAULEY

OT/ICS Security Engineer | ICS/OT Network Architecture | CISSP (2025)
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SUMMARY

Engineer with 20+ years in industrial environments and a love for the craft — soda ash mining, chemical processing, continuous-process manufacturing. Hands-on experience deploying and operating Dragos in live OT environments, designing ICS network architecture, identifying and remediating real vulnerabilities, and driving cybersecurity governance across IT/OT convergence. CISSP (2025). Comfortable operating independently in complex, multi-site industrial environments where security decisions have physical consequences.

CORE COMPETENCIES

ICS/OT Network Architecture & Segmentation • Dragos Platform Deployment & Operations
OT Risk Identification & Remediation
Vulnerability Assessment & Incident Response • DCS/PLC/SCADA Security & Lifecycle • CISSP • IT/OT Convergence Governance

SELECTED SECURITY ACHIEVEMENTS

- Identified a critical hardcoded encryption key vulnerability in endpoint software; led enterprise-wide removal and migration to ConnectWise — eliminating a severe remote access exposure across all OT and IT endpoints.
- Discovered remote access software installed on vendor provided machines that was not disclosed at sale
- Designed and executed OT network segmentation and secure remote access architecture across multiple continuous-process plants — reducing attack surface while maintaining operational visibility and uptime.
- Conducted security review of enterprise web application; identified CSRF vulnerability, disabled MFA, missing security headers, and HTTP credential exposure — delivered structured findings and remediation roadmap to incoming CISO.
- Strengthened OT cybersecurity posture during corporate divestiture — maintaining uninterrupted operations through major architectural, identity, and network ownership transitions with zero production impact.
- Deployed and operated Dragos platform in live industrial environment; built OT security evaluation labs for monitoring platforms, industrial networking gear, and endpoint tools — enabling data-driven platform selection and risk comparison.

EXPERIENCE

Director of OT/IT — WE Soda Feb 2025 – Present

- Deploy and operate Dragos across multi-plant OT environments; identify OT risk, manage platform evaluation, and drive security architecture decisions across IT/OT convergence.
- Identified critical software vulnerability (TightVNC hardcoded key); led global migration reducing licensing costs 50% and eliminating enterprise-wide remote access exposure.
- Direct multi-year ICS modernization — segmentation, secure remote access, firewall layering, hardened protocol paths — across multiple continuous-process industrial facilities.

Process Control Engineering Manager — Genesis Alkali Aug 2020 – Mar 2025

- Drove unified OT cybersecurity program: architecture standards, OT network segmentation, secure remote access, SIEM integration, and governance alignment across multi-facility operations.
- Owned BMS/SIS evaluations and lifecycle strategy for DCS/PLC systems (Siemens PCS7, Foxboro, Honeywell MeasureX, Allen-Bradley); led major control system conversions with zero safety incidents.
- Acted as interim IT Manager (2023–2024): 1,000+ employees, 170+ servers, SAP ERP, multi-facility networks; improved endpoint protection and incident readiness enterprise-wide.
- Analyzed phishing campaigns targeting industrial operations; identified web application security gaps and delivered findings with prioritized remediation steps to security leadership.

Earlier Roles — FMC Corporation / Tronox / Genesis Alkali 1997 – 2020

- Operations, engineering, EH&S, and IT leadership across continuous-process industrial facilities. Early career in networking, server administration, VPNs, and antivirus automation. Y2K project lead, City of Green River.

EDUCATION, CERTIFICATIONS & TECHNICAL SKILLS

BS Chemical Engineering, University of Wyoming • **CISSP (2025)** • MCSE • CompTIA A+ • Leadership Development (2021)

OT Security: Dragos platform, OT network architecture, industrial firewalls, IDS/IPS, PCAP/Wireshark, SIEM integration, endpoint security, vulnerability assessment

ICS Platforms: Siemens PCS7, Foxboro, Honeywell MeasureX, Allen-Bradley/Rockwell, Modbus, Profinet, Profibus, DCS/PLC programming (Structured Text, Function Block)

IT/Infra: VMware, Proxmox, pfSense, Ubuntu Linux, Windows Server, SAP ERP, ConnectWise, multi-site network management