

# Curriculum Vitae

<http://rando.kall.ee/resume/>



**Name** Rando Kall  
**Date of birth** 19/10/1975  
**Phone** +372 505 8613  
**E-mail** [rando@kall.ee](mailto:rando@kall.ee)  
**Marital status** Married

## Education

1993 - 1999 Estonian University of Life Sciences  
Accounting and Financial Management  
1982 - 1993 Vastseliina Secondary School

## Additional training

1997 - 2015 Different IT, Management, Marketing and Photography related trainings

## Work experience

01/2017 –

### TriSmile Coaching

Coach / Personal and group coaching, triathlon and cycling coach. Preparation of personal training plans and mentoring. Helping with setting proper and achievable goals.

11/2015 – 08/2017

### IRONMAN 70.3 Otepää

Social Media Manager / Creation and curation of the content for social media channels (Facebook, Instagram, Twitter). Design, photography, video content, live broadcasts on Facebook etc. Triathlete community management.

11/2016 – 02/2017  
(fixed-term contract)

### Greenhouse CI

Head of Community / Strategic planning for digital marketing. Creation and curation of the content for social media channels (Facebook, Instagram, Twitter). Direct sales and PR. Preparations for company re-branding. Design, photography, video content. Research of customer acquisition channels.

11/2015 – 11/2016

### Bigbank AS

CISO / Chief Information Security Officer / Information Security Leadership

#### Information Security program development

Acting as the link between the executive management and the business units regarding security-related issues

Informing and advising the executive management regarding existing security threats/exposures and recommending courses of action

Reviewing the information security framework and the related policies at least once a year and requesting approval for the changes from the executive management

Defining the standards for technical implementation of information security requirements in the IT systems

#### IT Security Risk Management

IT Security Risk Management program development

Performing security risk assessments and organizing periodic security testing

Making suggestions for improving security controls and safeguards according to new threat agents

#### Security Awareness

Security Awareness Program development and maintenance.

Developing employee awareness regarding the information security threats and countermeasures.

Regular security awareness sessions

Assessment of the security awareness

#### Security Compliance

Developing and maintaining the information security procedures, guidelines and standards.

Implementing the information security policies on behalf of the executive management

Ensuring the compliance with the information security policy, procedures and guidelines.

Supervising the handling of information security incidents.

03/2010 - 08/2017	<b>Fotovabrik OÜ</b> Photographer & Owner / Photography and videography assignments, mostly corporate, portrait and sports photography/videography. Day to day activities of a small business.
06/2006 - 07/2011	<b>Playtech</b> IT and Compliance Security Manager / Development and implementation of global security policies, standards, guidelines and procedures to ensure ongoing maintenance of security. Monitoring compliance with the policies. Development and delivery of an education and training program on information security and privacy matters for employees. Working with outside consultants as appropriate for independent security audits. Business continuity planning, auditing, and risk management.
08/2005 - 06/2006	<b>Playtech</b> Team Leader / Management and co-ordination of day-to-day activities within the Playtech System Team.
09/2004 - 08/2005	<b>Playtech</b> Systems Administrator / Microsoft System administrator, management of Microsoft Windows Servers, Backups, Active Directory, Trend Micro Office Scan, MS Systems Management Server 2003
05/2000 - 09/2004	<b>Elion Enterprises Ltd.</b> Systems Administrator / Microsoft SharePoint Portal Server 2003, Microsoft SMS, Microsoft Operations Manager - (implementing and administration)

#### Language skills

Estonian	Native language
English	Spoken excellent, written excellent
Russian	Spoken good, written average

#### Certifications

2001	Microsoft Certified Professional
2016	Certified Scrum Product Owner

**Driver's license** A, B, C, from 1993

**Personal qualities** Spontaneous, creative, flexible, involved, humorous, passionate, team player, loyal, adventurous, helpful, enthusiastic, optimistic, empathetic, genuine and curious.

**Strengths** Persistence, negotiation skills

**Interests, hobbies** Triathlon, Cycling, Cross-country skiing, Photography, Videography.

**Availability for starting work** Negotiable

**Availability for business trips** Yes

#### References

Agur Jõgi  
Bigbank, CTO  
"Rando is very experienced person, from system administration to photographer to CISO to social media marketer. Might look like too many areas, but Rando is also very results oriented person. Delivering results is something I remember from our working together times. Rando likes to take full responsibility on things. He is also good friend with details. And thinking about CISO role then patience, knowing details, always looking for delivering results and taking ownership - looks like a perfect set of skills. I truly hope to work with Rando again." *January 26, 2017*

Jochanan Sommerfeld  
Comsec, CEO  
"I was managing Rando for the last 2.5 years and found him as a dedicated professional, hardworking and valuable member of my Security Department. Rando's wealth knowledge of many IT technologies combined with his leadership skills makes him an excellent choice for managing a team in the information technology and security domain. It was a pleasure to work with Rando and I would be happy to work with him again in the future." *August 1, 2011*

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Juha Olavi Korhonen  
Playtech, CHRO

“It is my pleasure to write a recommendation for Rando Kall. Until recently, I have been working closely with him for several years. I have found him to be a pleasant, trustful person who is covering his areas of responsibilities with high motivation. Rando is a true team player, self-directed person who is able to communicate effectively and cover not only technical, but also people skills oriented tasks. During his more than 7 year tenure at Playtech, he carried out highly sensitive and demanding security related tasks in a professional and mature way. Rando has also become a trusted colleague to many of us in management level. We much appreciate his outstanding sense of values and good sense of humor. I highly recommend him for employment or cooperation with any organization.” *September 5, 2011*