



Chief Information Security Officer

Leadership Profile

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WittKieffer

Executive Summary

The Associate Vice President for Information Security and Chief Information Security Officer (CISO) will contribute to an executive leadership team focused on trust, commitment, accountability, and results. The CISO will be essential in strengthening and shaping this cohesive leadership team to effectively address the complex security challenges of a major research institution. They will also play a key role in fostering a culture that reflects the University of Washington Information Technology's (UWIT) core values of being invested and compassionate, team players, ensuring these principles guide how UWIT leaders work together and engage with partners across the University..

As one of the world's leading public research universities, the University of Washington is driven by a determination to serve the greater good. The University of Washington comprises campuses in Seattle, Bothell, and Tacoma, as well as a world-class medical center serving the state and the region. Each year, the UW inspires more than 60,000 students to learn from renowned experts in their fields. The UW has been recognized as the No. 1 most-innovative public university and is consistently ranked among the top public universities in the world. The UW receives more federal research dollars than any other U.S. public university and is a top producer of Fulbright students and scholars. It provides boundless opportunities for students while making a profound positive impact on people in the Puget Sound region, across the state of Washington, and around the globe.

Combining strategic vision and technical implementation experience, the CISO will drive UWIT's security, privacy, and identity initiatives, promoting diversity, equity, and inclusion throughout these efforts. The CISO will ensure security solutions are inclusive and accessible.

The CISO leads a comprehensive program that supports decentralized units within UW's federated structure, empowering them to assess and mitigate cyber risks. This program includes implementing enterprise-wide security and privacy services, conducting threat analysis, and maintaining compliance with relevant laws and regulations. Working closely with UW leaders, the CISO develops and aligns the University's information security and privacy strategy, oversees security policy, technology risk management, threat intelligence, and delivers security and privacy training. This position serves as the executive lead for cybersecurity incident response, coordinates with federal and local law enforcement, University-wide security leaders, the UW Facility Security Officer (FSO), UW Medicine, and University leadership to ensure timely decision making, communication, and recovery.

As UW matures and strengthens its information security and privacy posture, the CISO will engage stakeholders to lead strategic transformation in security service delivery, realign services, optimize workforce capabilities, and support Enterprise Risk Management (ERM). These efforts are integral to supporting the evolving goals of UWIT and the University's new technology strategic plan.

Role of the Chief Information Security Officer

The CISO will navigate the unique complexities of a shared governance environment within a major research university, balancing the security of diverse, highly technical systems with the University's commitment to openness in knowledge sharing. This security leader will manage cyber risk across services, third-party platforms, and decentralized research and administrative systems, while protecting institutional data and enabling essential, mission-driven operations.

The incoming CISO must demonstrate strong political acumen and the ability to influence and collaborate with leaders in specialized areas like research, health, education, and cloud and network security. This leader requires a skill set that blends strategic insight, policy development, technical security expertise, and operational leadership. The CISO will actively engage with various stakeholders, such as UW Bothell, UW Tacoma, UW Seattle, UW Medicine, UW Schools and Colleges, and global research operations. Through this collaborative approach, the CISO will develop and implement a comprehensive information and cybersecurity program, encompassing risk assessment, threat intelligence, security awareness, training, incident response, and compliance with applicable laws and regulations. The CISO must align stakeholders around a cohesive strategy, manage compliance with state and federal laws, and balance competing interests and priorities to secure and integrate the University's technology platforms effectively. This role requires navigating cyber risks introduced by rapidly evolving technologies while enabling responsible innovation across teaching, research, and administrative environments.

In this role, the CISO seamlessly blends strategic and policy expertise with technical and security operations knowledge, demonstrating strong leadership skills. By navigating the complexities of a major research university and employing a consultative approach, the CISO's ability to influence, partner, and align with various academic and administrative units has a lasting impact on the University's security environment. This alignment, in turn, supports teaching, learning, research activities, and public service at the University of Washington, helping to ensure the preservation, advancement, and dissemination of knowledge for the betterment of our world.

Position Summary

Leadership, Strategy, and Program Development

- Establish and execute a world-class information security program for the UW
- Build professional, high caliber information security teams.
- Guide and lead UW governance, councils, and committees on information security, ensuring cohesive and well-informed decision-making.
- Monitor emerging technologies and threat trends, including artificial intelligence and advanced research computing, assessing risk implications and advising leadership on appropriate safeguards.
- Serve as a trusted advisor to University leaders by translating cyber threats, vulnerabilities, and control gaps into clear risk implications to inform executive decision-making and risk acceptance.
- Establish close partnership with the Vice President for Risk and Compliance Services (CRS) and the UW Privacy Officer, ensuring effective operational delivery of privacy capabilities and controls in support of enterprise privacy strategy.
- Identify and engage with UW departments to establish a comprehensive security and privacy program and define essential elements.
- Oversee the creation, refinement, and enforcement of security and privacy policies, standards, and guidelines, ensuring alignment with federal, state, and contractual requirements.
- Oversee the monitoring and reporting of security and privacy activities, ensuring compliance with internal standards and audit requirements.
- Develop and submit security and privacy investment proposals through the annual budget process and/or other available institutional funding avenues, clearly articulating risk reduction, resilience improvements, and institutional value to executive leadership.
- Provide leadership for the information security workforce, including capability development, succession planning, performance management, and sustaining a resilient and effective security organization. Share functional and technical expertise to support security and privacy initiatives across the organization.
- Provide ongoing mentorship and development of the information security team, preparing team members for expanded roles and responsibilities, strengthening the overall capability of the organization..
- Collaborate with partners to design and implement enterprise-wide security solutions, such as asset management, endpoint protection, data-loss prevention, and patch management.
- Establish and enforce technical and operational standards across UW's security and privacy landscape, ensuring compliance with all regulatory requirements.

Security Operations

- Partner with key departments to develop, implement, and operate a cyber risk management program for cloud services, software-as-a-service, and third-party vendors, aligned with procurement processes and shared responsibility models.

- Lead and be responsible for the University's response to cybersecurity incidents, coordinating investigation, containment, remediation, executive escalation, and external engagement, to include law enforcement, in alignment with established incident response and crisis management protocols.
- Track and drive remediation of cybersecurity audit findings and material risk issues, reporting progress and residual risk to executive leadership. Monitor industry and external landscapes for emerging threats, providing strategic guidance to executive and business leaders on appropriate responses.
- Collaborate with information security and privacy leaders across UW campuses to align efforts and ensure cohesive program implementation.
- Work closely with other UWIT leaders to deliver enterprise-wide security and privacy services and capabilities.

External Relationships and Other Duties

- Cultivate and maintain strategic relationships with external partners, including other universities, industry leaders, government, and law enforcement agencies, to foster collaboration and knowledge sharing.
- Represent the University of Washington at conferences and industry events to showcase its security initiatives and stay current on trends, best practices, and emerging technologies.
- Collaborate with other Washington state universities to develop joint strategies, share resources, and address shared information security challenges.
- Engage with professional organizations and information security communities to contribute to discussions and stay at the forefront of advancements.
- Perform other duties as assigned.

Goals and Objectives

The CISO role demands strategic vision, operational expertise, and the ability to navigate the complexities of a large, dynamic educational institution. Significant priorities for the CISO include:

- Contribute actively to the Executive Leadership Team (ELT) in UWIT, fostering a collaborative, supportive, and transparent environment aligned with the team's values and the University's mission.
- Develop and maintain strong relationships with key internal and external stakeholders. This includes, but is not limited to, University leadership, academic, research, and administrative units, and vendors to ensure alignment and support for UW's security and privacy goals. This includes building a close collaboration with UW Medicine's CISO and information security team to ensure continued close collaboration between UW organizations.
- Effectively communicate with key stakeholders from the front line up to, and including, the Board of Regents on evolving cybersecurity risks to keep the organization informed and in front of potential threats where possible.
- Focus on building a mature, adaptable information security program that is based on the NIST framework. This includes constant advocacy for the program across the organization.
- Lead, inspire, and mentor the information security team to elevate in-house expertise as well as create a stable pipeline of talent to ensure the security program's success well into the future.
- Develop and oversee a comprehensive cyber risk management program, including identification, assessment, aggregation, and communication of cyber risk, providing cyber risk information to executive leadership to support enterprise risk processes and decision making.
- Establish and promote a strong security awareness and education program to foster a culture of security and best practices across the University.
- Manage performance through annual reviews, meaningful feedback, and individualized development plans that support professional growth and organizational needs.

Candidate Qualifications

Education/Certification

- Bachelor's degree in business administration, computer science, cybersecurity, or equivalent work experience required; Master's degree preferred.
- Professional security certifications such as CISSP, CISM, or similar are preferred

Knowledge and Work Experience

- 10+ years of progressively responsible information security leadership, with substantial hands-on technical experience.
- 5+ years in a senior role, successfully managing and mentoring security teams in collaborative, highly complex, regulated and decentralized environments.
- Experience leading technology and security teams in a decentralized organization supporting research and development activities.

Leadership Skills and Competencies

- Ability to showcase strong emotional intelligence and communication skills to engage staff and partner effectively with a wide variety of stakeholders, including faculty, administrators, and other campus stakeholders.
- Proven ability to craft and implement security strategies that align with organizational goals and cross-functional needs.
- Strong relationship management skills and the ability to motivate teams directly and indirectly through influence and strong stakeholder relationships.
- Excellent written, oral, and interpersonal communication skills, including the ability to translate complex technical information to various audiences.
- Experience in budget management and vendor and service provider partnerships.
- Deep knowledge of information security and privacy best practices, ability to provide project coordination across diversified operational units, and educate stakeholders about security-related issues.
- High integrity, good judgment, discretion in handling sensitive information, and ability to develop trusted partnerships with diverse groups.

About University of Washington

Founded in 1861, the University of Washington has been a hub for learning, innovation, problem solving, and community building. Driven by a mission to serve the greater good, students, faculty, and staff tackle today's most pressing challenges with courage and creativity, making a difference across Washington state — and around the world. Cherry blossoms in the Quad and sunsets on Rainier Vista bring that breathtaking Pacific Northwest beauty to the UW campus, which is a quintessential part of Seattle's vibrant history as well as its promising future as the fastest-growing city in the United States.

The campus offers diverse opportunities for students to engage, explore, and learn. As home of the Burke Museum of Natural History and Culture, Husky Athletics, Meany Hall for the Performing Arts, the Henry Art Gallery, UW Medical Center and more, the Seattle campus attracts thousands of community members and visitors throughout the year.

Located a few miles from downtown, the UW is at the heart of Seattle's vitality. As a residential campus, thousands of students call the UW "home." Adjacent to campus, the U-District is an eclectic mix of historic sites and a rapidly developing tech sector that the University is fostering through support of startups and a strong partnership with the City of Seattle and neighborhood. This has led the UW to become the most innovative public university in the world with a commitment and imperative for using these activities for the public good.



Mission and Vision

The University of Washington educates a diverse student body to become responsible global citizens and future leaders through a challenging learning environment informed by cutting-edge scholarship.

Discovery is at the heart of the University.

The University of Washington discovers timely solutions to the world's most complex problems and enriches the lives of people throughout our community, the state of Washington, the nation, and the world.

Uniquely Washington

The University of Washington's vision and strategic priorities reflect the core values and culture that make us great and unique.

UW Standard of Excellence: We recruit the best, most diverse, and innovative faculty and staff from around the world, encouraging a vibrant intellectual community for our students. We link academic excellence to cutting-edge research through scholarly exploration and intellectual rigor. We hold ourselves to the highest standards of ethics, as a beacon for our community and the world.

Academic Community: We are educators and learners. We promote access to excellence and strive to inspire through education that emphasizes the power of discovery and the foundation of critical and analytic thinking. We foster creativity, challenge the boundaries of knowledge, and cultivate independence of mind through unique interdisciplinary partnerships.

World Leaders in Research: We have grown into the most successful public research university in the nation in attracting support for our research. Ours is a proud culture of innovation, collaboration, and discovery that has transformational impact.

Celebrating Place: The natural beauty of the Pacific Northwest envelops us. This is an important element of who we are, for this awe-inspiring place not only anchors us, but it also reaffirms our desire to effect positive change in the world around us. We accept gratefully our role in preserving and enhancing Washington: the place, the people, our home.

Spirit of Innovation: As Washingtonians, we are profoundly optimistic about our future. Based on our past and present, we find inspiration for the future. Ours is a culture with a determined persistence that engenders innovation and a belief that our goals can be realized.

World Citizens: We are compassionate and committed to the active pursuit of global engagement and connectedness. We assume leadership roles to make the world a better place through education and research. We embrace our role to foster engaged and responsible citizenship as part of the learning experience of our students, faculty, staff, and trainees.

Being Public: As a public university, we are deeply committed to serving all our citizens. We collaborate with partners from around the world to bring knowledge and discovery home to elevate the quality of lives of Washingtonians. This measure of public trust and shared responsibility guides our decision making, aspirations, and vision for the future.

The UW is a multi-campus university in [Seattle](#), [Tacoma](#) and [Bothell](#), as well as a world-class, comprehensive health system. UW's [colleges and schools](#) offer 1,800 undergraduate courses each quarter and UW confers more than 12,000 bachelors, masters, doctoral, and professional degrees annually.

Academics

With a proud history of educating leaders, thinkers and doers, UW's three campuses offer an extraordinary range of programs for undergraduate, graduate, and professional students.

The UW's campuses and their Colleges, Schools and programs include:

Seattle

College of Arts & Sciences
 College of Built Environments
 Foster School of Business
 Allen School of Computer Science and Engineering
 School of Dentistry
 College of Education
 College of Engineering
 College of the Environment
 The Graduate School
 Jackson School of International Studies
 School of Law
 The Information School
 School of Medicine
 School of Nursing
 School of Pharmacy
 Evans School of Public Policy and Governance
 School of Public Health
 School of Social Work

Bothell

School of Business
 School of Educational Studies
 School of Interdisciplinary Arts and Sciences
 School of Nursing and Health Studies
 School of Science, Technology, Engineering and Mathematics

Tacoma

School of Education
 School of Engineering and Technology
 Institute for Innovation and Global Engagement
 School for Interdisciplinary Arts and Sciences
 Milgard School of Business
 School of Nursing and Healthcare Leadership
 School of Social Work and Criminal Justices
 School of Urban Studies

For more information, please visit: www.washington.edu

UW Medicine

An important partner in UW's mission is the relationship with UW Medicine. UW Medicine is internationally known for its work to improve the health of the public by advancing medical knowledge, providing outstanding primary and specialty medical care, conducting innovative research, and preparing for tomorrow's physicians, scientists, and other health professionals. UW Medicine adheres to the principles of patients are first, with a longstanding focus on patient and family-centered care and on continuous improvement to the service culture, including an environment that is consistently respectful, compassionate, timely, personalized, inclusive of families, efficient, coordinated, informative and innovative in support of their care.

UW Medicine is one of the largest academic medical centers in the nation. The UW School of Medicine is second in the nation in total federal research grants and contracts with \$1.3 billion in total revenue according to the Association of American Medical Colleges. UW Medicine includes three acute care hospitals operating on three campuses (UW Medical Center with two campuses), and Harborview Medical Center, plus UW Primary Care, UW Physicians, UW School of Medicine, and Airlift Northwest. UW Medicine includes 37,000 employees, and the

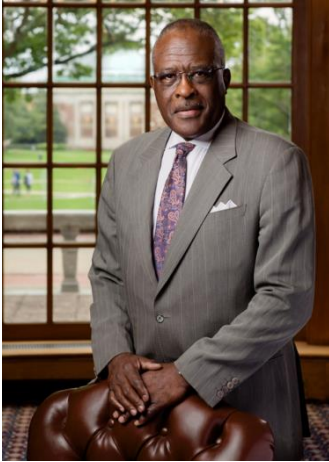
hospitals of UW Medicine admit more than 64,000 patients each year and the organization provides outpatient care to more than 2.2 million patients a year in its primary and specialty care clinics.

UW Medicine's mission is to improve the health of the public by advancing medical knowledge, providing outstanding primary and specialty care to the people of the region, and preparing tomorrow's physicians, scientists and other health professionals. UW Medicine owns or operates Harborview Medical Center (HMC), UW Medical Center (UWMC), UW Medicine Primary Care Clinics, UW Physicians, UW School of Medicine, Airlift Northwest, and other owned, operated or affiliated entities as appropriate.

For more information, please visit: www.uwmedicine.org

Leadership

Robert J. Jones, President



Robert J. Jones took office as the 34th president of the University of Washington on Aug. 1, 2025. He holds a faculty appointment in the Department of Biology in the College of Arts and Sciences. Prior to leading the UW, Jones served as chancellor of Illinois' flagship university, the University of Illinois Urbana-Champaign, and prior to that as president of the State of New York University at Albany (SUNY Albany). He is a distinguished scholar whose research focuses on crop physiology, and he has served in leadership roles in national academic organizations and the Big Ten Conference.

Jones served for nine years as the 10th chancellor of the University of Illinois Urbana-Champaign, the state's largest and flagship land-grant university. He was previously chair of the board of directors for the Association of American Universities (AAU), board chair of the Association of Public and Land-grant Universities (APLU) and chair of the Big Ten Council of Presidents and Chancellors.

At Illinois, Jones led the university to establish a bold new vision of the land-grant university for the 21st century and beyond, while honoring the institution's long history of achievement. Under his leadership, the university completed a \$2.7 billion philanthropic campaign, the largest in its history. Jones also oversaw the launch of the Carle Illinois College of Medicine, the first accredited engineering-based medical school in the world. During his nine years as chancellor, he grew the university's enrollment by 25%. He also significantly expanded the Illinois Commitment, a program that guarantees four years' free tuition to state residents with family incomes less than \$75,000, making the university's founding promise of an accessible and affordable world-class college education the centerpiece of his administration.

During Jones' tenure, the university's research enterprise became a central component of Illinois' efforts to build an infrastructure for innovation and discovery. He was selected by Governor J.B. Pritzker to co-chair the Innovate Illinois partnership to coordinate the state's efforts to secure critical federal research investments, and he led the university in being selected for multiple high-profile research partnerships. Under Jones' leadership, the university was also recognized as the state institution best positioned to convene public and private partnerships and collaborations to solve problems that are too large and complex for any single institution to address alone. He also served for more than a decade as a consultant to Archbishop Desmond Tutu's South African Education Program, designed to educate Black South African students in American universities to help advance the nation post-Apartheid.

A Georgia native, Jones is a first-generation college student who earned a bachelor's degree in agronomy from Fort Valley State College, a master's degree in crop physiology from the University of Georgia, and a doctorate in crop physiology from the University of Missouri–Columbia. He is a member of the American Academy of Arts and Sciences and is a fellow of the American Society of Agronomy and the Crop Science Society of America. He began his academic career in 1978 as a faculty member at the University of Minnesota, where he spent more than three decades as an internationally respected authority on plant physiology and a nationally recognized university administrator. For more than 30 years, Jones also recorded and performed with the Grammy-award winning choral ensemble The Sounds of Blackness.

Jones is married to Dr. Lynn Hassan Jones, M.D., a musculoskeletal diagnostic radiologist. Together they have five children and a growing number of grandchildren.

Andreas Bohman, Vice President for UWIT and Chief Information Officer

Andreas Bohman is the Vice President for UWIT and Chief Information Officer (VP/CIO). Bohman provides leadership for the University's IT strategy, policies and priorities; represents the University's IT interests regionally and nationally; and is responsible for oversight of major University IT projects. The VP/CIO also leads the planning and delivery of essential IT services and support for the University.

Bohman comes to the UW with more than 20 years of technology, security and operations leadership experience. Bohman served as the chief information security officer, chief information officer and, most recently, vice president of operations at Central Washington University. He teaches classes on cybersecurity in the Department of Information Technology Administrative Management at CWU and is nationally certified at the highest levels of information and cybersecurity.

The vice president for UWIT/chief information officer leads the development of the strategic technology direction for the university, fosters collaboration and community among the UW's IT organizations, and oversees the people and services of the central IT organization. Bohman's mission will be to position technology in support of teaching, learning and research across the UW's three campuses, and serve as a leader to develop diverse, impactful teams with a commitment to inclusive and accessible technology services.

Bohman earned a bachelor's degree in computer science and a master's degree in information assurance from Norwich University in Northfield, Vermont, as well as an Executive MBA from Washington State University.

Seattle, Washington

What do biotech, Jimi Hendrix, and Starbucks have in common? All are linked to the Emerald City: a thriving urban hub, technology hotspot, and cultural and philanthropic center that continues to attract the nation's — and the world's — best and brightest.

Seattle's success is tied integrally to the UW. Thousands of UW alumni and friends — including the iconic Bill Gates Sr., aerospace trailblazer William E. Boeing, former U.S. Secretary of the Interior Sally Jewell, Costco co-founder Jeffrey H. Brotman, and the 2024 Gates Volunteer Service Award recipients, Clyde and Sherrelle Walker — have partnered with the UW to develop the business, industrial, and creative legacy of the Puget Sound region. And as the gateway to the Pacific Rim, Seattle has a unique history of expanding that legacy across Asia through relationships with businesses, organizations, and educational partners.

As the home of “global locals” such as Amazon, Microsoft, Boeing, Costco, Starbucks, and Alaska Airlines, the Seattle area offers residents and visitors a vibrant, innovative, and fast-paced environment. The UW's Foster School of Business regularly engages local executives to speak on campus, as well as mentor and collaborate with students and faculty on everything from leadership to startups.

More than 1,500 independent philanthropic foundations operate here, anchoring the region's strong culture of giving and civic duty. Seattle rooted giants in the field include the Gates Foundation, the Washington Research Foundation, PATH, the Marguerite Casey Foundation, and the Paul G. Allen Family Foundation.

From shimmering Lake Washington to the picturesque summit of Mount Rainier, the Puget Sound region offers stunning natural scenery at every turn, fueling Seattle's vibrant outdoor culture. The city is home to 200 miles of shoreline and nearly 500 city parks, with abundant opportunities for running, hiking, cycling, boating, and other adventures.



Procedure for Candidacy

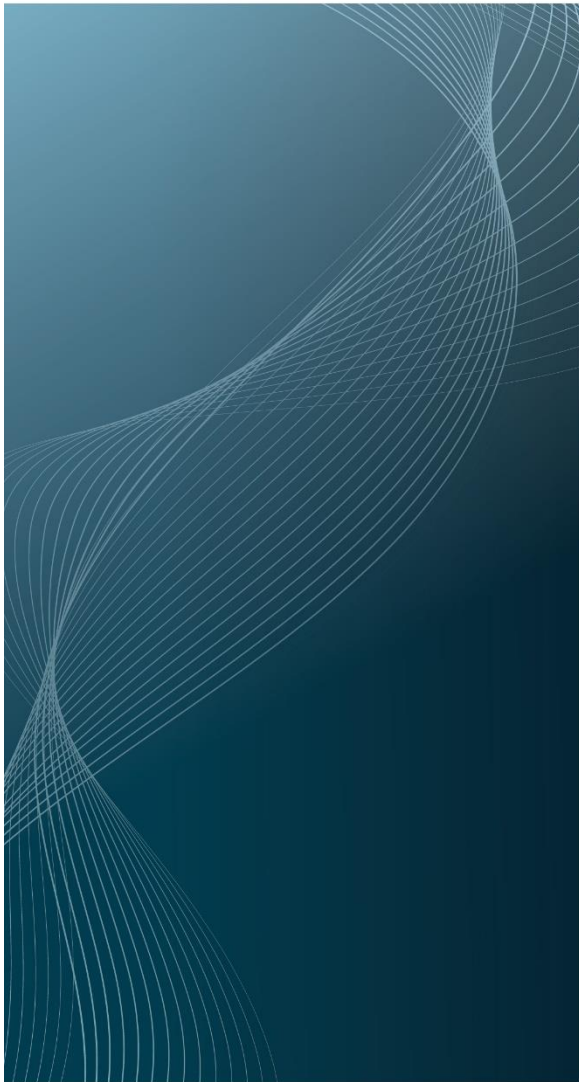
Please direct all nominations and resumes to Jeff Sturman, Zach Durst, and Ethan Robles via the WittKieffer Candidate Portal [here](#). Inquiries may also be directed to the consultants through the portal or erobles@wittkieffer.com.

The University of Washington is committed to fostering an inclusive, respectful and welcoming community for all. As an equal opportunity employer, the University considers applicants for employment without regard to race, color, creed, religion, national origin, citizenship, sex, pregnancy, age, marital status, sexual orientation, gender identity or expression, genetic information, disability, or veteran status consistent with [UW Executive Order No. 81](#).

To request disability accommodation in the job application process, contact the Disability Services Office at 206-543-6450 or dso@uw.edu.

Applicants considered for this position will be required to disclose if they are the subject of any substantiated findings or current investigations related to sexual misconduct at their current employment and past employment. Disclosure is required under [Washington state law](#).

The base salary range for this position will be \$260,000 - \$300,000 per year, commensurate with experience and qualifications, or as mandated by a U.S. Department of Labor prevailing wage determination. Other compensation associated with this position may include administrative salary supplement and allowances. A summary of benefits associated with this title/rank can be found at <https://hr.uw.edu/benefits/benefits-orientation/benefit-summary-pdfs/>.



WittKieffer is the premier executive search and advisory firm developing inclusive, impactful leadership teams for organizations that improve quality of life. For more than 50 years, we have operated exclusively at the intersection of not-for-profit and for-profit healthcare delivery, science, and education – the Quality of Life Ecosystem. Through our expert executive search services as well as our Professional Search, Interim Leadership, and Leadership Advisory solutions, we strengthen organizations that make the world better.

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