

DAMON WILLIS, CPP

SECURITY TECHNOLOGY AND SYSTEMS LEADER | PHYSICAL INFRASTRUCTURE, DATA, AND AI-READY OPERATIONS

Bella Vista, AR 72715 | damonwillis@icloud.com | Northwest Arkansas. Remote, US. Open to travel.

PROFILE

Security technology and systems leader with eighteen years turning complex physical infrastructure into structured, data-driven operations. Most recently held \$327M of capital authority over a Fortune 1 security and life safety design program spanning 4,600+ locations, 1,600+ engineered designs a year, and teams in the U.S., Canada, Mexico, and India. The difference is the layer underneath the hardware: I launched the company's first enterprise device mapping program, moved design work from static drawings to lifecycle-managed data, and built the validation tooling that made the output checkable. Before that I built a 24/7 SOC from nothing and ran five years of PCI DSS Level 1 compliance to clean audits.

SYSTEMS ARCHITECTURE Video, access control, intrusion, life safety, and PA as low-voltage infrastructure; IDF/MDF layout, PoE budgets, pathways, riser diagrams; design to the port, defend the segmentation	DATA AND AI-READY INFRASTRUCTURE Enterprise device data capture, lifecycle management, BigQuery and Power BI delivery, standards structured for machine retrieval, LLM evaluation on precision, recall, and F1
ENTERPRISE TRANSFORMATION Business cases carried to executive approval, procurement and contract negotiation, operating-model change across business functions and countries	PROGRAM AND CAPITAL LEADERSHIP \$327M capital program, modular cost-coded design packages, construction administration, vendor and integrator governance

PROFESSIONAL EXPERIENCE

WALMART INC. | Senior Manager, Global Security Strategy and Innovation

Bentonville, AR | Sep 2024 - Jul 2026

- Led the enterprise security and life safety design program for a Fortune 1 retailer: 1,600+ engineered CCTV and life safety designs a year across 800+ remodel projects, with 3 internal staff, 7 embedded team members, and multiple integrator partners.
- First enterprise security device mapping program at the company, launched and run: 450,000+ device records a year with images and metadata, delivered into BigQuery and surfaced in Power BI.
- Drove enterprise adoption of a lifecycle design platform as the system of record, moving the program off static drawings and aligning five business functions to one operating model.
- Authored the self-funding business case that won approval with no new budget, no new headcount, and no capital request, projecting \$800K to \$1.6M in annual savings.
- With in-market security leaders in Canada, Mexico, and India who did not report to me, exported the program's standards, platform, and data model as the go-forward approach.
- Built a design validation platform used by 24 external designers; recognized with a 2026 company innovation award.
- Computer vision rollout: one reference store, then nineteen more.

BLACK SAIL LLC | Principal Consultant, Technology Delivery

Remote | 2021 - Present

- Entered a real estate principal's existing AI codebase, diagnosed operator bandwidth as the real constraint rather than lead volume, and delivered a lead generation and conversion platform with a compliance re-check before every outbound message.
- Reframed a millwork business's spreadsheet request into a hosted vertical-SaaS product, now in production running the operation.
- Entity established 2021, run alongside full-time roles.

J.B. HUNT TRANSPORT SERVICES | Senior Asset Protection Project Manager

Lowell, AR | Aug 2023 - Sep 2024

- Managed and personally designed a \$60M portfolio of 150 concurrent logistics security projects, delivered through an 8-person cross-functional team with no direct authority.

- From zero, drove a lifecycle and asset management platform to full deployment; that rollout became the model later scaled across a 4,600-site retail portfolio.
- Yards, terminals, and fleet facilities, every drawing my own.

WINDSTREAM COMMUNICATIONS | GRC Manager, Enterprise PCI DSS and IT Compliance

Little Rock, AR | Jun 2018 - Aug 2023

- Primary liaison to external QSA firms for PCI DSS Level 1, NIST 800-53, HIPAA, and SOC 1 and 2, owning evidence collection across every internal stakeholder to clean audits year over year.
- Bridged technical teams and executive leadership during security events, where the same facts had to land in two languages, and governed vendor and third-party risk.
- Diplomacy under pressure, five years of it.

WINDSTREAM COMMUNICATIONS | Manager, Security Operations Center

Little Rock, AR | Mar 2011 - Jun 2018

- Built and led a 24/7 security operations center from nothing for a Fortune 500 telecom, then owned the full PSIM lifecycle: evaluated platforms head to head, selected Genetec Security Center, and configured and deployed it as the operational backbone.
- When a live cutover hit a vendor communication gap, held full monitoring coverage while driving the vendor to a custom integration fix.
- Hired and trained the team; authored the SOPs.

PEABODY HOTEL LITTLE ROCK | Assistant Director of Security

Little Rock, AR | 2008 - 2010

- Guest safety, executive protection, and incident command for a 24/7 luxury property, including VIP operations coordinated with U.S. Secret Service details.

SELECTED IMPACT & TECHNICAL DIFFERENTIATORS

\$327M	Security capital program authority, Fortune 1	4,600+	Locations under one program
1,600+	Engineered designs a year	\$60M	Logistics portfolio designed hands on
450K+	Device records captured a year	18 yrs	Security technology and operations

ADDITIONAL TECHNICAL CONTRIBUTIONS

- Built and measured AI systems on program data: a multi-agent orchestration engine and an LLM evaluation harness that promotes a change only when it beats baseline on precision, recall, and F1.
- Ten years as opposing force at the Direct Action Resource Center, force-on-force against military special operations and law enforcement tactical teams.
- U.S. Coast Guard veteran.

CERTIFICATIONS

ASIS Certified Protection Professional (CPP), #20212, certified 11/03/2017, renewal due 02/28/2027.

CISSP in progress.