JASON N. OLSON

TECHNOLOGY EXECUTIVE | VP OF INFORMATION TECHNOLOGY | TECHNOLOGY STRATEGY, CYBERSECURITY & M&A INTEGRATION

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EXECUTIVE SUMMARY

Technology executive with 25+ years leading enterprise Information Technology (IT), cybersecurity, and infrastructure in a HIPAA-regulated, multi-state healthcare organization, running technology as a business function accountable for risk, cost, and growth. Rose from IT Manager of a two-person team to VP of Information Technology, now owning technology strategy and delivery for a nine-state, 2,300+ employee organization serving 35,000+ patients, with a $4M+ budget, a team of up to 15, and a key advisory role to the Chief Financial Officer (CFO); prepared for Chief Information Officer (CIO) responsibility. Builds information security and IT governance programs from the ground up, leads technology through private-equity Mergers and Acquisitions (M&A) integration, and converts infrastructure investment into measurable business outcomes. A builder's discipline, forged over a decade as a licensed Master Electrician and Computer-Aided Design and Drafting (CADD) designer, underpins a leadership style grounded in rigor, documentation, and follow-through.

CAREER HIGHLIGHTS

- Built IT from a 2-person team to a 15-person organization and grew the IT budget from $450K to $4M+ in step with the organization's growth, holding audit-ready regulatory compliance every year.
- Served as lead technical officer for four corporate office relocations, moving the data center, Cisco network and voice platform, and a 175-person clinician conference room with full AV; turned lessons from the first move into a repeatable plan that delivered the next three on schedule.
- Led enterprise-wide IT integration through private-equity acquisitions and mergers, unifying technology operations for a combined coast-to-coast, nine-state, 35,000+ patient organization.
- Built and lead a NIST Cybersecurity Framework and HIPAA-aligned security program (next-generation firewalls, SIEM, XDR, vulnerability management) sustained through annual regulatory audits.
- Delivered $800K in annualized savings through carrier and vendor consolidation; directed a PMP-aligned, ~1,400-device national carrier migration with no disruption to clinical operations.
- Architected a Zero Trust identity program deploying phishing-resistant, passwordless Multi-Factor Authentication (MFA) enterprise-wide across Microsoft Entra ID.

CORE COMPETENCIES

- **Strategy & Governance:** IT Strategy • IT Governance & SOPs • Risk & Regulatory Compliance (HIPAA, NIST, ITIL, COBIT) • M&A Integration • Executive & CFO Advisory • AI Governance
- **Security & Risk:** Zero Trust Architecture • Identity & Access Management (IAM) • MFA • SIEM / XDR / EDR Operations • Incident Response • Business Continuity
- **Operations & Delivery:** Executive Financial Management • Vendor Management • Cloud Infrastructure (Azure, Microsoft 365) • Data Center & Virtualization • Clinical Systems (EHR/EMR, EVV, Telehealth) • Program Management (PMP-aligned) • Change Management
- **Technical Fluency:** Scripting & Automation (PowerShell, Python) • Microsoft Graph API • YAML, XML, HTML • Infrastructure-as-Code

PROFESSIONAL EXPERIENCE

KidsCare Home Health | Dallas, TX — 2010 – Present

Pediatric home health organization, now part of a coast-to-coast, nine-state combined entity with Therapy 2000 / Green Apple. Hired as IT Manager of a two-person team; promoted to IT Director and then VP, each following a corporate relocation I led as lead technical officer.

VP of Information Technology — **2021 – Present**

- Own technology strategy, operations, and a $4M+ annual budget for an IT organization of up to 15 FTEs supporting 2,400+ users across clinical and corporate operations in nine states; key advisor to the CFO on technology investment and vendor strategy.
- Increased total IT team output 22% year over year with flat headcount during merger integration, sustaining clinical system availability through post-merger attrition.
- Own clinical and patient-facing systems: KanTime and HCHB EMRs, EVV-capable clinician tablets, telehealth kiosk tablets in patients' homes for nursing and therapy, and a Snowflake → BigQuery EMR data pipeline feeding executive dashboards.

- Led IT integration for private-equity acquisitions and mergers forming a 35,000+ patient organization, covering infrastructure consolidation, tenant and identity strategy, and managed service provider (MSP) transition.
- Built and lead an enterprise cybersecurity program aligned to the NIST Cybersecurity Framework, HIPAA Security Rule, and ITIL v3, sustaining a clean record through annual regulatory audits.
- Architected a Zero Trust identity initiative deploying phishing-resistant, passwordless MFA and Conditional Access across multiple Microsoft Entra ID tenants.
- Negotiated carrier and vendor consolidation generating $800K in annual savings; directed a PMP-aligned migration of ~1,400 corporate mobile devices with risk-managed cutover and vendor SLA governance.
- Leading adoption of API automation and applied AI (Microsoft Copilot, Claude AI) under an AI governance framework to advance operational efficiency and compliance reporting.

Technical environment: *Palo Alto NGFW, Splunk SIEM, Microsoft Defender, Trend Vision One XDR, InsightVM, Entra ID, Intune, VMware, Cisco.*

Network Administrator & IT Director **2015 – 2021**

- Scaled the technology foundation to a multi-state footprint: data center (380-node buildout), network, and enterprise VMware virtualization platform.
- Served as cybersecurity architect: stood up SIEM (Splunk, 2017) and authored the IT governance framework and SOPs (HIPAA, NIST, COBIT, ITIL v3); built internal PKI and a hybrid data center-to-cloud extension.
- Scaled WAN connectivity from dual T1s to 1 Gbps fiber and standardized branch builds with site-to-site VPN.

IT Manager **2010 – 2015**

- Hired to run a two-person IT function; brought IT in-house from an MSP and led a full SonicWall-to-Cisco conversion (ASA, Catalyst, CUCM VoIP), retiring a T1-based Nortel PBX and unifying the Dallas and Fort Worth offices.
- Started VMware server virtualization and moved therapists' EHR access from phones to tablets as the organization expanded beyond Texas.

Jason Olson Consulting | Dallas–Fort Worth, TX **2009 – Present**

Principal Consultant

- Independent technology advisory practice for small and mid-size businesses, alongside full-time leadership role: infrastructure design-build, cybersecurity hardening, identity administration, and disaster recovery planning.

J.Bolton & Associates | Southlake, TX **2005 – 2009**

IT Director / CADD Manager

- Built and administered the firm's network, security, remote access, and disaster recovery while leading architectural CADD production and Autodesk training for a luxury residential architecture firm.

Olson Electric Service, Inc. | Dallas, TX **1991 – 2004**

Master Electrician & Superintendent

- Master Electrician (formerly licensed); superintendent and lead foreman over 25+ electricians on commercial and residential projects; project engineer and lead estimator on bids.
- Built and administered the company's first office network and provided IT support (2000 – 2004), the entry point into a technology career.

EDUCATION

B.S., Information Technology – Network Administration — Western Governors University **2015**
A.A.S., Information Technology – Network Administration — Mountain View College **2005**
A.A.S., Computer-Assisted Design & Drafting — Mountain View College **2005**
Architectural Design & General Studies coursework — University of Texas at Arlington **1991 – 1993**
Phi Theta Kappa; National Dean's List, 2002 – 2005

CERTIFICATIONS (EARNED)

MCSA: Windows Server 2008 (2015) • MCTS: Windows Server 2008 Network Infrastructure (2015) • MCTS: Windows Server 2008 Active Directory (2014) • CompTIA Project+ (2014) • Cisco CCENT (2013) • Dell SonicWALL CSSA (2012)