



Search for the Chief Information Security Officer Massachusetts Institute of Technology Cambridge, Massachusetts

THE SEARCH

The Massachusetts Institute of Technology (“MIT” or the “Institute”) seeks an accomplished, strategic, and forward-looking leader to serve as its inaugural Chief Information Security Officer (“CISO”). This role will be accountable for defining and advancing a comprehensive, institute-wide information security strategy to safeguard MIT’s systems, data, and intellectual assets across its globally recognized research and academic enterprise. Reporting to the Vice President for Information Systems and Technology and Chief Information Officer, the CISO will serve as a key advisor to institutional leadership, overseeing enterprise security architecture and guiding MIT’s response to an increasingly complex and evolving threat landscape. This is an incredible opportunity for an experienced cybersecurity professional to join the highly ambitious and collaborative Information Systems and Technology department and make an impact at one of the nation’s premier research institutions. The CISO will have the opportunity to build up MIT’s cybersecurity team and provide leadership over the design, execution, and oversight of all security policies, programs, and practices.

The CISO will join MIT at a pivotal moment as the Institute continues to expand its technological capabilities and digital infrastructure in support of cutting-edge research, education, and global collaboration. MIT operates at an extraordinary scale and complexity, and within this environment, the CISO will play a central role in enabling innovation while protecting critical assets. The CISO will focus on integrating security into institutional planning and decision-making and on ensuring that security practices keep pace with advancements in cloud computing, emerging technologies, and distributed research environments. By working closely with stakeholders across schools, labs, and administrative units, the CISO will help MIT remain at the forefront of secure and responsible technological innovation.

Equally important, the CISO will be responsible for embedding a “security-first” culture across campus, partnering with faculty, researchers, and administrators to promote shared accountability for protecting data and systems. Through strong collaboration, communication, and education, the CISO will elevate security awareness and ensure that MIT’s information security posture remains resilient, adaptive, and aligned with institutional priorities.

The ideal candidate will be a seasoned cybersecurity executive with the ability to operate credibly at the highest levels of a complex organization. Success in this role will require exceptional strategic judgment, deep expertise in enterprise security, and a demonstrated ability to build and lead a high-performing team. The CISO will recruit, mentor, and retain top cybersecurity talent while fostering a culture of continuous learning and innovation. With a collaborative, mission-driven approach, this leader will forge strong partnerships across the Institute, effectively communicate complex security concepts to diverse audiences, and guide MIT in navigating an increasingly dynamic and high-stakes cybersecurity environment.

MIT has engaged the executive search firm Isaacson, Miller, to lead this critical search. Inquiries, nominations, and applications, which will remain confidential, should be directed to the search firm as indicated at the end of this document.

MASSACHUSETTS INSTITUTE OF TECHNOLOGY

MIT's first students enrolled in 1865, marking the culmination of an extended effort to establish a new kind of educational institution relevant to an increasingly industrialized nation. The MIT motto, "Mens et Manus," Latin for "Mind and Hand," expresses the Institute's ideal of a productive continuum between reflection and action. In the land-grant tradition, MIT promoted teaching alongside research, focusing on real-world problems and forging the notion of the teaching laboratory.

MIT is an independent institution with a private endowment of over \$27.4 billion, an annual operating revenue of approximately \$5.37 billion, and a workforce of approximately 17,000. MIT focuses on scientific and technological research and is divided into five schools—comprising more than 30 academic departments as well as interdepartmental programs, laboratories, and centers—and one college. The schools include the School of Architecture and Planning, the School of Engineering, the School of Humanities, Arts, and Social Sciences, the School of Science, and the Sloan School of Management. Fall of 2019 marked the opening of the MIT Steven A. Schwarzman College of Computing. The Schwarzman College is a bold initiative to accelerate pioneering research and innovation in computing, build a profound awareness of the ethical implications and societal impact of computing, and educate leaders for the future.

MIT alumni bring a rare combination of technical mastery and creativity to solving complex problems across the commercial, academic, and civic sectors. A study released in February 2009 by the Kauffman Foundation estimated that MIT graduates had founded 25,800 active companies. These firms employed about 3.3 million people and generated annual global sales of \$2 trillion, equivalent to the eleventh-largest economy in the world. Distinguished alumni include Apollo 11 astronaut Buzz Aldrin, former U.N. Secretary-General Kofi Annan, and former Federal Reserve Bank Chairman Ben Bernanke.

MIT's current and former faculty are distinguished for their groundbreaking research and have received some of the highest honors bestowed upon individuals for contributions to science, engineering, the humanities, and social sciences, including: the National Medal of Science, National Medal of Technology

and Innovation, John Bates Clark Medal, Pulitzer Prize, A.M. Turing Award, Millennium Technology Prize, Guggenheim Fellowship, Fulbright Scholarship, and MacArthur Fellowship. Most notably, 40 present and former members of the MIT faculty have received the Nobel Prize, including 12 current faculty members (recognized individually or as part of a team). Over 300 current MIT faculty hold membership in some of the most distinguished scientific and academic associations, including the National Academy of Sciences, the National Academy of Engineering, and the National Academy of Medicine.

MIT is located on the north shore of the Charles River Basin in Cambridge, Massachusetts, on 168 acres that extend more than a mile along the Charles River. The central group of interconnecting buildings, dedicated in 1916, was designed by architect W. Welles Bosworth (Class of 1889) to permit easy communication among schools and departments.

Information Systems and Technology

[Information Systems and Technology](#) (IS&T) supports MIT's administration, research, and educational enterprise by providing information technology infrastructure and services. These range from student and administrative systems to network operations and cloud services to security and customer support.

IS&T continues its migration to the hybrid cloud. This move enables IS&T to support legacy, business-critical applications while providing a flexible infrastructure to support new virtual machine applications and Software as a Service (SaaS) offerings.

IS&T focuses on enabling services for the IT@MIT ecosystem. The Emerging Solutions area collaborates with teams across MIT to develop systems that are responsive to community needs and enhance MIT's capacity for innovation. The Enabling Services area is responsible for ongoing operations, support, and security of all IS&T systems and services. Other groups in IS&T provide project and portfolio management services, workforce planning, financial, and administrative support. IS&T reports to the Executive Vice President and Treasurer.

Leadership

Gaspare LoDuca was appointed Vice President for Information Systems and Technology and Chief Information Officer at MIT in August 2025. He leads MIT's IS&T organization, overseeing the Institute's information technology infrastructure and services that support its research and academic enterprise across student and administrative systems, network operations, cloud services, cybersecurity, and customer support. He also co-chairs the Information Technology Governance Committee, guiding IT strategy and policy while advancing MIT's business and digital transformation efforts. Previously, Mr. LoDuca served as Vice President for Information Technology and CIO at Columbia University, where he led major system implementations, strengthened IT security and infrastructure, and enhanced services for students, faculty, and researchers. Earlier in his career, he spent 17 years at Accenture as a technology managing director, advising universities nationwide on enterprise technology strategy and large-scale system implementations.

ROLE OF THE CHIEF INFORMATION SECURITY OFFICER

The inaugural Chief Information Security Officer is responsible for establishing and driving a comprehensive, organization-wide cybersecurity strategy. Reporting to the VP for Information Systems and Technology and CIO, the CISO will provide direction for the development, implementation, and governance of security policies, programs, and practices that protect MIT's systems and data. The CISO will ensure that the information security function operates with a modern, streamlined, and effective approach to risk management, aligned with the goals of IS&T. This position also leads the creation, maintenance, and enforcement of enterprise security architecture, standards, and protocols, with a forward-looking emphasis on preserving the confidentiality, integrity, and availability of information.

Success in this role requires building trusted relationships and collaborating closely with senior leaders and peers across the Institute to articulate and advance a shared vision for enterprise security. Through partnership, influence, and information sharing, the CISO will elevate the overall protection of IT assets and institutional data. The role calls for a seasoned leader with strong strategic judgment, deep cybersecurity expertise, and the ability to operate credibly and effectively at the highest levels of the organization.

KEY OPPORTUNITIES AND CHALLENGES

Define and implement the strategic priorities and operational efficiency for information security at MIT.

The CISO will lead a comprehensive, risk-based cybersecurity strategy aligned with the Institute's mission, research prominence, and operational complexity. Serving as MIT's principal authority on cybersecurity, the CISO will provide strategic guidance while directing the development, deployment, and enforcement of enterprise-wide security policies and programs spanning information, physical, and intellectual security. This leader will build and oversee a robust governance framework grounded in industry standards; ensure compliance with regulatory requirements protecting data, personal information, and intellectual property; and advance the Institute's security posture through modern technologies such as threat intelligence, security orchestration, and automated response.

Through close collaboration with IS&T senior leadership, the CISO will integrate security into institutional planning and decision-making, oversee enterprise-wide risk assessments and incident response, and design security architectures that support MIT's diverse computing and network environments. The CISO will also manage key vendor and third-party partnerships to ensure MIT's information security capabilities remain resilient, forward-looking, and responsive to evolving threats. By analyzing current systems and processes and identifying impactful technological enhancements, the CISO will improve both operational efficiency and the delivery of security services, ultimately supporting MIT's ambitious goals.

Oversee the deployment of strengthened cybersecurity measures while fostering a campus-wide culture that prioritizes security.

At MIT, the Chief Information Security Officer is responsible for managing day-to-day operations and the enterprise-wide implementation of enhanced security capabilities while actively fostering a “security-first” campus culture. The CISO leads the execution and continuous improvement of risk-based security policies, programs, and architectures that protect the integrity, confidentiality, and availability of MIT’s information, data, and intellectual property. By directing the deployment of advanced security technologies, conducting regular assessments and audits, and ensuring timely response to incidents, the CISO will establish a resilient and adaptive security environment aligned with IS&T objectives.

Equally important, the CISO will build strong partnerships with the Institute leadership, faculty, researchers, and staff to promote shared accountability for cybersecurity through education, communication, and collaboration. Through clear governance, consistent enforcement, and visible leadership, the CISO will embed security into operational decision-making and everyday practices across MIT, strengthening institutional risk management and trust. The successful CISO must be a leader who can build bridges, problem-solve effectively, communicate regularly, and establish healthy relationships across constituencies. Establishing a collaborative customer service culture within their own team will also be critical to making strides in this space. To facilitate informed decision-making, the next CISO will provide expert advice to senior campus administration on cybersecurity trends, threats, and mitigation strategies.

Recruit, retain, and mentor the information security team.

As the leader of MIT’s information security team, the CISO is responsible for building, mentoring, and retaining a high-performing, inclusive organization. The CISO will infuse MIT’s mission, values, collaborative spirit, and commitment to excellence into all aspects of hiring, team development, and decision-making. The incumbent will have the opportunity to hire additional team members in order to fully operationalize their vision and goals for the department. In a highly competitive talent market, the CISO should be an effective recruiter and leader by investing in advanced technologies, professional development, and clear career pathways to attract top cybersecurity talent.

By fostering a culture of continuous learning, adaptability, and broad security awareness, the CISO will ensure team capabilities evolve alongside institutional priorities and an ever-changing threat landscape. Strategic and highly collaborative, the CISO will elevate the visibility and impact of the information security team across campus and secure support for security initiatives.

QUALIFICATIONS AND CHARACTERISTICS

- Bachelor’s degree or equivalent work experience required, Master’s degree preferred;

- Minimum of 15 years experience in cybersecurity, information security, information technology, or another related field with at least five years in a senior leadership role and a minimum of 10 years managing teams;
- Demonstrated experience designing and managing enterprise-wide security programs, policies, and risk mitigation and initiatives;
- Demonstrated expertise in compliance, data privacy laws, risk management, incident response, and security frameworks;
- Demonstrated experience with information security architecture and enterprise technology;
- Ability to create and execute an information security and privacy vision by forging partnerships;
- Ability to lead information security teams in effectively adapting to and applying rapidly changing security technology to business needs;
- Ability to plan, organize, and manage cybersecurity infrastructure development, operations, and support;
- Ability to communicate complex security concepts to technical and non-technical audiences;
- Must be able to remain calm under pressure and make decisions during high-impact incidents;
- Ability to manage and prioritize multiple projects while maintaining a high standard of professionalism, confidentiality, and ethical conduct;
- Must be able to exercise sound judgment, maintain confidentiality, and act with integrity and professionalism.

LOCATION AND COMPENSATION

This is an on-site position in Cambridge, MA. The compensation range for this position is \$325,000 - \$375,000.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and CVs with cover letters should be sent via [Isaacson, Miller website](#). Electronic submission of materials is strongly encouraged.

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MIT is an equal employment opportunity employer. All qualified applicants will receive consideration for employment and will not be discriminated against on the basis of race, color, sex, sexual orientation, gender identity, religion, disability, age, genetic information, veteran status, ancestry, or national or ethnic origin. MIT values diversity and inclusion and seeks to build and maintain a community and culture that celebrates and values diverse backgrounds, identities, and perspectives.

This document has been prepared based on the information provided by MIT. The material presented in this leadership profile should be relied on for informational purposes only. While every effort has been made to ensure the accuracy of this information, the original source documents and information provided by MIT would supersede any conflicting information in this document.