

Ander Galisteo

San Sebastian, Spain

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Cybersecurity Executive | Industrial Cybersecurity Director | OT/IoT Security, Risk and Engineering Leadership

Experience

Cybertix, Director of Industrial Cybersecurity | Security Strategy, Risk & OT | Donostia, Spain Jan 2023 - Present

- Owns industrial cybersecurity strategy for OT/IoT and critical-infrastructure clients, aligning security roadmaps with business risk, operational resilience, and executive priorities.
- Reduced average high-risk exposure by **70%** across assessed environments through threat modeling, secure architectures, incident-response exercises, and risk-based remediation plans.
- Contributed to commercial growth and profitability by translating cybersecurity risk into actionable programs, reusable service offerings, and trusted advisory relationships with industrial clients.
- **Technologies/Tools:** OT/IoT security, industrial cybersecurity frameworks, risk management, threat modeling, incident response, secure architectures.

Dojo Five, Director of Engineering, Enterprise Development Services | Remote (US) Jan 2023 - Sep 2024

- Led engineering-service operations for enterprise clients, managing **13 direct reports (up to 54 indirect reports)** and **11 concurrent projects** across security-critical firmware and embedded-system engagements.
- Improved delivery predictability, utilization, and project profitability by **150%** through stronger planning, resource allocation, accountability, and escalation management.
- Owned hiring, customer relationships, delivery governance, and executive stakeholder communication across distributed technical teams.
- **Technologies/Tools:** Engineering leadership, delivery governance, secure firmware, embedded security, Agile operations, customer management.

Deusto University, Lecturer | San Sebastian, Spain Sep 2022 - Present

- Lecturer in telematics and networking, bringing industry experience in cybersecurity, embedded systems, and secure communications into academic programs.
- **Technologies/Tools:** C, C++, Python, MATLAB, networking, secure communications.

Dojo Five, Team Lead - Firmware Development Services | Remote (US) Jul 2022 - Jan 2023

- Led client delivery for embedded and IoT projects, improving sprint predictability through clearer planning, risk tracking, and stakeholder communication.
- **Tripled** adoption of secure firmware and automated testing practices across embedded and IoT client engagements.
- **Technologies/Tools:** C, C++, Python, Git, Agile/Scrum, AWS IoT, secure firmware.

Dojo Five, Senior Engineer - Firmware Development Services - Security Expert | Remote (US) May 2021 - Jul 2022

- Delivered secure firmware and embedded-security consulting across **50+ client projects**, reducing security risk through secure boot, OTA hardening, cryptography, and protocol security.
- Drove architecture-to-implementation delivery, aligning security requirements, timelines, and client constraints.
- **Technologies/Tools:** Embedded C, C/C++, OpenSSL, WolfSSL, secure boot, secure OTA, Linux, IoT security.

Ikerlan, Senior Cybersecurity Researcher and Embedded Systems Developer | Mondragon, Spain Apr 2020 - May 2021 (Onsite)

- Developed secure architectures and protocols for industrial embedded systems across **20 research and industrial projects**, improving security-by-design adoption in all of them.
- Contributed to European research initiatives, including Fractal, in industrial, power-management, and biomedical embedded systems.
- **Technologies/Tools:** Embedded systems, cryptographic protocols, industrial cybersecurity, C/C++, secure architecture.

IMDEA Networks, Researcher in Visible Light Communication for Embedded Systems | Madrid, Spain (Onsite) Sep 2016 - Apr 2020

- Published **10+ peer-reviewed papers** and built **4 PoCs/MVPs** in Visible Light Communication for embedded and IoT systems.
- Main contributor to OpenVLC, improving research-to-prototype transfer and embedded communication capabilities.
- **Technologies/Tools:** VLC, embedded systems, C/C++, Linux, protocol design, experimental research.

Education

Top 10%	MBA, Quantic Remote, USA	2020-21
C. Laude	Ph.D. in Telematics Engineering , University Carlos III of Madrid Madrid, Spain	2016-20
3.67/4	Master in Engineering Technology , University of Houston Houston, US	2015-16
8.57/10	Master in Telecommunications Engineering , University of Navarra San Sebastian, Spain	2014-16
8.76/10	Telecommunication Engineering , University of Navarra San Sebastian, Spain	2010-14

Skills

Security Leadership	Cybersecurity strategy, risk management, security governance, executive reporting, security roadmaps.
Security Engineering	Threat modeling, cryptography, secure boot, secure OTA, encryption, secure architectures, secure protocol.
Engineering & Delivery	Agile governance, delivery operations, profitability, resource planning, CI/CD, HIL, automation testing, DevOps.
Embedded & Software Leadership	Embedded Linux, RTOS, Zephyr, FreeRTOS, BLE, C/C++, Python, Docker, Git/GitHub/GitLab, low-power design. Team leadership, stakeholder management, customer relations, process creation, executive communication.