Andy Payne

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PROFILE

Technical leader and inventor with 20 years of experience building and launching innovative products in areas from machine learning to virtual reality. Holder of nine issued patents in security and mobile payments. Led globally-distributed teams of up to 120 people. Co-founded two startups and founded teams at Cisco and Symantec. Strong skills in full-stack development, fostering innovation, and technical due diligence.

EXPERIENCE

Cofounder & CTO, Nemo AI — 2018-2022

I cofounded a startup focused on using meeting AI and realtime video to connect remote team members.

- Created three products using realtime video and AI meeting analysis technologies for early adopters

- Recruited a team of machine learning engineers, full stack developers, and DevOps

- Accepted into Forum Ventures, an accelerator focused on enterprise software

Sr Director, Cisco Systems — 2014-2018

I founded and led Cisco Emerge, a team focused on advancing the future of team work by creating and validating experimental experiences in Cisco's Collaboration group.

- Led teams of 10-50 people to create the next generation of collaboration solutions

- Evaluated startups and technology partnerships with Corporate Development

- Led talks and performed demos on stage at Cisco Live and Enterprise Connect

- Created virtual and augmented reality prototypes using WebRTC, Unity, iOS ARKit, etc.

Sr Director, Symantec Corporation — 2013-2014

I led the Emerging Products Group at Symantec, consisting of teams managing seven products, several shared components, and the Norton Labs team.

- Led a global team of up to 120 Developers, QA Engineers, and Program Managers

- Established a senior technology leadership team to develop solutions to company challenges

Director of Norton Labs, Symantec Corporation — 2010-2013

I created a new group responsible for fostering innovation at Symantec.

- Created a working concept for a novel dual-factor authentication and mobile payments system, filed several patents, and conducted a strategic opportunity analysis

- Trained and managed a team of engineers rotated from base product teams

- Generated ideas for new Symantec products and major product features

- Personally created numerous mockups, prototypes, and proof-of-concept demos

- Conducted initial market research on new ideas

- Designed and developed a Chrome extension for web privacy management, an Anti-theft device locator app, and a location reputation app

- Created and performed demos at the Worldwide Sales and Marketing Conference and the President's Forum

- Conducted technology due diligence and scouting activities, evaluating new technologies and partnerships with startups

- Hosted hackathons and innovation activities

- Established a sub-brand with Legal and Marketing teams to manage new project risk

- Won the Norton Innovator of the Year award

Sr Principal Technical Product Manager, Symantec Corporation — 2005-2010
I led product management for the Norton Safe Web app and community website.

- Served as community manager for the online community of raters and site owners and grew the user base from 0 to over 150,000 users

- Conducted research on social sites, online communities, and competitive services

- Managed the relationship with our design firm

- Created and optimized web graphics using Photoshop and Illustrator

- Created tests used for recruiting candidates in machine learning, web development, and visual design. The tests were published in the top newspaper in India.

- Wrote the website owner authentication feature for Safe Web in Ruby on Rails

Cofounder & Chief Architect, WholeSecurity (acquired by Symantec) — 2000-2005
I created technology for behavioral detection of malicious code and phishing attacks. This technology was eventually incorporated into Symantec's endpoint security products.

- Created technology for detection of website phishing attacks. This technology was incorporated into eBay's toolbar and later became a Norton product.

- Analyzed and reverse engineered malicious code for behavior patterns

- Created prioritized internal vulnerability reports for all products

- Served as the primary technical representative in pre/post sales and VC fundraising

- Served as technical lead for the acquisition. Conducted a source code audit in preparation for the legal review process.

- Wrote a reverse-connection HTTP trojan client and server in C++ with screen capture, keystroke logging, and remote access. This was used to demonstrate the inability of traditional network firewalls to protect from remote-access malicious code.

- Created a map/reduce implementation in Ruby used to test phishing detection approaches against an archive of web content

- Wrote a driver and associated client to monitor the Windows kernel system service table for observation of malicious code behavior

- Wrote a proof-of-concept Google Desktop Search plugin for malware protection.

- Co-authored and presented a paper on Desktop Search and Malware at Virus Bulletin 2005 in Dublin

- Wrote a custom scripting language interpreter for policy enforcement. It was used to create spyware removal scripts.

- Received the WholeSecurity Inventor Award

Laser Engineer, Dallas Semiconductor — 1998-2000
I designed and built HW and SW to control silicon wafer test systems and laser fuse trimming.

- Built an application with a web UI in Perl on Linux and DCL on VAX/VMS to allow product managers to specify serial number laser trimming options

- Automated installation of laser testing software on a network of Solaris systems using Expect and Perl

- Created a program to automate the selection of reticle alignment targets for partial wafer reticles using Perl

- Wrote and released an open source Linux device driver for the Datel PC462 digital acquisition board (driver462)

EDUCATION
Texas A&M University — Bachelor of Science in Electrical Engineering, 1997