

Aaron Rapport

I lead identity engineering for one of the world's largest retailers: 425,000 employees, over 100 million customers, and every machine, workload and AI agent in between.

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Summary

I've spent 12+ years leading identity and security work and now run a team of roughly 40 with a multimillion-dollar capital and operating budget, spanning workforce IAM, CIAM, vendor identity and identity governance. I co-founded a pre-seed authentication startup and a security non-profit that runs a 600-attendee conference. My current focus is non-human and agentic identity: how workloads and AI agents prove who they are and what they are allowed to do.

Skills

Identity & Access Management: IAM, CIAM, IGA, PAM, Multi-factor authentication (MFA), SSO (SAML, OpenID Connect / OIDC, OAuth 2.0), SCIM, FIDO2 / passkeys / WebAuthn, Active Directory, Identity governance, Decentralized identity (DID)

Non-Human & Agentic Identity: Workload identity, SPIFFE/SPIRE, Shared Signals Framework, Agent authorization, Entra Agent ID, MCP authorization, OAuth token exchange

Platforms: Entra ID, Okta, Ping Identity, DaVinci orchestration, SailPoint, Akeyless, Workspace ONE (AirWatch), Endpoint management (MDM/UEM), SCEP, Android, iOS, Windows

Security & Compliance: Zero Trust, PCI DSS, HITRUST, SOC 2, SOX, HIPAA, NIST SP 800-63B, SIEM, Incident response and major incident management, Penetration testing, Endpoint security, Regulatory and audit governance, Risk management, Policies and standard operating procedures

Engineering & Delivery: PowerShell, .NET, Kotlin, Java, Automation, Large-scale rollout, Product architecture, Spec-driven design, Agile

Leadership: Team building and hiring, Large distributed teams, Program leadership, Budget and capital planning, Vendor management and negotiation, Crisis management, Restructuring and modernization, Mergers, acquisitions and divestitures (M&A), Mentorship, Board service

Work Experience

The Kroger Co.

Cincinnati, OH · Oct 2018 – Present

Senior Advanced IT Security Engineering Manager

Sep 2022 – Present

I lead identity engineering across workforce IAM (425,000+ associates and 25,000+ contingent workers), customer identity and access management (CIAM: 140M+ registered users, 20M+ monthly active), external vendor identity (125,000 identities) and identity governance, on a multimillion-dollar capital and operating budget.

- I lead a team of roughly 40 spanning workforce IAM, customer identity, vendor identity, directory services, PAM and identity governance: full-time engineers plus global contractors and flex specialists, with a manager, a domain lead and three tech leads reporting to me. I grew the function from a team of 7, hiring 15 engineers and 100+ contractors.
- I directed a 100+ person, multi-team program that modernized thousands of business-critical and custom applications to standards-based authentication in two years.
- I architected the consolidation of multiple legacy identity providers into two modern, cloud-native platforms across 20+ enterprise brands, working inside union agreements and strict workforce-compliance requirements.
- I'm leading the ground-up rebuild of the consumer identity platform, with built-in fraud and bot defense and passkey/WebAuthn support the legacy platform could not offer.
- I own non-human and agentic identity across the consumer and workforce estates, and built the guardrails and training that let teams adopt agentic AI safely, including a one-click process that manages agent identities from creation to retirement.
- I'm accountable for regulatory and audit governance across the identity estate (PCI DSS, HITRUST, SOC 2), lead identity major incident response, and serve on accelerator tiger teams reporting to C-suite executives.
- I significantly raised platform availability and tightened major incident response, cutting time-to-engagement on incidents by more than 80%.
- I delivered enterprise MFA for associates and vendors that meets state privacy law, PCI, union agreements and no-personal-device constraints, and introduced SCIM provisioning, custom OIDC token brokers and FIDO2/passwordless for the workforce.

Sr. Engineer / Architect, Associate Mobility Platform Solutions

Oct 2019 – Sep 2022

I was the principal technical authority for mobility security and the associate mobility platform.

- I directed the architecture and rollout of 100,000+ managed mobile devices in a 12-month window to keep the business running through the COVID-19 pandemic: a zero-to-one platform on a hard deadline.
- I directed the development and Tier-1 vendor partnership behind a SCEP certificate proxy that replaced per-app logins (35+ seconds per app per session on shared devices) with a single device login for 400,000+ associates, with ring deployments across 50+ app platforms.
- I designed and oversaw a replacement for the vendor's Workspace ONE launcher: a custom associate-first platform with zero-trust controls and low-friction login, from idea to production.

Senior Infrastructure Engineer

Oct 2018 – Oct 2019

I rescued a critically delayed, over-budget Windows 10 migration.

- I restructured the deployment methodology for a migration spanning 2,400+ physical locations and landed the program on time.
- I drove automation frameworks that ran daily across 75,000+ endpoints, improving stability, security posture and user experience at fleet scale.

Stealth authentication startup	2026 – Present
Co-Founder	
Pre-seed, venture-track company building authentication technology for frontline and deskless workforces, alongside four other founders and an international consultant.	
• I own product architecture and the technical roadmap: credential model, lifecycle and supersession logic, hardware tiering, and authentication assurance levels aligned to NIST SP 800-63B. • I drive intellectual-property strategy, from conception and disclosure history to invention assignment and patent positioning.	
CBTS (Cincinnati Bell Technology Solutions)	Cincinnati, OH · Apr 2018 – Oct 2018
Enterprise Infrastructure Systems Automation Engineer II	
Contract engagement at The Kroger Co.	
• I partnered with executive leadership and enterprise engineering to architect and stabilize a large-scale operating system migration, recovering timeline confidence on a program at risk. • After seven months, Kroger leadership hired me full time.	
Dealer Tire, LLC	Cleveland, OH · Aug 2015 – Mar 2018
IT Customer Support Specialist	
• I ran level 1 through level 3 support across a mixed-OS environment in a lean organization, and the project work alongside it is where I built my engineering foundation. • I helped deploy and standardize SIEM and anti-malware tooling with always-on proxy controls that persisted off the corporate network, reducing endpoint risk and creating security reporting the company did not have.	
Grafix	Maple Heights, OH · 2012 – 2015
IT Business Systems Support Specialist	
• I directed end-to-end modernization of company IT across servers, networks, CRM and ERP for a 30-person business, acting as the entire technology function.	
Education	
Bachelor of Science, Psychology, bio-behavioral concentration, University of Vermont	2012
Certifications	
CISSP (Certified Information Systems Security Professional), ISC2, credential ID 624539 · Verify on Credly	
Future Leader, FMI	2023
Community Involvement	
Cannon Fodder Security Inc. (Queen City Con)	Cincinnati, OH · Oct 2019 – Present
Co-Founder & VP Treasury, Board of Directors	
I co-founded and bootstrapped a 501(c)(3) from concept to operating organization: a regional cybersecurity institution dedicated to developing the next generation of security talent.	
• As one of three co-founders, I helped build it from an idea: bringing the founders together, filing the non-profit incorporation and leading the grassroots effort to get off the ground. • I direct strategy, logistics and execution for Queen City Con, which grew from a handful of virtual volunteers during COVID to 300 attendees at the first in-person event in 2023 and 600+ in 2025.	
Volunteer mentorship: Interns, early-career engineers and aspiring technology professionals	
Speaking	
The future of identity in the enterprise: decentralized digital identity, Queen City Con	2024
Fostering Internet Security, Beech Acres Parenting Center	2024
Modern mobile authentication and zero trust at large installation scale, VMware Explore	2022
Projects	
Non-human identity authentication: training guide and competitive gap analysis: A training guide and market gap analysis on agentic non-human identity authentication: workload identity issuance and attestation, SPIFFE-semantics scale-down gaps, and Shared Signals Framework receiver tooling as open-source wedge opportunities.	
Autonomous ops agent security sandbox: Egress denial enforced at three independent layers, an explicit execution gate for privileged operations, a hard denylist for irreversible actions, and full session transcript capture committed to version control: delegated, action-scoped, time-bound agent authorization with full attribution and no shared credentials.	
Memberships	
InfraGard, Cincinnati ISSA, ISC2	