Consultant Profile

Steve Mason

Director and CEO

▪ Summary

Steve is a richly experienced and highly accomplished executive business leader and cyber expert. Over Steve's 20-year career, he has become an expert in all aspects of cyber; from the more mainstream cyber security through to the more specialised cyber warfare and offensive cyber. A truly visionary executive leader, Steve has deep expertise in all aspects of business leadership and management, as well as business change, human resource management, executive team development, business development and growth, and business strategy and direction.

Steve has a broad portfolio of skills and competencies, stemming from a career working for the governments of Canada and the United Kingdom as well as in industry as an executive Vice President. Steve graduated Magna Cum Laude from Saint Mary's University with a Bachelors in Commerce, specialising in Information Systems Management and Business Strategy. Steve also holds a Certificate of Business Management from the Institute of Directors.

▪ His key capabilities include:

- Executive-level business management and leadership, including profit and loss accountability.
- Business Strategy, focussing on mid-to-long term business growth and development.
- All aspects of mergers and acquisitions, from option generation through to business integration.
- Business Culture development, specialising on building businesses and organisations with contemporary cultures and attracting top talent.
- Leadership of large teams; Steve has led teams of up to 200 engineers, achieving far in excess of expectations.
- Technical leadership with a specialism in offensive and defensive cyber hardware and software products.
- Business risk identification, management and mitigation, with deep expertise and knowledge of cyber security.

Steve has led a broad spectrum of projects to successful outcomes in his career including leading a business acquisition project, culminating in the successful identification, acquisition and integration of a US $230m cyber security business for L3 Technologies.

▪ Experience and Skills

- Profit and loss business unit management.
- Product and technology strategy.
- Cloud computing and storage.
- Board-level governance and executive leadership.
- Company strategic management.
- Offensive and battlefield cyber.

- End to end mergers and acquisitions.
- Pan-organisational risk identification, mitigation and management.
- Cyber security strategy, planning and delivery.
- Research and innovation, from system design to delivery.
- Engineering team leadership and management.

- **Career History**

Director and Chief Executive Officer,
Red Maple Technologies
(October 2018 to Present)

- As Founder, Director and CEO of Red Maple Technologies, Steve is responsible for the strategic direction and leadership of the company, and leads on the strategic and growth-focussed consulting projects.

Vice President Strategy and Chief Technology Officer,
L3 Intelligence and Mission Systems Sector
(September 2017 to October 2018)

- As VP Strategy and CTO, Steve is responsible for business development, growth, and technology strategies of a sector of four intelligence and national security-focussed technology businesses, each being their own profit and loss organisation. This includes both organic (research and innovation) and non-organic (mergers and acquisitions) growth. In this role, Steve oversees a £12m research and development budget and has responsibility for a very large team of engineers across the sector.

Vice President and Chief Technology Officer,
L3 TRL Technologies
(May 2016 to September 2017)

- As VP Strategy and CTO of TRL Technologies, Steve was responsible for the business and technology strategy for L3 TRL Technologies, a stand-alone division of L3 Technologies. In this role, Steve became a business executive member of the board of directors for TRL, playing a leading role in taking the business from profit decline into financial growth.

Head of Advanced Cyber Solutions,
L3 TRL Technologies
(September 2014 to May 2016)

- In this role, Steve was responsible for building L3's first cyber capability offering. Steve built the team, tapped into some of the most challenging and highly-classified technical market verticals, and successfully led the profit and loss, breaking even in the first year of operation and generating profit onwards.

- **Further Role History**

    - Technical Director, UK HMG (August 2011 to September 2014).
    - Technology Team Leader, UK HMG (April 2009 to August 2011).
    - Development Team Lead, Government of Canada (July 2007 to April 2009).
    - Senior Software Developer, Government of Canada (November 2004 to July 2007).
    - Software Developer, Government of Canada (September 2001 to November 2004).