XAVIER CHARLES MOTLEY

linkedin.com/in/xaviermotley/ | Los Angeles | Relocating to San Francisco

Information protection and product secrecy leader with 19 years protecting sensitive work across consumer technology, classified research, aviation, fintech, and critical infrastructure. Trusted by executives, engineers, investigators, and creative teams to turn secrecy, compartmentalization, information protection, and product security into practical operating models. Experience spans zero-to-one programs, complex third parties, insider risk, cloud and identity security, global operations, and board risk. Moves from executive counsel to ground level implementation in fast moving, ambiguous, highly confidential environments where judgment and discretion are non-negotiable.

SELECTED ACHIEVEMENTS

- Media Arts Lab (Apple account) | Implemented Apple's secrecy requirements, set by David Rice's global security organization, across 5 hubs, 26 offices, and hundreds of international creative partners, protecting several confidential product launches per year, with no pre-launch disclosures originating within my remit.
- TBWA Worldwide | Carried Media Arts Lab's launch-protection discipline into the global CISO mandate, extending information protection, third-party risk, and follow-the-sun response across 300+ offices in 101 countries worldwide.
- Panasonic Avionics | Secured products, software, and platforms from design through manufacturing, delivery, and post-release response while leading global Product Security & Information Security across the aviation environment.
- RAND / DoD | Countered nation-state espionage and unauthorized disclosure across compartmented classified research requiring Top Secret access through malware analysis, digital forensics, detection, containment, and intelligence briefings.

PROFESSIONAL EXPERIENCE

BCAWR | Los Angeles, CA Apr 2023 – Present

Chief Information Security Officer

Cybersecurity advisory spanning critical infrastructure, major event readiness, and regulated public-sector programs.

- Lead Cyber Advisor to the Los Angeles Mayor's Office guiding cyber readiness for the 2026 World Cup, Super Bowl LXI, and the 2028 Olympics, converting threat intelligence and critical infrastructure risk into cross agency priorities.
- Established intake, escalation, and training processes across participating agencies, giving partners a single route to raise concerns and a defined path from report to containment to after-action review.
- Authored the AI use policy governing AI-native workflows adopted by public sector teams, setting permissions, data governance, and activity-tracking requirements for what categories of data may enter which tools and how usage is logged and reviewed.
- Addressed insider risk across agency and contractor populations through access governance, monitoring requirements, and escalation criteria for anomalous handling of sensitive operational data.
- Reduced lateral movement ~80% and remediation time ~60% by deploying Zero Trust architecture and OT/ICS controls.
- Enabled MFA for 70K users and a $4M capital investment by turning identity risk into public sector priorities.
- Converted NIST CSF, ISO 27001, FedRAMP, and CCPA assessments into remediation priorities and board ready decisions.

PANASONIC AVIONICS | Irvine, CA Mar 2022 – Apr 2023

Global Head of Cybersecurity (Interim)

Global aviation technology; interim security leadership spanning Product Security and Information Security.

- Built global Product Security and Information Security, embedding threat modeling, Secure SDLC, CI/CD gates, and PSIRT across product, software, and platform design, production, delivery, and post-release response at global scale.
- Established handling requirements for pre-release prototypes and engineering builds moving between design, manufacturing, and customer delivery, controlling who could access unreleased hardware and where it could travel via custody logs, restricted labs, and supplier handling terms.
- Reduced MTTR ~45% across global production by integrating SIEM/SOAR, EDR/XDR, and detection engineering.
- Strengthened identity, cloud, and data protection for regulated customer-facing platforms by designing Zero Trust architectures across AWS and Azure and translating product and resilience risk into CEO and board level decisions.
- Stabilized security operations and regulator audit cadence during executive transition, then delivered a low-risk successor handoff.

ALBERT.COM | Los Angeles, CA Jul 2020 – Nov 2021

Global Head of Information Security

First security hire at a regulated, cloud-native consumer fintech serving more than 10M daily active users.

- Built Albert's security program from zero to one, hardening the iOS and Android apps and establishing defensible controls at 10M+ daily active user scale.
- Protected the developer-driven cloud environment through MFA, SSO, PAM, DLP/CASB, Zero Trust, and strict egress and identity controls.
- Built the control environment to public-company standards ahead of a planned SEC filing and carried it through sponsor bank security diligence with the evidence packages and remediation commitments that kept partnerships in good standing.

SIGUE / FIX-FOREX | Los Angeles, CA Jan 2019 – Jul 2020

Chief Information Security Officer & Data Protection Officer

Multi-entity financial-services holding company with shared security, privacy, and regulatory accountability.

- Lowered fraud and wire-transfer risk ~60% through identity controls, JIT privileged access, and automated response playbooks.
- Improved regional containment by integrating SIEM, SOAR, EDR, and threat intelligence into a shared response model.
- Unified security, privacy, and board accountability across financial entities through GDPR, CCPA, FFIEC, and NYDFS.

TBWA WORLDWIDE (OMNICOM) | New York, NY Jun 2017 – Sep 2018

Chief Information Security Officer

Global creative and technology network spanning 300+ offices in 101 countries and diverse operating units.

- Scaled launch protections network-wide by extending secrecy, asset watermarking, and third-party controls beyond the Apple account to all operating units, winning adoption from APAC and EMEA regional leaders who sat outside my reporting line.
- Standardized global detection and response through follow-the-sun SOC operations and adversary-informed detections.
- Protected executive communications and embargoed media briefings while translating quantitative cyber risk into remediation, contract, and regulatory priorities.

MEDIA ARTS LAB (TBWA/OMNICOM) | Los Angeles, CA Jan 2013 – Jun 2017

Global Director of Information Security

Agency of record for Apple product marketing, protecting sensitive creative IP and confidential pre-launch campaigns.

- Protected confidential product-marketing campaigns globally for launches including Apple Watch, iPad Pro, AirPods, MacBook Pro, and annual iPhone releases, with no pre-launch disclosures originating within my Media Arts Lab remit.
- Preserved launch speed under strict secrecy requirements by translating direction from David Rice and Apple's secrecy team into controls creative and production leadership would accept: need-to-know access, compartmentalized project structures, codename discipline, and watermarking of creative assets, alongside DLP, secure collaboration, monitoring, handling, and escalation controls embedded in creative workflows.
- Controlled handling of pre-released products used in creative production and photography, defining custody, storage, access, and on-set conditions with agency and production partners.
- Built intake, escalation, and training mechanisms for creatives, producers, and external partners, and prepared them for Apple's security and secrecy reviews by assessing tools and information workflows against client requirements before submission, so exposure surfaced early and approvals moved faster.
- Secured complex third-party information flows across APAC and EMEA by embedding with 250+ global agencies and production partners outside my authority, earning adoption of secrecy controls through working relationships rather than mandate, and investigating suspected launch disclosures ultimately traced to sources outside Media Arts Lab.

RAND CORPORATION | Santa Monica, CA Feb 2011 – Oct 2012

Information Security Engineer

Classified research and national-security environments; prior work on RAND/DoD projects requiring Top Secret access.

- Enforced compartmentalization and need-to-know boundaries across classified research programs, keeping project information partitioned between cleared teams and controlling cross-program access.
- Investigated insider risk indicators including unauthorized access, mishandling of controlled research, and anomalous data movement, converting findings into containment actions and leadership briefings.
- Increased SIEM true positives 4x and cut false positives ~55% by tuning analytics against state-sponsored threats.
- Cut incident-response time from ~18 to ~2 hours by building malware-analysis, DFIR, and containment capabilities.

EARLIER EXPERIENCE

- BCAWR | Cyber Director & Security Auditor | Cyber operations & NIST/CIS risk assessments for public-sector IT/OT environments.
- U.S. Department of Defense | System Security Engineer / Database Manager | Secured combat training simulation networks.

TECHNICAL SKILLS

Information protection: Product secrecy, compartmentalization, need-to-know access, codenames, watermarking, insider risk, prototype handling, DLP/CASB, secure collaboration, creative workflows, third-party risk.
Investigations and response: DFIR, malware analysis, threat intelligence, evidence handling, escalation, PSIRT, executive briefings.
Detection and operations: SIEM, SOAR, EDR/XDR, adversary emulation, detection engineering, follow-the-sun SOC operations.
Product, platform and cloud: AWS, Azure, Zero Trust, threat modeling, Secure SDLC, CI/CD gates, IT/OT, AI permissions & governance.

EDUCATION

Penn State University - Bachelor's in Information Technology / Telecommunications / Computer Science
Stanford University, School of Engineering - Advanced Cybersecurity Program
U.S. Army Communications and Electronics Command, Fort Monmouth - Cybersecurity

CERTIFICATIONS

CISSP | CISM | CISA | CRISC | CCSP