

Hui Yan

Hui Yan – Privacy and Security Product Manager/ Cyber Security engineer/ Compliance engineer

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WORK EXPERIENCE

ByteDance / TikTok, San Jose, CA | Jan 2025 – Present

Privacy & Security Manager

- Lead and develop a team of privacy and security professionals, driving enterprise data governance, access control, and compliance initiatives.
- Designed and operationalized a global data protection and AI governance framework spanning 50+ jurisdictions and 100K+ datasets.
- Led development of cross-border access control and monitoring capabilities, reducing high-severity compliance risks by 40%.
- Partnered with Legal, Engineering, and Product teams to translate GDPR, CCPA, and PIPL requirements into scalable technical controls.
- Built Privacy-by-Design automation workflows, improving audit readiness by 60% and reducing policy-to-control gaps by 70%.

Visa, Foster City, CA | Mar 2021 – Jan 2025

Cybersecurity (InfoSec) Security Manager

- Developed a continuous assurance platform that automated 80% of testing across 200+ security controls.
- Introduced AI/ML governance assessments covering model risk, explainability, and misuse detection.
- Built executive KPI/KRI dashboards enabling proactive monitoring of cybersecurity and compliance risks.
- Served as a trusted advisor to audit, engineering, and risk teams, aligning security controls with business objectives.

PG&E, San Francisco, CA | Jun 2020 – Mar 2021

Senior Cybersecurity Solution Analyst

- Designed security solutions for AWS and enterprise environments aligned with NIST 800-53 and FedRAMP.
- Conducted 50+ architecture reviews and security assessments throughout the SDLC.
- Embedded security requirements into engineering workflows, accelerating compliance approvals.

Ping An Technology, San Mateo, CA | Aug 2016 – Aug 2019

Head of GRC

- Directed cybersecurity risk assessments across 25 subsidiaries, 15 data centers, and 100+ third-party vendors.
- Led a geographically distributed team of cybersecurity professionals across audit, engineering, and compliance functions.
- Drove talent development through mentorship, technical coaching, and performance management.
- Built automated fraud analytics and risk monitoring capabilities that reduced potential losses by \$700K annually.

Deloitte Consulting, China, | DEC 2012 - AUG 2016

Senior IT consultant / IT Auditor (Assistant II)

- Implemented ISO 27001/2 frameworks aligned with organizational IT architectures, and performed internal control reviews to enhance clients' control environments.
- Led numerous IT audit engagements—including SOC 2 Type 1 and Type 2 for a Fortune 500 bank data center—focusing on network, infrastructure, and data security while providing risk impact analyses and recommendations.

EDUCATION

M.S., Business Analytics | California State University, East Bay

B.S., Information & Computing Science | Beijing Institute of Technology

CERTIFICATIONS

CISA | AWS | AIGP | CIPT

TECHNICAL SKILLS

Privacy Engineering · Data Governance · Access Control Architecture · GRC Automation · AI Governance · Risk Management