

MANOJ KOTTAM

IAM Engineering Leader · Identity Platforms · Privileged Access · NHI

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PROFESSIONAL SUMMARY

IAM engineering leader with 20+ years building enterprise technology platforms, including 15+ years in identity and 6+ years leading high-performing teams. At H-E-B, lead IAM for one of the largest private companies in the US, establishing Okta as the primary identity provider for 900+ applications, implementing identity governance, and moving IAM toward a self-service platform model. Currently modernizing privileged access across Linux and Windows with Teleport and advancing non-human identity across services, APIs, and AI agents. CISSP, MBA, and M.S. Computer Science. Known for turning identity into an engineering platform, not a ticket queue.

EXPERIENCE

H-E-B, Dallas, TX

2023 – Present

Senior Engineering Manager, IAM Platforms

Lead enterprise IAM for one of the largest private companies in the US. Direct a multi-year modernization that consolidates workforce identity, strengthens privileged and machine access, and delivers IAM as a self-service platform teams can use without waiting on a central queue.

Platform Strategy & Modernization

- Defined the multi-year IAM roadmap and future-state architecture through cross-functional planning and vendor evaluations.
- Directed consolidation of 900+ applications onto Okta as the primary IDP, including ~500 migrations from OneLogin and 200+ from on-prem ADFS with minimal business disruption.
- Modernizing privileged access across Linux and Windows with Teleport: owner-managed access, resource-based authorization, session recording, stronger MFA, and a path off broad AD groups and domain joins.

Governance, Privileged Access & NHI

- Launched Okta Identity Governance to centralize joiner/mover/leaver processes, streamline access requests, and automate compliance certification campaigns.
- Advanced non-human identity across services, APIs, and AI agents with Teleport, Clutch, CrowdStrike, and OPA; defined the NHI lifecycle roadmap from vendor evaluation through automation.
- Expanded Okta with OAuth-based API protection and deployed PAM controls to close PCI DSS 4.0 MFA requirements for privileged users.

Automation & Leadership

- Standardized Terraform-based IAM configuration and self-service application onboarding, shifting ownership to application teams and removing the central IAM bottleneck.
- Built secure help-desk verification and streamlined day-2 IAM operations through purpose-built tooling and standardized processes.
- Assembled and scaled a dedicated security engineering team; established the operating model, hiring bar, and engineering practices that repositioned IAM as an enterprise enabler.

EXPERIENCE (CONTINUED)

Oracle America Inc., Frisco, TX

2013 – 2023

Manager, Software Development

- Built and scaled a multi-tenant Identity-as-a-Service platform providing single sign-on across Oracle cloud applications, user and role management, OAuth 2.0 / OIDC / SAML federation, MFA, audit reporting, and analytics.
- Drove Identity Cloud adoption with 20+ Health & Life Sciences product owners and supported consulting for 300+ large customers.
- Designed APIs and standards for Identity Cloud integrations; advanced SCIM provisioning and standards-based OAuth 2.0 / OIDC to replace one-off customer integrations.
- Led federation integrations with customer identity providers including Microsoft Azure, Okta, Exostar, ForgeRock, and Ping Identity.
- Improved identity infrastructure through automation, compliance tooling, release transparency, and coordinated multi-team roadmap delivery.
- Recruited, retained, and developed a high-trust engineering team; mentored individuals into technical and people-leadership tracks.

Homeward Residential, Coppell, TX

2011 – 2013

Enterprise Architect

- Automated onboarding of new loans for servicing, reducing processing time by 40%+.
- Modernized the investor reporting portal into a unified performance and summary-reporting experience, generating more than \$5MM annually in manual-labor savings.

Keste, Plano, TX

2007 – 2011

Solutions Architect

- Designed and delivered a global B2B transaction platform, product-configuration rules engine, and quotes portal for Alcatel-Lucent, driving \$10MM+ in revenue over two years.
- Delivered Oracle ADF / SOA / WebCenter solutions for NetApp, Flowserve, SunGard, Ross Stores, and others; integrated a B2B landing experience with Salesforce using SAML.

Earlier experience: Software Intern, WiQuest Communications (2006); Programmer Analyst, Cognizant Technology Solutions, supporting AMEX card-services operations (2004–2005).

CORE EXPERTISE

Identity & Access: Okta, Okta Identity Governance, CyberArk / PAM (Clutch, Teleport), CrowdStrike, OPA, SCIM, OAuth 2.0, OIDC, SAML, FIDO2/WebAuthn, Zero Trust, CIAM, Non-Human Identity (NHI), agent identity.

Cloud, Policy & Automation: AWS, Kubernetes, Docker, Kafka, Terraform, REST APIs, SQL / NoSQL, Security as Code.

Risk & Leadership: PCI DSS 4.0, SOX, SOC 2, NIST CSF, access certification, multi-year roadmaps, vendor evaluation, team scaling, executive communication.

EDUCATION

The University of Texas at Austin, McCombs School of Business

May 2020

Master of Business Administration

The University of Texas at Dallas

May 2007

Master of Science, Computer Science

Osmania University, Hyderabad, India

May 2004

Bachelor of Engineering, Information Technology

CERTIFICATIONS

- (ISC)² — Certified Information Systems Security Professional (CISSP)