

# Marcos Semola, MSc, MBA

IT Manager / CIO

marcos@semola.com.br

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## Summary

IT Executive acting as Business System Manager LA at Shell Downstream, a 6.3bi EUR business, after performs as Global IT GRC Manager at Shell Gas&Power at Netherlands in charge for Governance, Risk and Compliance across worldwide subsidiaries distributed along 35 countries within a 2.5bi EUR business. He is also the Vice-President of ISACA Rio chapter. Previously as Head of Info Risk Operations at Atos Origin UK was responsible for the profitable operation of about EUR 12.3mi global contracts and before that he held regional responsibility as South America Security Consulting Manager at Atos Origin Brazil, developing a new business and managing an experienced team of consultants, which have achieved \$1.9mi revenue & profitable growth of 35% doubling financial results in the 2nd year. His responsibilities have included the definition of business strategy, commercial approach, P&L full control, management of service delivery process, programme management, and quality assurance such as leading sales activities and driving professional services methodology.

Experienced professional in business development and management, consulting services and information risk. Author of three books in the Enterprise Risk Management arena. Internationally certified CISM professional, Certified Information Security Manager, PCI Qualified Security Assessor , BS7799/27001 Lead Auditor, PRINCE2 practitioner in Project Management, member of the ISACA, ISSA, Institute of Corporate Governance and further founding member of Institute of Information Security Professionals of London. Post Graduate in Negotiation and Strategy by London School, MBA Professor at FGV Business School, he also holds a Master in Business Administration with Applied Technology in Business with honours, is Post Graduate in Marketing & Business Strategy and has a Bachelor in Computing Science.

Volunteer work:

Leukemia

British Heart Foundation

Tour de France

Ambition: CIO or VP position through an international career.

## Specialties

20+ years of Business and IT experience, including:

- Business Development
- Portfolio Management

- Consulting Professional Services
- Governance, Risk and Compliance
- Sales and Operations
- Programme Management

Writer and keynote speaker, Awarded Professional of the Year 2008 ISSA AWARD®, NATA® 2007 1:5 Most Influent Information Risk Executives of Brazil, SECMASTER® - Information Security Professional of 2003 PS and 2004 MD in Brazil by ISSA and becomes member of Award Academy.

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## Experience

### **LSDIR Local Senior Downstream IT Representative Brazil at Shell**

January 2011 - Present (11 months)

The LSDIR role is performed in addition to my existing IT Manager LA role.

The LSDIR role is designed to ensure that all Downstream IT country and legal entity issues are identified, addressed and properly managed in accordance with the Global Downstream IT and Local Country Policies and Processes. These include all aspects of IT Delivery, Local IT HSSE Management, Information Security Management, Staff Welfare and conformance to Shell Group Business Principles.

The role of LSDIR also holds the responsibility for 3-way communication between Global Downstream IT Organisation, local business stakeholders and local IT Community.

The LSDIR network is sponsored by the CIO Office.

*3 recommendations available upon request*

### **IT Manager Latin America at Shell Oil Company**

March 2009 - Present (2 years 9 months)

IT Executive as Business System Manager at Shell Downstream International, a 6.3bi EUR business, responsible for all countries with Downstream representation within the Latin America region across worldwide functions Finance, Human Resources, Contracting and Procurement, Health Safety Environment & Security that supports the Classes of Business. Act as the primary IT Business interface for the Downstream business as the conduit between the Business and Information Technology, accountable for the end-to-end delivery of all IT services portfolio and global projects that support the business strategy in this region. In charge for managing Opex and Capex targets through the IT Demand Management and Downstream Business Planning processes.

*10 recommendations available upon request*

### **Vice President RJ Chapter at ISACA**

March 2009 - Present (2 years 9 months)

Vice President and founder member of ISACA Rio de Janeiro Chapter. Perform the duties of the President in the event of his/her absence or disability:

- Preside at all meetings of the Chapter and the Chapter Board

- Appoint, in line with the Chapter Board, all committee chairpersons and committee members.
- Be an ex-officio member of all committees except the Nominating Committee.
- Represent the Chapter at Leadership Conference/Presidents Council Meeting(s).
- Maintain communications with the Association and respond to Association inquiries.
- Be responsible for submission of the chapter annual report to the Association within 30 days after annual general meeting.
- Supervise budgetary matters and proper internal control of finances.

*4 recommendations available upon request*

### **Art Photography Entrepreneur at S4P Company**

December 2007 - Present (4 years)

Entrepreneur, art photographer has taken pictures regularly as on-demand freelancer.

A Getty Images photographer, member of London Independent Photography, ClubeRioFotográfico, ABAF and The Hague International Images Photography. After four years living in Europe, particularly London and Netherlands, rekindled the legitimate interest and passion for photography improving techniques and look through his field of expertise.

Self-taught, focused mainly on black and white, street, reportage and advertising, has been known to venture outside these disciplines from time to time. Shoots film and digital and more about his work can be seen at [www.s4photo.co.uk](http://www.s4photo.co.uk)

His work can be found in United States, Israel, Bulgaria, France, Spain, Russia, Sweden, Denmark, Canada, Albania, Afghanistan, Netherlands, United Kingdom, Brazil and other countries through book cover pages, magazines, journals and general advertising initiatives.

Classic-Noir Advertising oriented is the best way to define his photography footprint.

More on:

- Facebook /marcos.semola
- Twitter @semola

*3 recommendations available upon request*

### **MBA Professor at FGV**

January 2000 - Present (11 years 11 months)

MBA Professor at FGV - Fundacao Getulio Vargas Business School across the country since 2000 with expertises on these knowledge areas: information risk management; IT governance; IT compliance; security management; org change management, leadership, teams and communication; negotiation and conflict management. Was awarded best professor of EPGE in 2004.

*2 recommendations available upon request*

### **Global IT GRC Manager at Shell**

January 2008 - March 2009 (1 year 3 months)

Global IT GRC Manager at Shell Gas and Power Netherlands in charge for Governance, Risk and Compliance across worldwide subsidiaries distributed along 35 countries within a EUR 2.5bi

Business. Responsible for the coordination of compliance programmes and assurance plans to demonstrate compliance with a wide range of standards and policies including Sarbanes-Oxley, Information Security and Regulatory domains; promote overall IT performance improvement and provide confidence that necessary precautions have been taken to manage risk exposures and satisfy regulatory compliance requirements, which contributes to deliver the business objectives. Main achievement: all subsidiaries remained fully compliant with the schemes across the year in a smarter and cost effective way.

*7 recommendations available upon request*

### **Head of InfoRisk Operation at Atos Consulting UK**

July 2005 - December 2007 (2 years 6 months)

Head of InfoSec Operation in charge of global contracts through direct involvement as business development for TMU and Finance industries, Programme Management on Global Programmes and as Principal Consulting for Transport industry and Offshore. Is responsible for business development, sector strategy and P&L control providing support in the preparation and development of presentations and proposals, methodology development, end-to-end solution design, commercial strategy development, quality assurance and project delivery for worldwide companies.

*7 recommendations available upon request*

### **South America Security Consulting Manager at AtosOrigin**

January 2004 - July 2005 (1 year 7 months)

As South America Security Consulting Manager at Atos Origin Brazil was responsible for development of new business and creation of the practice structure for South America, definition of services, methodology and control of P&L sales & pre sales. In charge for overseen dedicated functional areas such as recruitment, real estate, infrastructure and finance.

*22 recommendations available upon request*

### **Security Manager at Schlumberger**

April 2003 - December 2003 (9 months)

Responsible for the delivery of security consulting projects, design the services methodology, consultant team training and specially dedicated to the business development and pre-sale activities improving the profit and the amount of opportunities. Responsible for providing assessment, planning, policy and implementation of security solutions for financial, telecommunications, oil&gas customers using standards as ISO17799 and conceptual basis from COBIT/ITIL frameworks.

*7 recommendations available upon request*

### **National Security Services Manager at Modulo Security Solutions**

January 1998 - April 2003 (5 years 4 months)

Head of the Security Consulting Services. Developer of security products and services for the region and all market segments, support the development of sales, marketing and deliver of

security consulting projects e.g. Risk Assessment, Security Policy, Strategic Security Plan, Business Continuity Plan.

Responsible for the delivery of security consulting projects, design of services methodology, consultant team training and specially dedicated to the business development and pre-sale activities improving the profit and the amount of opportunities. Responsible for providing assessment, planning, policy and implementation of security solutions for financial, telecommunications, oil&gas customers using standards as BS7799 and conceptual basis from COBIT/ITIL frameworks.

*14 recommendations available upon request*

### **Executive Director at SSSolutions**

January 1990 - January 1999 (9 years 1 month)

Business Owner specialized in network solutions, commercial automation software and organized programming training # 9 years

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## Publications

### **Management of Information Security: an executive view**

Campus Publishhouse December 1, 2002

Authors: Marcos Semola, MSc, MBA

In its 20th edition, the book Management of Information Security: an executive view, written by Marcos Sêmola and launched by Editora Campus, reveals the mysteries that involve the management of information risks from a business language that narrows the distance between technicians and executives. The book is used widely in MBA courses at the business school Fundação Getúlio Vargas and also in graduation courses and information security management courses.

### **Strategic Information Management and Competitive Intelligence**

Saraiva Publishhouse January 1, 2005

Authors: Marcos Semola, MSc, MBA, 22 other authors

The meeting between Marcos Sêmola and 22 other professionals and academics associated to knowledge management, resulted in a compilation entitled Strategic Information Management and Competitive Intelligence, published by Editora Saraiva and directed to large corporations, scholars and students, in general. It is reference material for business and administration courses and the base for the Postgraduate course with the same name.

### **Information and Communication Technology – strategic challenges and proposals for the development of business**

Fundação Getúlio Vargas Publishhouse July 1, 2005

Authors: Marcos Semola, MSc, MBA, many other authors

The result of the National Information Technology Seminar and the Communication Applied to the Strategic Business Management, held at Fundação Getúlio Vargas, in November 2004, was the publishing of a book on the themes addressed by the lecturers using clear language and applied to the Brazilian context. The book entitled Information and Communication Technology – strategic challenges and proposals for the development of business, was published by Editora Pearson.

### **Photography Book: Favela Rio**

Blurb August 10, 2010

Authors: Marcos Semola, MSc, MBA

FavelaRio Project

Photographic material that portrays the daily lives of slums, here captured by a foray into the Community of Cantagalo, Ipanema, Rio de Janeiro, made possible by the partnership with the Residents' Association and for the pacification through the presence of the State (UPP).

"The project is based on direct contact with the geography and the slum dwellers looking to capture their daily lives without interference, and thus emphasize the details - obscure the sight of Carioca of asphalt - hitherto inaccessible by the violence that for years dominated the community and prevented the effective integration between the hill and asphalt. "

Has a legitimate interest in promoting Brazilian art photography and the parallel world of slums isolated by socioeconomic differences without, however, fail to reveal the richness of life through simplicity of anonymous characters, alleys, humble homes and their children.

Marcos Sêmola

[www.s4photo.co.uk](http://www.s4photo.co.uk)

### **S4P Gallery Portfolio**

Blurb October 30, 2010

Authors: Marcos Semola, MSc, MBA

S4P Gallery Portfolio

full and index images

Classic-Noir

Street

Black & White

Advertising

...a good starting point to describe my photography footprint.

### **Photography Exhibition Catalogue: Transitivo Direto**

Blurb November 10, 2010

Authors: Marcos Semola, MSc, MBA

The Exhibition

"Direct Transitive is based on the capture of fleeting actions and people. By observing the photographs, the first thing that comes to mind, however, is the grammar definition of the term of the title: "are verbs that indicate that the subject makes the action, suffered by another element, called the direct object."

So are the records of Marcos Semola: moments that deal with all the senses. Remind us of actions we have already seen, experienced or imagined, by pulling our memory and bring clippings with stories and scenes that we see, that are part of our lives, which sometimes even give the importance they deserve.

These are records of pure action from the photographer to capture the everyday life of the cities where he lived. Marcos Semola can discover and immortalize moments we'll never see happen again. As we travelled with him through his unique way to observe and appreciate all the scenes that are presented in this series, we have the opportunity to go beyond the frozen images: celebrate life, multiple and infinite lives that are presented here. "

Vivian Faingold  
Designer

Press: [www.s4photo.co.uk/ccjfpres](http://www.s4photo.co.uk/ccjfpres)

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## Languages

<b>Portuguese</b>	(Native or bilingual proficiency)
<b>English</b>	(Full professional proficiency)
<b>Spanish</b>	(Limited working proficiency)
<b>Italian</b>	(Elementary proficiency)

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## Certifications

### **CISM Certified Information Security Manager**

ISACA - Information System Audit and Control Association License 0401756

### **BS7799/27001 Lead Auditor**

BSI - British Standard Institute License CI781498/2004

### **PCI Qualified Security Assessor**

PCISSC - Payment Card Industry Security Standards Council

### **PRINCE2 practitioner in Project Management**

CCTA - Central Computer and Telecommunications Agency

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## Education

### **London School of Economics and Political Science**

Postgraduate, Negotiation, Strategies and Style, 2006 - 2006

## **Universidade do Estado do Rio de Janeiro**

Post Graduation, Marketing & Business Strategy, 1999 - 2000

## **Fundação Getulio Vargas**

MBA, Applied Technology in Business, 1998 - 1999

Activities and Societies: Business School

*1 recommendation available upon request*

## **Universidade do Estado do Rio de Janeiro**

Specialization, Networking, 1996 - 1997

Activities and Societies: Member of Academic Directory

## **Universidade Católica de Petrópolis**

BsC, Computing Science, 1991 - 1996

Activities and Societies: Research Field: Education through IT tools

Final: A

Member of the Academic Directory

*1 recommendation available upon request*

## **ENCE - Escola Nacional de Ciências Estatísticas**

2o grau, Processamento de Dados, 1987 - 1990

## **CINCO**

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## Honors and Awards

Award "Professional of the Year" 2008 by ISSA BRASIL AWARDS

Award NATA 2007 "One of the five most influent information security executives of Brazil".

Award SECMASTER 2003 "Security Professional".

Award SECMASTER 2004 "Security Professional".

- MBA Professor of FGV Business Scholl, Brazil.

- Author of security book "Information Security Management:an executive vision", Campus publish house.

- Co-author of business book "Information Strategic Manangement & Competitive Intelligence", SaraivaUni publish house.

- Co-author of academic book "Communication and Information Management", Pearson publish house.

## Interests

- Oil&Gas Business Processes
  - Business Development
  - Photography
  - Travel
  - Gadgets
  - Surfing and Running
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## 81 people have recommended Marcos

"Marcos has been instrumental in successfully delivering a challenging programme of tax projects in Brazil. His local relationships and stakeholder management skills have been a real asset."

— **Maarten van der Kuip**, *Programme Delivery Manager, Shell International*, worked directly with Marcos at Shell

"Semola is a kind of professional that every company should have on its team: Always right to the point, he takes care of complex issues smoothly. He's capable of analyzing the situations from out of the box and is precise on decision makes without losing focus on the company's formalities."

— **Fabio Lauro**, *Service provider, Shell brasil*, was with another company when working with Marcos at Shell

"I had contact with Marcos even before he joined Shell. By then, I was already impressed with his business-oriented approach and straightforward way of thinking. A couple of years later, Marcos is working in Shell and we are working together in some projects and also as leaders in our local IT community. He maintains his approach: takes ownership on issues, works to solve them while always keeping the business' needs in mind. As a team member, Marcos is a joy to work with. Open, transparent and no-frills. He takes feedback positively and is genuinely concerned about people. I'd easily recommend him and would be quite happy to work with Marcos Again."

— **Lior Messer, PMP**, *IT Resource Manager - Americas, Shell Oil Products*, worked directly with Marcos at Shell

"Marcos Semola is an outstanding professional as an IT Executive. Straightforward, efficient and fast learning. Marcos is a high skilled and energetic person. He has special drive, resilience and commitment to deliver results for the business."

— **Odir Brasil**, *Senior Manager, Accenture*, was a consultant or contractor to Marcos at Shell Oil Company

"It is a pleasure to work with Marcos. He has a positive, can-do mentality and we successfully delivered many projects in Latin America."

— **Maarten van der Kuip**, *Programme Delivery Manager, Shell International*, worked directly with Marcos at Shell Oil Company

"I had the opportunity to work with Marcos at Shell. He was a sort of internal service provider. I am very well impressed by the customer focus that Marco has. He manages all the issues in a very professional manner and is very proactive."

— **Ruben Arena**, *Finance Controller, Shell*, worked with Marcos at Shell Oil Company

"I had the pleasure of having Marcos as one of our VIP Delegates at two events that I organized in Latin America, CIO LA Summit & NG Oil&Gas LA Summit. Marcos was a fantastic addition to our delegation and contributed greatly with his knowledge of the Latin American IT market. It will be a pleasure and honor to have Marcos at my future events."

— **Felippe Velloso**, *Head Of Strategic Accounts - Americas, GDS International*, was a consultant or contractor to Marcos at Shell Oil Company

"Marcos is a very focused and detailed professional, with a very open mind and ability to quickly map the risks and establish an alternative way to eliminate or mitigate it. Also demonstrates a high skill when it comes to interpersonal relationship management dealing with peers, subordinates and Senior Management establishing positive and long term relationships. to always achieve win-win situations."

— **Romulo Barroso**, *IT/IM Manager, Shell Brasil E & P*, worked directly with Marcos at Shell Oil Company

"Marcos has a very positive attitude all the time and recognizes people that work for him, motivating his team to deliver their best. He works very well under pressure keeping calm all the time and trying to solve the issues supporting his peers during hard situations. He also has very good communication skills. I had a very good experience working with him and for him as IT Project manager in Downstream IT."

— **Miriam Cruz**, *IT Project Manager, Shell Brasil*, worked indirectly for Marcos at Shell Oil Company

"Marcos is a dynamic, motivated and high-energy individual with excellent stakeholder management skills and a high commitment ethic to his work. Marcos effectively manages competing priorities across a complex and diverse geographical area and has brought a fresh, innovative perspective to our organisation. I have enjoyed working with Marcos and would recommend him as an asset to any team."

— **Laura Duffey**, *Global Business Systems Manager, Shell International*, managed Marcos indirectly at Shell Oil Company

"Marcos has started in a new job in Shell Brasil after joining Shell in Europe. In just one year Marcos has done a very good work of understanding Shell Brasil IT Finance and corporate areas (HR, Legal, ...) requirements, very quickly Marcos built his network in Brazil and did an excellent

stakework management."

— **Patricia Vasconcellos, PMP**, *Operational Excellence Mgr - LA, Shell Brasil Ltda*, managed Marcos indirectly at Shell Oil Company

"Gives me great satisfaction to recommend Marcos Semola for this community. Despite of the short period of time that I had opportunity to work together him, I can say that we are talking about a strong professional and great person, with unquestionable general qualification and excellent background in IT area. As IT's professional, one of the his great achievements was his books. The main characteristics that I can talk about are his humility and he is the personification of calmness in tough situations. Sincerely, Jubal Samico"

— **Jubal Samico**, *IT GSAP Distribution Manager, Shell Oil Company*, worked with Marcos at Shell Oil Company

"As the Business System Manager, Marcos is the main source of new projects, which I am in charge of resourcing. He is quite a newcomer but quickly understood the environment and set a dynamic pace of work. Marcos has a clear view of business needs and is always looking for solutions to these needs. He established a positive working relationship with me and my team, based on open, honest communication. Marcos' style makes it easy to work with him. He always shows a positive attitude, which makes life easier for everyone around. A pleasure to work with!"

— **Lior Messer, PMP**, *IT Resource Manager - Americas, Shell Oil Products*, worked with Marcos at Shell Oil Company

"Marcos is a focused and committed professional. He has been using his talent to help ISACA for many years. Thanks Marcos!"

— **Anselmo Bonservizzi**, *Partner, Deloitte*, was with another company when working with Marcos at ISACA

"Working with Marcos at RJ Chapter makes me realize a set of new skills I didn't know about him. Beyond his deep knowledgment about risk and security's area, Marcos is a very dedicated and pragmatcal person, using these habilities to make all he wants to be succeeded. In fact, his willpower is the key of his success."

— **Ernani Paes de Barros**, *Diretor de Educação do Capitulo RJ, ISACA*, worked directly with Marcos at ISACA

"Marcos Semola is a guru in Information Security. His experience, knowledge, strategy and view in the Info Sec arena is superior and straight to the point. Marcos joint both, consultancy and security officer experience, and now he has just started the 2nd ISACA Chapter in Brazil, The ISACA Rio de Janeiro Chapter, together with other best of the breed experts in security. I am sure that ISACA Chapter in Rio, with Marcos participation, will be a big success. I strongly recommend Marcos

Semola as an Executive on Information Security."

— **Alberto Favero**, *Partner, Ernst & Young*, was with another company when working with Marcos at ISACA

"Marcos has been a very cooperative and active member in the Rio de Janeiro ISACA Chapter Board, which depends on volunteer member activities to produce results. I believe the chapter has achieved its goals in 2009 due to the combined actions of its Board members and Marcos Semola made a valuable contribution for this to happen."

— **Alfred Bacon**, *CISA, CISM, CRISC, CISSP, President Rio de Janeiro Chapter, ISACA*, worked directly with Marcos at ISACA

"Marcos is an excellent photographer who catches incredible moments through his lenses. His black & white photographs, the colours one...each of them are pure poetry! My clients love his work and so do I!"

— **Susi Cantarino**, *Owner, Metara Art Gallery*, was with another company when working with Marcos at S4P Company

"Marcos Semola possui um talento excepcional para captar momentos do dia a dia e transformá-los em fotos inesquecíveis. De crianças brincando, da solidão e rotina das ruas de Londres e Amsterdã ao calor do verão carioca, suas fotos aquecem o espírito de todos aqueles que entendem a fotografia como uma das artes mais especiais da atualidade. Conhecer seu trabalho como fotógrafo, é com certeza foi uma experiência muito agradável."

— **Myriam Duffles**, *Marketing Consultant, ISACA Capítulo Rio de Janeiro*, worked directly with Marcos at S4P Company

"marcos has worked with me on various projects within images international photo club. the quality and dedication of and to his work has always been exemplary."

— **Bruce Golding**, *Owner, ralgo b.v.*, worked directly with Marcos at S4P Company

"Marcos Semola possui uma rara combinação de talento e simpatia, excelência na formação acadêmica e competência profissional, o que lhe confere amplas possibilidades de trabalho efetivo, seja no ambiente empresarial, seja no acadêmico. Sua experiência internacional completam o perfil de um executivo brilhante, que certamente alcançará um merecido sucesso crescente no futuro."

— **Raul Colcher**, *Professor, Getulio Vargas Foundation*, was with another company when working with Marcos at FGV

"Marcos is a good friend and a very qualified professional. We both lecture in MBA of FGV and I've noticed that he has developed a good reputation among his past students."

— **Paulo Raj**, *Professor, FGV*, worked directly with Marcos at FGV

"Conheci o Marcos bem no início de minha carreira, ele foi um grande tutor para mim e orientador quando resolvi abrir uma empresa encubada no IBMEC. Sempre tivemos afinidades e sintonia mental, acho que por sermos pessoas de idéias. Sem medo de se expor, assumir grandes desafios, definitivamente ele é um cara realizador, de visão e que inspira as pessoas. Fora que sabe equilibrar seu lado profissional e profissionalizar tb seus talentos pessoais. Recomendo como amigo e profissional."

— **Ana Flávia Corujo**, *Gerente de Canais, Modulo Security Solutions*, worked with Marcos at Shell

"Marcos is a dynamic, thoughtful person who maintains a keen focus on delivering results against commitments. He is a highly experienced practitioner in the area of Information Risk Management. He has sound experience of working in global, multinational and virtual organisations."

— **Alan Clarke**, *GM Strategy & Planning, Shell*, managed Marcos indirectly at Shell

"Marcos is very eager to bring the organisation to a higher level. He identifies and assesses risks quickly and ensures that risk mitigation activities really happen on a global perspective. His IT and risk management skills, with a good understanding of the business' objectives bring a lot of value to risk management activities."

— **Pelle Aardewerk**, *Global IT Audit Manager, Shell*, worked with Marcos at Shell

"I worked with Marcos at Shell during 2008 and 2009 while he was the Governance, Risk and Compliance Manager for the Gas and Power (GP) organisation. During this time he was involved in developing the GP compliance organisation and integrating Sarbanes Oxley and Internal Audit processes. Marcos was able to rapidly assimilate new processes and integrate these into a global organisation using his experience of processes and cultural differences."

— **Andrew Bridgen**, *Senior IT Internal Auditor, Shell International b.v.*, worked directly with Marcos at Shell

"Marcos has been a colleague when he worked as the Governance, Risk and Compliance (GRC) Manager for Shell Gas & Power International. Being new to Shell Marcos brought his extensive experience into this role which was of great value. His detailed knowledge of the Information Security, Sarbanes Oxley and Regulatory topics resulted in a flawless sign-off of the annual GRC standards. Apart from his professional expertise, Marcos is also a great colleague to work with!"

— **Wam Voster**, *Global IT Infrastructure Manager Gas &Power, Shell*, worked with Marcos at Shell

"Marcos had started in this role just a few weeks before hiring me. I was immediately impressed with how quickly he had absorbed details about his role, the organisation, the stakeholders and the

relevant processes. He is a master at organising information so that he has everything that he needs at his fingertips. And when he makes information available to others it is always carefully prepared to not only be correct, but also to be visually appealing. The relationship with Marcos was one of mutual respect, openness and trust from the start. It developed into a friendship relationship without losing sight of the distinct roles that we had. During a period of illness Marcos was a great support to me and my family. Marcos was always fully engaged with everything that his reports were doing without unnecessary interference in the day to day activities. So, in short, he is an excellent manager. Outside of the role in Shell, Marcos was also engaged in activities to develop his profession through publication of papers and giving presentations."

— **John Wilson CAPM**, *Governance, Risk and Assurance Coordinator (assignment)*, Shell, reported to Marcos at Shell

"Marcos Semola é um exemplo de profissional dedicado em suas responsabilidades, atento as novidades tecnológicas e gerenciais com uma boa visão de tendências de mercado. Tive o prazer de iniciar junto com ele na Módulo Security (1999), com uma ótima experiência profissional."

— **Alexandre Lyra**, *Risk Management and Information Security Consultant, Modulo Security Solutions*, worked directly with Marcos at Shell Oil Company

"Marcos has a distinct approach to ensure key relationships within the business, clients and business partners. He has leveraged his network almost globally, which provided excellent opportunities for our team to position our name in the Information Security market in the UK, Europe and Latin America. Coupled with his extensive industry knowledge, especially in the Oilfield sector, Marcos has pursued additional academic studies in London which proved valuable when appointed as Operations Manager in our practice. Well recognised in the industry and respected by all team members, I will definitely recommend Marcos not only as a formal employee, but as a key business partner for your organisation."

— **Daniel Duran**, *Security Consultant, Atos Consulting*, worked directly with Marcos at Atos Consulting UK

"I met Marcos in 2005 during his ascending international career in London. Marcos is a great character and a high competent professional in his area of expertise. He has very positive attitude and incomparable team spirit to lead people in delivering solid outcomes."

— **Manoel Suhet**, *Global B2B Marketing Coordinator, Shell International UK*, was with another company when working with Marcos at Atos Consulting UK

"Marcos is "the" source for any journalist in the technology or business field. He seems naturally prepared to deal with press, being easy to contact, to talk to and he really knows his business. He is also a very interesting person and really good at his hobby as photographer. His pictures are inspiring, as is his conversations."

— **Gabriela Simionato Klein**, *Freelance Journalist/writer/Brazilian*

*Correspondent, Self-employed*, was with another company when working with Marcos at Atos Consulting UK

"Marcos is diligent and has a broad knowledge of Information Security practices and principles, but always with an eye to detail. He brings his management skills to bear well on the real-world mix of technical and contractual problems encountered in the consulting world. He manages to combine an impressive body of theoretical knowledge with the operational skills needed to apply that knowledge in engagements."

— **Tim Gillott**, *Senior Security Consultant, Atos Consulting*, worked directly with Marcos at Atos Consulting UK

"Marcos, is a very articulate and conscientious info security professional. He has a very good understanding of information security management and relates this to business and commercial requirements. He is very much liked by colleagues and customers alike."

— **Baba Akinjayeju. MSc, CISM, Prince2, QSA**, *Technical Security Architect, Atos Origin*, worked directly with Marcos at Atos Consulting UK

"Marcos is a knowledgeable and friendly individual who it was always a pleasure to work with. Of note, are his impressive experience and qualifications."

— **Jason Rees**, *Senior Security Consultant, Atos Consulting*, worked directly with Marcos at Atos Consulting UK

"Marcos Semola's outstanding credentials are visible in his consulting engagements through his management approach and interactions with clients and team members alike. His global perspective adds insight; and his interpersonal skills encourage a friendly and productive environment. He is an asset to any consulting engagement, whether in a senior security consulting role or managerial role."

— **Maryse Medawar**, *Security Consultant, Atos Origin*, reported to Marcos at Atos Consulting UK

"Ainda não tive a oportunidade de conhecer o Marcos Sêmola pessoalmente, mas o conheci lendo um de seus livros e depois alguns artigos na internet, no entanto, já me comuniquei com ele por e-mail, onde tive algumas dúvidas esclarecidas. É sem dúvida um grande conhecedor da área de Segurança da Informação, espero um dia ter a oportunidade de realizar algum trabalho em conjunto com esse excelente profissional."

— **Felipe Pereira**, *Gestor de Segurança da Informação, CTIS*, worked with Marcos at AtosOrigin

"Semola is one of the best professionals I have worked with. Very adaptable, convincing and above all, trustworthy. He always impresses clients, partners and colleagues. He is definitely someone

you'd like to have in your organization."

— **Avishek Nigam**, *International Technical Coordinator – International Affairs Unit, Atos Origin*, worked with Marcos at AtosOrigin

"Marcos is both very competent technically and very good at marketing his competencies. This is a very powerful mix of capabilities for a professional widely recognized in the area of IT security. Marcos is driven and good at building efficient teams."

— **Jean-Marie Rousset**, *Manager, Schlumberger*, managed Marcos indirectly at AtosOrigin

"Work with Marcos Semola was an excellent experience! His focus, dedication and deep security knowledge helps me drive important decisions. I hope he join back our Brazilian security community with his expertise and trends soon."

— **Leandro Ribeiro**, *Manager, Bearingpoint*, worked directly with Marcos at AtosOrigin

"I worked with him for several years while I was account manager for some telcos in Latin America. Marcos managed to sell and deliver several new projects in adverse conditions, opening our company to new areas of business where few thought we would succeed. I would like to highlight his excellent commercial and technical skills as well as his professionalism in the sales and delivery process."

— **Jose Luis Berzal**, *Product Engineer, Ericsson*, worked with Marcos at AtosOrigin

"I worked with Semola in Modulo Security, where I was able to certify his deep knowledge regarding information security and his professionalism. I can say Semola is also a good friend of mine."

— **Ricardo Dastis**, *CISO, BASF S.A*, worked with Marcos at AtosOrigin

"Marcos has been one of the few people that really gave to me the confidence I was going in front of my clients with an extremely competent consultant. Marcos does not only know very well the security domain but it is also able to explain that in a very easy-to-understand way or in an extremely technical way. Marcos I guess to work again together one day!!"

— **Mario Calcagnini e-mail: mariocalca@hotmail.it**, *Country Manager Brazil, Zero9*, worked directly with Marcos at AtosOrigin

"While at Petrobras I had the opportunity to meet him while working in a project with his team. They showed great respect and trust on his decisions and leadership. After we came to the UK we worked closer to develop new professional opportunities Marcos is a great leader and top performer. I have enormous respect and admiration for his professional skills and I am proud of being his friend."

— **Daniel Accioly Rosa**, *Consultant, Atos Origin*, worked indirectly for Marcos at AtosOrigin

"# High expertise in communication and an outstanding knowledge on business consultancy # Semola is a highly qualified professional and leader, that will only add to any project, besides the fact that he will develop any member of his team to be better and better each day # It was a great pleasure to work with him... and for him #"

— **Rita Nascimento**, *Facilities & Administrative Coordinator, Atos Origin*, worked with Marcos at AtosOrigin

"Semola is an amazing professional with high communications skills, unparalleled commitment and an outstanding talent to easily translate complex concepts and ideas to inexperienced people. He has started the security consulting practice from scratch and has got the company recognized as a player in Information Security."

— **Luis Rabello, CISSP, CISA, CGEIT**, *Security Officer, Atos Origin*, worked directly with Marcos at AtosOrigin

"Using his high communications skills and Infosec knowledge, Semola achieved excellent results in few years. Besides that he is a very good Professor at MBA courses."

— **Leonardo Nunes**, *Project Manager, Atos Origin*, worked indirectly for Marcos at AtosOrigin

"Marcos Semola, as the manager at Atos Origin, was an important partner in our Infosec awareness campaign, which is right now being conducted across our IT staff, with about 4.500 employees and contract personnel. I have known Marcos Semola for several years now and can say that his professional capacity in Infosec Management is satisfactory and built upon a large number of successful projects."

— **Alfred Bacon, CISA, CISM, CRISC, CISSP**, was Marcos's client

"In 2004 Marcos built a Security Consulting Practice from nothing following the demerger of Schlumberger and Sema and acquisition of Sema by Atos Origin. He finished the year with 16 people, plus getting Atos recognised as a leading authority in IT Security. An excellent job."

— **Peter Foot**, *Consulting & Systems Integration Director South America, Atos Origin*, managed Marcos at AtosOrigin

"Semola is a great professional. Excellent in relationship, information security and project management knowledge associated."

— **Andre Schaumburg**, worked directly with Marcos at AtosOrigin

"Marcos is an excellent professional which I had opportunity to meet in my whole career. Security practice is the best one in South America."

— **Francisco Farias**, *Manager, Atos Origin*, worked directly with Marcos at AtosOrigin

"Semola, is an excellent skilled manager. Work with him is always a pleasure for the opportunity of good relationship and continuous technological growth."

— **Otavio Tolentino**, worked with Marcos at AtosOrigin

"Semola is a young security manager with senior expertise. He has received the most important challenge of his life (for while), the responsibility of building Atos Origin security consulting services and, the most important, the challenge to make Atos Origin Security Consulting Brasil a reference for Atos Origin Latin America and Atos Origin worldwide."

— **Alexandre Freire**, *Senior Security Engineer / Consultant, Atos Origin*, reported to Marcos at AtosOrigin

"Marcos has a big challenge of developing new business at the Security area in Atos Origin Brazil and is doing very well so far, winning important and strategic contracts."

— **Leonardo Toco**, *Pre-Sales Manager - IT Outsourcing, Atos Origin*, worked with Marcos at AtosOrigin

"Marcos Semola has become one of the most prominent Information Security Executives in the Brazilian market. Having been involved in most of the major IS projects in the Finance and Telecommunications industries, he today, has a privileged executive view in the creation and implementation of IS corporate strategies that aggregate value to companies cross industry."

— **Robert Janssen**, *Owner, Via Forum*, worked with Marcos at AtosOrigin

"Marcos Semola is a skilled, experienced professional in his field of expertise. He is client-focused and always focused on achieving results - both solving the customer's problems and improving his employer's contracts backlog."

— **Fabio Orlovas**, was Marcos's client

"Semola has been developing a great team at Atos, and did a good work while at Schlumberger (which was bought by Atos). As Schlumberger's customer, I was pleased with his timely responses, large flexibility and sound advice."

— **Ivan Alcoforado**, was Marcos's client

"Marcos Semola was my graduate student at Fundacao Getulio Vargas and, subsequently, taught at the same institution, courses related to security aspects of IT and Telecommunications. His book on the same subjects is a reference in Portuguese language, and his work as a consultant is well known and quite successful."

— **Raul Colcher**, was with another company when working with Marcos at AtosOrigin

"I had the chance to work with Marcos for a short but intense period as our division was being acquired by another company and a carve-out process was in place. Despite all of his technical knowledge that is awesome, Marcos at that time demonstrated outstanding management skills, always passing his personal and business vision to the team and being honest and sincere. These characteristics makes him a very good manager. I would definitely be glad to work with Marcos again."

— **Felipe Antunes**, *Information Security Project Manager, Schlumberger Information Solutions*, reported to Marcos at Schlumberger

"Marcos Semola is an amazing professional! He's always in front of the technology. Marcos has a great capacity of teach and he taught me very much. I'm grateful to have worked with him!"

— **Débora Maria Fortes Pereira, PMP**, *Project Manager, Schlumberger*, reported to Marcos at Schlumberger

"I've had the opportunity to be a colleague of Marcos for 3 years, working in the same business segment in Schlumberger. He has always been in the elite of the Information Security, combining deep technical knowledge and management skills. In addition to his focus on the customer, these skills made him of the best professionals I've had the privilege to work with."

— **Guilherme ZILLOTTO**, *Strategy Manager, Itaú Corretora (Stock & Futures Exchange)*, worked with Marcos at Schlumberger

"Marcos and I worked in the same company but in different. Marcos showed high level of maturity and experience in his job and transmits string confidence about himself. His positive behavior inside and outside the company was recognized by peers and clients. He worked as part of pioneer team in Schlumberger developing Consulting for the E&P Industry. Adyr Tourinho. May 23rd 2007."

— **Adyr Tourinho**, *Schlumberger Informations Solutions (SIS) / GeoQuest Brazil Operations Manager, Schlumberger*, worked with Marcos at Schlumberger

"Marcos is my former manager at Schlumberger Technical Consulting Group. We participate in a big project for one of the largest Latin America oil and gas company, in the mean time he proves your skilled in the Information Security."

— **Felipe Almeida**, *Security Consultant, Schlumberger*, reported to Marcos at Schlumberger

"Marcos is my former manager at Schlumberger Technical Consulting Group. He is a senior information security consultant with a huge background and expertise in various areas of Information Security. We worked together in a variety of critical security related projects for a many Fortune 500 organizations."

— **Jose Carlos Faial**, *Information Security Consultant, Schlumberger*, reported to Marcos at Schlumberger

"I had the opportunity to work as peer with Marcos Sêmola for about 10 months. It was a very positive experience, Sêmola is extremely Professional and is always focused in delivering to his peers, clients and co-worker high quality work and support. He is dedicated and works hard towards his goals and targets."

— **Carlos Albano da Costa e Souza**, *Project Manager, SIS - Schlumberger Information Solution*, worked directly with Marcos at Schlumberger

"Marcos works effectively in fast-paced environments with tremendous product and communications skills. He is champion in product positioning and business strategy definition. We faced and overcame several challenges on product development and distribution."

— **Eduardo Poggi, MBA**, *Risk Assessment Projects Coordinator, Modulo Security Solutions*, worked directly with Marcos at Modulo Security Solutions

"I'd start to understand the real meaning of Information Security listening to the Marcos' speeches. And he speaks a lot! Every meeting (from department meetings to informal coffee breaks) was a great opportunity to understand his vision about how to apply the information security concepts in an aligned movement with the corporate plans."

— **Marcos Machado**, *Security Analyst, Modulo Security Solutions*, worked with Marcos at Modulo Security Solutions

"Marcos Semola is one of the most qualified information security specialists in Brazil. I have talked to him often for reports on the subject and he is very dedicated to his work."

— **Andre Machado**, *reporter, O Globo*, was with another company when working with Marcos at Modulo Security Solutions

"Semola is a great man, friend, responsible father and great professional. Your job in Risk and Security Management in Brazil is recognized and prestigious. I recommend."

— **Jeferson D'Addario, CBCP, CRISC, MBCI, ISO 27K LA**, *Executive Director, DARYUS*, worked with Marcos at Modulo Security Solutions

"Marcos is a great professional and manager."

— **Raphael Pereira**, *Industrial Information Security, Chemtech*, reported to Marcos at Modulo Security Solutions

"Semola is a perseverant and likeable person. Driven, enthusiastic and it seems like there is nothing he is not capable of doing. As a security professional, I have a dream for the future, to work with Semola in the same team."

— **Nelson Correa**, *Security Manager, Modulo Security Solutions*, worked with Marcos at Modulo Security Solutions

"I've had the opportunity to be a colleague of Marcos for 3 years, working in the same business segment in Schlumberger. He has always been in the elite of the Information Security, combining deep technical knowledge and management skills. In addition to his focus on the customer, these skills made him of the best professionals I've had the privilege to work with."

— **Guilherme ZILLOTTO**, *Strategy Manager, Itaú Corretora (Stock & Futures Exchange)*, worked directly with Marcos at Modulo Security Solutions

"Marcos is one of the main players in the Brazilian information security field. He is a very good writer and speaker, with an exceptional ability to sell security and make executives understand their needs and risks."

— **Augusto Paes de Barros**, *Security Analyst, Modulo Security Solutions*, worked with Marcos at Modulo Security Solutions

"Marcos has an excellent view on how Information Security can help business to improve their achievements which is rare and appreciated by his customers and the colleagues which works with him and can improve their point of view under this. With this special skill, and his deep knowledge in security management, he performed a successful career in Brazil and then overseas, I am proud to have him as a good friend for almost 10 year and testified this amazing growth in his professional life."

— **Eduardo Vianna de Camargo Neves**, *Information Security Consultant, Modulo Security Solutions*, worked directly with Marcos at Modulo Security Solutions

"It's not hard to find positive adjectives to describe Marcos, however if asked to name some key characteristics, I would say that are: determination, willingness to learn and the ability to move people make him very valuable asset to any organization. It was really pleasant to help him in his initial steps in photography and discover few months after all that started that the rules changed and it was now time to learn some new tricks with him."

— **André Fuca de Miranda**, *Senior Security Consultant, Modulo Security Solutions*, worked with Marcos at Modulo Security Solutions

"Semola is a very motivated and skilled security manager. I had the privilege in working with him at Modulo. His career is a strong success always demonstrating professionalism and client focus. After Modulo he built a strong security practice at Atos Origin which led him to a very key position at Atos Origin in UK."

— **Andre Fleury**, *Director, Product Management, Modulo Security Solutions*, worked directly with Marcos at Modulo Security Solutions

"Semola was one of the most engaged professionals I've worked with at Modulo. His commitment with the company and its goals was unparalleled. As an information security professional, he was

outstanding at explaining complex technical concepts to lay people. As my peer, he was great to work with."

— **Ivan Alcoforado**, *Product Manager, Modulo Security Solutions*, worked directly with Marcos at Modulo Security Solutions

"Quando iniciamos juntos na mesma empresa notei que o Marcos Sêmola iria longe. Com sua atitude desbravadora e audaciosa, cumpriu com sucesso sua missão gerenciando de forma exemplar sua área de atuação, virando referência na empresa."

— **Alexandre Lyra**, *Security Consultant, Modulo Security Solutions*, worked with Marcos at Modulo Security Solutions

"A competent and dedicated professional that I have the pleasure to work with. In his position at Modulo has achieved important goals with relevant abilities like teamwork and good communication skills."

— **Rinaldo Ribeiro**, worked directly with Marcos at Modulo Security Solutions

"Marcos Sêmola foi um aluno de pós-graduação brilhante e dedicado. Suas qualidades profissionais e pessoais, sua inteligência, seu temperamento agradável e seu bom humor o qualificam para uma carreira executiva que certamente continuará a ser cada vez mais bem sucedida."

— **Raul Colcher**, *Professor, Getulio Vargas Foundation*, taught Marcos at Fundação Getulio Vargas

"Conhecer o Sêmola, e tê-lo como amigo e colega de turma foi muito especial, dada a sua maturidade e sua atuação precoce como empreendedor de uma empresa própria de consultoria em TI, automação comercial e desenvolvimento de software, já atendendo clientes como Mr.Cat e Piccadilly Garden com muita propriedade."

— **Bruno Braga - PMP, MBA**, *Student, Universidade Católica de Petrópolis*, studied with Marcos at Universidade Católica de Petrópolis

[Contact Marcos on LinkedIn](#)