# Nicholas Slabaugh

## IAM & Cybersecurity Leader

cgidentity.com | linkedin.com/in/nicholasslabaugh

### SUMMARY

Cybersecurity leader with 13 years in IAM and more than 20 years in tech, delivering enterprise cybersecurity programs to Fortune 500 companies across healthcare, finance, retail, energy, hospitality, and higher education. Translates complex security challenges into multi-year strategies that drive measurable business outcomes.

Expert in the full identity lifecycle, from assessment, strategy, and planning through delivery and long-term success. Advises clients on agentic AI adoption and the identity controls autonomous agents require, with hands-on experience building and evaluating agent-based tooling.

### SKILLS

**Identity Platforms:** SailPoint IdentityIQ, SailPoint Identity Security Cloud (ISC), Microsoft Entra ID, Saviynt, ServiceNow (IAM integration)

**IAM Domains:** IAM / IGA / CIAM Strategy, Identity Governance and Administration (IGA), RBAC Design & Role Mining, Joiner-Mover-Leaver (JML) Lifecycle, Access Certification, Access Request, Entitlement Management, Application Onboarding, Single Sign-On (SSO), Multi-Factor Authentication (MFA), Privileged Access Management (PAM) Integration, Zero Trust, Agentic AI & Non-Human Identity

**Risk & Compliance:** Cybersecurity Risk Assessment, NIST, SOX, HIPAA, PCI DSS, NERC CIP, Regulated Industry IAM (Utilities, Financial Services, Healthcare)

**Leadership:** Cybersecurity Program Design, Strategic Roadmaps & Planning, Project & Program Management, Team Leadership & Mentorship, Client Advisory & C-Suite Engagement, Business Development & Revenue Growth, Contract Negotiation & SOW Writing

### PROFESSIONAL EXPERIENCE

**Senior IAM Consultant (Contract)** | KeyData Cyber — June 2026 – Present

- Supporting the full assessment and planning phase of an IAM modernization program for a regulated electric utility, replacing legacy identity systems with a SaaS IGA platform across roughly 17,700 workforce identities.
- Building IGA business requirements through stakeholder interviews, covering identity lifecycle (joiner, mover, leaver, conversion), access request, certification, RBAC, and entitlement governance, structured for a phased coexistence roadmap with Employee Central as authoritative source and ServiceNow as request front-end.
- Driving the leading IAM vendor platform evaluation: authoring demo scenarios, running the vendor Q&A process, and documenting capability differentiators across certification campaigns, connectors, lifecycles, and agentic AI / non-human identity.
- Assessing and documenting cybersecurity and architecture risks, including physical access control, data residency, and BCSI hosting constraints under NERC CIP.

**Senior Director, Advisor** | IDMWORKS — September 2023 – March 2026

- Served as senior strategic advisor delivering IAM assessments, roadmaps, and transformation programs to enterprise clients across retail, telecommunications, and higher education.
- Enabled over $3M in new-customer sales through paid advisory engagements that converted to multi-year programs.
- Led a team of consultants to deliver a comprehensive IAM assessment, strategy, and multi-year SailPoint ISC modernization roadmap for Crate & Barrel (~8,200 employees, $2.5B revenue), resulting in a multi-phase modernization program now in execution.
- Served as senior IAM program advisor on a large-scale Microsoft Entra ID migration for AT&T, driving the migration of hundreds of applications to secure Single Sign-On (SSO).
- Conducted a full-scope IAM assessment for Vanderbilt University, identifying a fragmented multi-platform environment with significant custom development debt, and delivered a prioritized 2-year roadmap spanning Access Management Modernization, SailPoint ISC Cloud Migration, PAM Integrations, and Identity Data Management.

**Director** | Edgile 2022 – 2023

- Led workforce and customer IAM strategy and delivery for Fortune 500 clients at a ~$45M risk management and cybersecurity firm; reported to the IAM Practice Partner and managed 3 direct reports.
- Owned engagements end to end, from deal creation and SOW negotiation through contract execution and delivery of multi-year identity programs.

**Senior Manager** | Edgile 2019 – 2022

- Led the Edgile RBAC team to develop an original IP offering that created a new revenue stream of over $2M within two years of development.
- Delivered, generated, and negotiated approximately $3M of business in 2021 alone.
- Developed IAM strategies for seven prominent enterprises including Chick-fil-A, Lennar, Brown Brothers Harriman, Hilton, FedEx, Xcel Energy, and Veeam.
- Conducted quarterly business reviews with C-suite stakeholders at key accounts including Hilton, building action plans and proposing follow-on work.

**Manager** | Edgile 2017 – 2019

- Led delivery of SailPoint IdentityIQ implementation, upgrade, and migration projects spanning access certification campaigns, application connector onboarding, and joiner-mover-leaver lifecycle provisioning.
- Onboarded 100+ applications to SailPoint IdentityIQ at each of two major enterprise clients, both hands-on and as delivery lead coordinating onboarding cycles.
- Delivered IdentityIQ platform upgrades for enterprise clients in hospitality, financial services, and energy.
- Assigned to a $100K SailPoint strategy project with a major finance client; recognized for performance and expanded into an ongoing management role.
- Managed 2 direct reports and owned project management and customer success for long-duration engagements with C-suite stakeholders.

**Identity and Access Management Senior Consultant** | Edgile 2014 – 2017

- Served as Project Manager driving alignment between business and security for SailPoint IdentityIQ deployments and general risk and security projects.
- Led a 4-month, $480K cybersecurity platform project for one of the world's largest casinos.
- Led a 6-person team through a multi-year, $1.4M program for a loan servicing company, delivering a wide-ranging set of program objectives on time and under budget.

## EARLIER EXPERIENCE

**Project Consultant**, NCAA Sport Science Institute | 2013 – 2014

**Account Manager**, Matrix Integration | 2012 – 2013

**Configuration Manager**, Cummins Inc. | 2010 – 2012

**Instructor**, Purdue University | 2007 – 2009

**Help Desk**, Rose-Hulman Institute of Technology | 2003 – 2007

## SELECTED CLIENTS

Allison Transmission, AT&T, Brown Brothers Harriman, Cetera Financial Group, Chick-fil-A, Crate & Barrel, Ecolab, FedEx, First Citizens Bank, Glacier Bank, Hilton, Intact Insurance, INTEGRIS Health, Lennar, Prisma Health, Santander Bank, Texas Health Resources, Trinity Health, Vanderbilt University, Veeam, Walgreens, Xcel Energy

## EDUCATION

**Master of Arts, Rhetoric and Composition**, Purdue University

**Bachelor of Science, Computer Engineering**, Rose-Hulman Institute of Technology