

GREG GIBSEN

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VALUE PROPOSITION LETTER

Dear Hiring Leader,

Enterprises today face a hard problem: security and AI governance have moved from back-office concerns to board-level priorities, and the leaders who can run both the engineering organization and the architecture are scarce. My value proposition is straightforward - I build the teams and the systems that let enterprises trust their platforms at scale.

What I bring:

- Over 20 years leading engineering organizations across defense, data warehousing, gaming, healthcare, medical devices, and enterprise SaaS, with the last six focused on platform security and AI governance at ServiceNow. I've built teams from zero, run a cross-organizational transformation touching 2,000+ engineers, and shipped a cryptographic protocol across 60,000+ production instances. I hold a patent for that work.

Where I add value fastest:

- Taking on initiatives that have stalled or lack clear ownership. I've turned a delayed code-signing product into a contract-unlocking capability, converted an under-defined AI governance effort into a shipped, adopted capability, and cut a company's incident SLAs by more than 80% by rebuilding the DevOps discipline around it. I bring the same pattern to every new organization: diagnose the architectural or organizational gap, take ownership, and deliver a measurable business result.

How I build teams:

- I recruit, hire and coach deliberately, invest as much in distributed and offshore engineers as co-located ones, and treat performance management - including hard PIP conversations - as part of building a high-trust culture, not avoiding one. I've mentored individual contributors into management roles and built curricula that raised engineering quality across the org.

I'm looking for a Director or VP of Engineering challenge - where I can scale organizations and drive technology change to solve business problems. I'd welcome the conversation.

Sincerely,

Greg Gibsen