

YAN MASSART

Head of Information Security & IT Risk – Cybersecurity Governance, Operational Resilience & Regulatory Compliance

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Versailles, France | Open to relocation across Europe



EXPERIENCE

 Team Leader & Senior Product Manager – Cybersecurity GRC Tool

Société Générale

 08/2023 - Present  Paris

<https://www.societegenerale.com/en>

- **Leading a 20-person Agile team (France & India)** to deliver the Group's **Cyber Control Information System**, a global **GRC platform** supporting cybersecurity governance, IT risk oversight and regulatory reporting (€1.5M 2024 budget).
- **Defined and executed the product roadmap** digitalizing cybersecurity controls and risk indicators, aligned with **NIST-based control objectives** validated by LOD2.
- **Integrated control data** into the enterprise datalake (Spark / Starburst) and **Power BI** dashboards used by ORM and Compliance teams.
- **Strengthened IT risk oversight** through structured risk identification, scoring, and remediation tracking.
- **Improved traceability, control quality and reporting reliability** across distributed teams by structuring governance workflows under **SAFe Agile@Scale**.
- **Provided security and risk reporting** to executive stakeholders and ORM SteerCo, ensuring alignment with requirements.

 Chief Information Security Officer – Fixed Income Business Chain

Société Générale

 01/2020 - 08/2023  Paris

- **CISO for the Fixed Income perimeter**, overseeing cybersecurity across Front, Middle & Back Office in a highly regulated, high-exposure environment.
- **Defined and executed the cybersecurity and IT risk strategy**, ensuring alignment with ORM, regulatory expectations and business priorities.
- Participated in quarterly **ORM SteerCos**, leading discussions on **risk appetite**, remediation progress and strategic third-party oversight.
- **Strengthened internal control and non-financial risk visibility** through structured **risk identification, audit remediation** and continuous monitoring, achieving **>10 percent risk reduction**.
- Contributed to **Group-level cyber, data and operational risk reporting**, enhancing transparency and executive decision-making.
- Promoted a **proactive risk culture** across business lines, embedding governance practices and reinforcing accountability.
- Managed **incident response oversight, supplier risk reviews, operational resilience testing** and internal audit engagements as primary contact for **risk, compliance and audit** stakeholders.
- Defined and executed the cybersecurity and IT risk strategy across a regulated, high-exposure perimeter.

 Program Director – SecuriProd Global Resilience Program

Société Générale

 08/2018 - 12/2019  Paris

- **Directed a global resilience program** (Europe, USA, Asia, India) to strengthen **IT resilience** and reduce incident duration across the Group.
- Achieved **>10 percent improvement in continuity KPIs**, surpassing Group-level objectives.
- **Coordinated hierarchical and functional management** of cross-entity teams to deliver unified resilience practices.
- Established **governance, audit and control policies** at Group level, reinforcing operational risk and resilience frameworks.

SUMMARY

Senior leader in cybersecurity, IT risk and operational resilience with 30 years of experience in banking, insurance and high-tech. **Former CISO for Société Générale's Fixed Income perimeter**, now leading the Group-wide Cyber Control Information System supporting ORM, Compliance and regulatory reporting.

Proven ability to **design and execute security and IT risk strategies**, manage global teams, strengthen control frameworks and support executive decision-making. Combines governance, technology and risk expertise to improve security posture and reduce operational exposure across complex organisations. Targeting **leadership roles across Europe** with responsibility for information security, risk management and resilience strategy.

STRATEGIC IMPACT AREAS



Risk Governance & Internal Control Strengthening

Led cybersecurity governance and internal control improvements for Société Générale's Fixed Income perimeter, strengthening non-financial risk visibility and remediation.



Enterprise GRC Platform Delivery & Regulatory Alignment

Delivered a Group-level GRC platform integrating cyber controls, risk indicators and datalake reporting, supporting ORM and Compliance maturity.



Third-Party Risk & Audit Remediation Leadership

Managed risk assessment, third-party reviews and audit remediation across multiple regulated environments.



Global Resilience & Continuity Improvements

Directed global resilience initiatives (SecuriProd), improving continuity KPIs by over 10 percent across Europe, Asia and the US.



Multicultural Team Leadership & Transformation Delivery

Built and led multicultural teams up to 20 FTE directly and 120 contributors in program mode.

LANGUAGES

French

Native



English

C1 level



Polish

A1 level



EXPERIENCE



Portfolio Manager – ITEC Conurbation

Société Générale

2016 - 2017 Paris

- Managed a **€15M CTB portfolio** across **15+ transformation programs** in investment banking IT.
- Delivered **quarterly portfolio alignment** through structured analysis and arbitration.
- Ensured **financial control** and **strategic prioritization** of transformation initiatives.



Deputy Program Director – Referential Data Transformation (KYC)

Société Générale

2014 - 2018 Paris

- Supported a **€30M, 6-year transformation program** redeveloping the Group's **client referential and KYC platform**.
- Coordinated **80 staff (60 FTE)** across Paris and Bangalore in **Agile feature teams**.
- Oversaw **budget, staffing, risk management and mitigation plans** for program governance.
- Chaired **Steering Committees** to align stakeholders and secure **regulatory compliance**.



Senior Project / Program Manager – Fixed Income Business Line

Société Générale

2010 - 2014 Paris

- Led IT infrastructure delivery for new front-office and client-facing platforms.
- Defined and implemented technical environments aligned with enterprise standards.
- Managed large-scale project resources (>50 FTE), ensuring timely and compliant delivery.
- Strengthened operational resilience by reengineering infrastructure after audits.



ITIL Consultant – Global Equities & Commodities Derivatives (GECD)

BNP Paribas

2010 Paris

<https://cib.bnpparibas.com/>

- Designed the 2010 ITIL industrialization roadmap for GECD subsidiary.
- Conducted process maturity assessment and identified improvement actions.
- Defined and executed a managed outsourcing contract between BNPP subsidiaries under eSCM standards.
- Improved service delivery and operational risk control across support functions.



Project Manager for SAP environments implementation

Generali France

2008 - 2009 St Denis

<https://www.generali.fr/>

Functional management of 120 contributors

- Defined IT architecture according to project requirements
- Managed the delivery project according to budget and timeline commitments

EDUCATION

Master's degree

Institut Supérieur d'Electronique de Paris - ISEP (Paris Higher Institute of Electronics)

09/1991 - 06/1996 Paris

CERTIFICATIONS

Project Management Professional (PMP)

Project Management Institute - 2013

SAFe Product Owner / Product Manager

Scaled Agile - 2024

CORE LEADERSHIP SCOPE

Information Security Strategy

IT Risk Management Frameworks

Operational Resilience & Continuity

Incident Response Oversight

Internal Control, Audit & Remediation

Third-Party & Supplier Risk

Security Architecture Governance

Executive Reporting & Risk Appetite Reviews

Team Leadership & Talent Development

SKILLS

Cybersecurity Governance

DORA / NIS2 Compliance

IT Risk Register Management ISO 27001

Audit & Remediation CISM (in progress)

Security Controls Assessment

Executive Stakeholder Engagement

Program & Portfolio Management

PMP Certified Budget Management

Agile@Scale

Global Team Leadership Strategic Planning

Vendor Management

Outsourcing Oversight

Waterfall & Hybrid Models

EXPERIENCE



Older experiences - Team management

Europ Assistance - LVMH - SAP

📅 1996 - 2008 📍 Paris

20 FTE, annual operational budget managed 3.5 M€ (2008)

- Managed 20 people, oversaw suppliers investments and maintenance budgets
- Addressed all functional steering committees dedicated to IT urbanization
- Collaborated as a core team member for the consolidation of the LVMH SAP environments

VOLUNTEERING

Official referee

Fédération Française de Tennis de Table (French Tennis Table Federation)

📅 2016 - Present

Organization and supervision of individual and team competitions

Graduation examiner

Institut Supérieur d'Electronique de Paris - ISEP (Paris Higher Institute of Electronics)

📅 2016 - Present

For several years now, conduction of end-of-study interviews at ISEP to validate the award of the diploma