Zach Hill

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Summary

A dynamic executive leader and Lake Forest Park resident with over a decade of experience leading cross-functional teams, facilitating stakeholder alignment, and executing data-driven strategic planning. Proven expertise in balancing competing organizational priorities, negotiating trade-offs, managing budgets, and implementing scalable long-term plans. An active community volunteer seeking to apply executive governance experience and local advocacy to support thoughtful, inclusive, and resilient land-use planning in LFP.

Civic and Community Service

Scouting America
Lake Forest Park Pack 850 - Active Parent, Committee Member, Treasurer: Manage financial planning, annual budgeting and resource allocation for local youth programming. 2022-Present.
Lake Forest Park Troop 348: Advancement Coordinator & Committee Member. Coordinate educational advancement milestones and administrative logistics. 2023-Present.
Wood Badge Training: Completed advanced adult leadership course, 2025

Shorelake Soccer Club
Volunteer Youth Soccer Coach. Lead youth teams, promoting teamwork, safety and community engagement. 2024- Present

Rokka Ski School
Volunteer Ski Instructor. Taught youth skiing fundamentals and outdoor safety. 2016-2021

Core Governance & Leadership Skills

- **Strategic & Master Planning:** Data-driven forecasting, long-term resource allocation, roadmap prioritization.
- **Stakeholder Negotiation:** Consensus-building across boards, multi-disciplinary teams, and external partners.
- **Policy & Process Design:** Re-architecting legacy frameworks into structured, repeatable, transparent processes.
- **Fiscal Management:** Budget creation, financial analysis, operational oversight.

Executive Experience

DEFECTDOJO, *Cybersecurity Vulnerability Management (AI/ML)*, Seattle, Washington
Chief Revenue Officer, Nov 2023 - Feb 2026

- Managed cross-functional operational initiatives, using data-driven platforms to guide organizational planning and resource distribution.
- Partnered with product, marketing, and channel partners to align strategic growth priorities with stakeholder requirements.
- Designed and configured analytics tools to support objective, data-informed decision-making.

PICA8 (acquired by FS.com), *Network Management*, Seattle, Washington
Vice President, Sales, Dec 2022 - Sept 2023

- Partnered directly with Product engineering teams to translate customer feedback into structured roadmap priorities.
- Re-engineered market segmentation strategies and organizational playbooks to drive sustainable pipeline growth.

AIRGAP NETWORKS, *Zero-Trust Network Segmentation*, Seattle, Washington
Chief Revenue Officer, Apr 2022 - Sept 2022

- Transitioned organizational operations from founder-led initiatives to structured, function-led management processes.
- Designed end-to-end performance metric models to improve forecasting accuracy and operational oversight.

NEUVECTOR (acquired by SUSE), *Kubernetes Security*, Seattle, Washington
Vice President, Sales, Apr 2021 - Apr 2022

- Led multi-region, global team expansions and process optimizations, leading to a successful corporate acquisition.

MEDIAPRO (acquired by KNOWBE4), *Cybersecurity Training*, Seattle, Washington
Senior Vice President, Sales, Jan 2020 - Mar 2021

- Re-architected operational playbooks to stabilize growth through standardized, repeatable procedures.

DOMAINTOOLS (acquired by BATTERY VENTURES), *Cyber Threat Intelligence*, Seattle, WA, Jan 2015 - Jan 2020
Senior Vice President, Global Sales & Marketing, 2019-2020

- Scaled organization from $1.5M to $25M through disciplined strategic planning, renewal programs, and cross-functional leadership.
- Presented regularly to executive boards, leading global expansion across US, EMEA, and APAC regions.

LEXISNEXIS, Seattle, Washington
Account Executive, Large Law, 2012-2014

- Served on the company Sales Advisory Board to provide strategic feedback to executive leadership. Managed multi-state territorial accounts.

EDUCATION

UNIVERSITY OF WASHINGTON, Seattle, Washington. 1996-2000.
B.A., Business Administration, Minor in Anthropology