Curriculum Vitae

Hans Minten

Date of birth: **15 September 1976**
Residence: **Emmen**
Nationality: **Dutch**
Languages: **Dutch** *(fluent)*, **English** *(fluent)*, **German** *(basic)*
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Profile

Hands-on cybersecurity specialist with extensive experience in pentesting, threat hunting, infrastructure, and operations. Combines deep technical knowledge with a pragmatic approach. Specialised in vulnerability analysis, offensive security, and SOC processes. Co-founder of MITE3 Cybersecurity and actively involved in security communities such as the EC-Council's LPT programme. Experienced in complex environments within government, aviation, retail, healthcare, financial services, and semi-public sectors.

Work Experience

MITE3 Cybersecurity

Co-founder & Cybersecurity Expert *(May 2018 – Present)*
As co-owner, responsible for technical security testing, audits, and consulting for SME and enterprise clients. Specialised in pentesting, red teaming, and threat hunting. Supports implementation of frameworks such as ISO 27001 and maturity assessments.

> *Projects delivered for: Axxemble, Carerix, ChaletsPlus, DataMasterminds, Gadero, Otto, SoftwareBorg, Tuindeco.*

EC-Council

LPT Advisory Board Member *(Aug 2017 – Present)*
Member of the international advisory board for EC-Council's Licensed Penetration Tester (LPT) programme. Contributes to the evolution of the certification framework, evaluates market relevance, and provides feedback on exam design, positioning, and content development.

Transavia

Senior Security Operations Center Analyst – interim *(Feb 2024 – Present)*
Responsible for strengthening the security operation as senior SOC analyst (Tier 2/3). Focused on optimising detection and incident response processes and managing daily coaching and direction of the SOC team.

Sociale Verzekeringsbank

Senior Security Operations Center Analyst – interim *(Feb 2022 – Jan 2024)*
Led daily SOC operations and guided team members in threat analysis and incident response. Improved detection methods and implemented new use cases and SIEM detection rules.

Wehkamp

Senior Security Analyst *(Jun 2017 – Jan 2022)*
Responsible for daily security monitoring, threat detection, and incident response. Acted as internal security consultant and led training sessions, awareness campaigns, and technical assessments. Involved in fraud investigations in cooperation with authorities.

Senior Network Security Engineer / Team Lead Network & Security *(Apr 2015 – Jan 2022)*
Managed the Network & Security team. Maintained critical infrastructure, implemented network security controls, and conducted problem analysis for complex incidents.

IT Security Engineer *(May 2012 – Apr 2015)*
Managed and supported the network, security, and server infrastructure of the e-commerce environment. Set up technical logging, detection, and authentication mechanisms.

NORISK IT

Senior IT Engineer *(Jan 1998 – May 2012)*
Implemented networks, servers, and security solutions for clients including hospitals, municipalities, and universities. Delivered tailored solutions in high-availability environments.

Team Lead Service Desk *(overlapping period)*
Led a team of 12 engineers and coordinated 1st–3rd line incidents. Responsible for task distribution and service quality assurance.

Service Engineer *(initial role)*
Maintained and installed hardware and software at client locations. Resolved complex technical failures on-site.

Education & Certifications

🎓 Education

- **HBO Security Management** – *(NCOI, 2020 – 2021)*
  Focus on information security, risk management, ISMS implementation, and frameworks such as ISO 27001, NEN 7510, and BIG.

📜 Certifications (active)

- **Certified in Cybersecurity (CC)** – *(ISC², 2023)*
- **Blue Team Level 1** – *(Security Blue Team, 2022)*
- **Blue Team Security** – *(Security Blue Team, 2022)*
- **Certified Red Team Operator** – *(RedTeam Security Training, 2018)*
- **Registered Open Source Intelligence Analyst (OSINT)** – *(IACA, 2018)*
- **eLearnSecurity Junior Penetration Tester (eJPT)** – *(INE Security, 2017)*
- **Licensed Penetration Tester (Master)** – *(EC-Council, 2016)*
- **eLearnSecurity Network Defense Professional (eNDP)** – *(INE Security, 2016)*
- **EC-Council Certified Security Analyst (ECSA)** – *(EC-Council, 2013)*
- **Certified Ethical Hacker (CEH)** – *(EC-Council, 2012)*

🧠 Leadership & Influence

- **Mastering your Excellence** – *(People Unlimited, 2024)*
- **Information Operations: Influence, Exploit, and Counter** – *(Black Hat USA, 2023)*
- **Advanced Practical Social Engineering** – *(Black Hat USA, 2017)*
- **Micro & Subtle Expressions** – *(Paul Ekman Group, 2017)*

🔐 Security & IT Training

- **SecurityScorecard – Elective Technical Expert** – *(Sophos, 2020)*
- **Sophos Central Endpoint & Server Engineer** – *(Sophos, 2020)*
- **Sophos XG Firewall Engineer** – *(Sophos, 2020)*
- **Full-Force Red Teaming** – *(RedTeam Security Training, 2018)*
- **Mimecast Technical Professional (End User, Sales, Gateway, Archive)** – *(Mimecast, 2018)*
- **Phishing Countermeasures** – *(Charles Sturt University, 2018)*
- **Unix Badge** - *(PentesterLab, 2018)*
- **Palo Alto Accredited Configuration Engineer** – *(Palo Alto, 2017)*
- **ITIL Foundation v3** – *(2011)*
- **Comptia CNIP Network Infrastructure Professional** – *(CompTIA, 2010)*
- **Comptia IT Operations Specialist** – *(CompTIA, 2010)*
- **CompTIA Network+** – *(CompTIA, 2010)*
- **CompTIA A+** – *(CompTIA, 2008)*
- **CompTIA Server+** – *(CompTIA, 2006)*

🖥️ Platform & Hardware Certifications

- **VMware Certified Professional 5** – (VMware, 2012)
- **VMware Certified Professional 4** – (VMware, 2010)
- **Citrix CCA** – (2006)
- **VMware Certified Professional 2** – (VMware, 2006)
- **Cisco CCNA 4.0**
- **F5 Load Balancer 101/201**
- **Fujitsu Siemens (Primergy Server, Workstations, Laptops)**
- **HP APS & AIS (servers, storage, blades, werkplekken, printers)**
- **IBM X-Series Server Specialist**
- **Microsoft MCP – (Managing and Maintaining Windows Server 2000 & 2003)**
- **NetApp Storage Professional**
- **VMware Certified Professional 3**

Technical Skills & Knowledge

🔐 Security & Risk Management

- Experienced in conducting pentests, red teaming, and threat hunting
- Designing detection and response processes in SOC environments
- Managing vulnerabilities and remediation
- Email security (SPF, DKIM, DMARC) and awareness campaigns
- Analysing IOCs and coordinating incident response

☁️ Cloud & Infrastructure

- Experience with AWS, Microsoft 365, and hybrid environments
- Network segmentation, firewall management, and log analysis
- Implementation of network and security components across environments

💻 Platforms & Automation

- Working with AI models like ChatGPT for automation, analysis, and text generation
- Administration of Windows, Linux, macOS, Android, and iOS
- Experience with scripting and tooling for automation and analysis
- Understanding of platform hardening, detection techniques, and SIEM functionality

📘 Frameworks & Best Practices

- Working with ISO/IEC 27001, BIO, and NEN 7510
- Applying CIS Controls, OWASP Top 10, and MITRE ATT&CK
- Using ITIL for incident, change, and release management
- Practical experience with vendor and supply chain assessments