

Pascal Seguin

**OT/ICS Digital Grid Cybersecurity Engineer,
Americas**

Contact details

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<i>Nationality</i>	Canadian



Areas of expertise

Grid Operator Cyber Expertise

- **Boots on the Ground Electric Sector TSO, DSO Cybersecurity Experience:** Pascal Seguin has direct experience in the electric sector, specifically in Transmission System Operators (TSO) and Distribution System Operators (DSO) cybersecurity. Functioning as the control room operator, SCADA Integrator, Compliance Manager, and Cybersecurity SME.
- **Designed and Implemented SCADA Solutions:** Designed and implemented brownfield deployment of WAN and LAN solutions for SCADA environments, SCADA Server Infrastructure, Protection and Control Devices, and Various Security Solutions.
- **Supported NERC Audits and Self Certification:** Pascal has been involved in supporting North American Electric Reliability Corporation Critical Infrastructure Protection (NERC CIP) audits and self-certification activities, ensuring compliance with regulatory standards.

Compliance and Regulations

- **Develop, Implement, and Operate a NERC CIP Compliance Program:** Built from the ground up for Generations, Transmission, and Distribution assets.
- **Experience Discovering and Drafting Self-Reports with Mitigation Plans:** Created self-reports for the violations and the associated mitigation plans. Additionally, implementing the mitigations and closing the self-reports.
- **Supporting Compliance with Cybersecurity Standards:** Supported the development and adoption of internal cybersecurity policies and procedures based upon NIST 800-82.

Trusted Advisor Roles

- **Deep Technical Expertise:** A trusted advisor must possess a thorough understanding of OT/ICS environments, including the unique protocols, devices, and systems used. This expertise allows for accurate risk assessments and the development of tailored security strategies that address the specific needs and vulnerabilities of these critical infrastructures.
- **Strong Communication Skills:** This includes explaining risks, justifying investments in security measures, and providing clear guidance during incidents. Building trust to articulate the value of cybersecurity in terms that resonate with both technical and non-technical audiences.
- **Initiative-taking and Collaborative Approach:** Being proactive in identifying potential threats and working collaboratively with various departments ensures a comprehensive security posture. This involves staying updated with the latest threat intelligence, fostering a culture of security awareness, and engaging in continuous improvement practices.

Cyber-Physical Solutions for Grid Modernization

- **Expertise in Developing Cyber-Physical Solutions:** Developed cyber-physical solutions aimed at modernizing the grid infrastructure.
- **Designing Defensible Architecture:** Designed and implemented defensible architecture to enhance the security and resilience of grid systems.
- **Creating Comprehensive Cyber-Physical Roadmaps:** Creating comprehensive cyber-physical roadmaps to guide the modernization and security enhancement of grid infrastructure.

Work history

Since 2025 **OT/ICS Digital Grid Cybersecurity Engineer**
Calgary, Alberta, Canada (remote)

Working in the Grid Cybersecurity Team under the Digital Grid department. My team and I work to deliver effective solutions to cyber-physical problems with a compliance focus.

- **Ensuring Substation Safety:** Implementing and maintaining cybersecurity measures to protect substations from potential threats and vulnerabilities.
- **Enhancing Resiliency:** Developing strategies and solutions to ensure the grid's resilience against cyber-attacks and other disruptions.
- **Maintaining Availability:** Ensuring the continuous availability of grid infrastructure by monitoring and managing cybersecurity systems.

- **Collaborating on Cybersecurity Projects:** Working with various departments to design and implement cybersecurity solutions for interconnected grid infrastructure, including substations and wind turbines.
- **Compliance and Documentation:** Supporting compliance with cybersecurity standards and documenting processes and procedures for future reference.
- **Research and Development:** Engaging in research and development activities to stay updated with the latest cybersecurity technologies and practices.

2022 - 2025 City of Medicine Hat Electric Transmission and Distribution, Systems Control Operator - Cybersecurity

Medicine Hat, Alberta, Canada (Onsite)

Hired as the initial member of the cybersecurity team to support grid modernization and NERC CIP compliance for the City of Medicine Hat's transmission and distribution assets.

- Operational in the Control Room for management of the Transmission and Distribution system.
- Supporting and managing the SCADA Network for the City of Medicine Hats power grid.
- Defined technical design and roadmap for integration of Micro-generation assets.
- Creating, operating, and reporting on Generation, Transmission and Distribution NERC Critical Infrastructure Protection compliance
- Drafting and implementing the policies and procedures for Device Hardening, Vulnerability Management, Supply Chain Cyber Risk Management, Backup & Recovery, Business Continuity, Media and Storage handling.
- Design and Configuration of various projects and solutions Active Directory Integration, Data Center Virtualization and Redundancy, WAN Redundancy, Firewall and Router Redundancy and Refresh, SIEM & Syslog, and EDR.
- Utility project lead of initiatives involving AESO solutions for energy management, metering, operations, and communications.
- Cybersecurity road map development and strategy
- Conducting assessments and reviews based on NIST and NERC CIP frameworks.
- Designing and implementing controls to enhance the security stance of the organization.
- Conducting interviews and reporting on maturity of systems security stances.

2021 - 2022 Deloitte, Cybersecurity Analyst

Calgary, Alberta, Canada (Onsite)

Working in the Infrastructure Security offering advising and operating clients IT and OT Environments.

- Experience with DLP Solutioning
- Creating PM and SOW documentation
- Operating Compliance and Assurance programs
- Conducting assessments and reviews based in NIST and SANs frameworks.
- Providing insights and recommendations to enhance the security stance of the organization.
- Conducting interviews and reporting on maturity of systems security stances.

2020 - 2021 Boston Consulting Group, IT Specialist - Contract

Calgary, Alberta, Canada (Onsite)

- Supported user's IT needs in the Calgary office.

- Provide troubleshooting and solution delivery for hardware and software based.
- Develop documentation about systems and processes for instructional and self-learning purposes to build the knowledge base of IT support at site.
- Work with users to resolve issues using cost leadership and customer service focused mentality increasing organization efficiency.
- Support the management of the IT services for the office while working in a remote setting during the COVID-19 Pandemic.
- Responsible for technology testing and infrastructure upgrades for the Calgary Office.

2018 - 2019 CNOOC North America (Formerly Nexen Energy), IT Field Technician Co-op Student

Fort McMurray, Alberta, Canada (Onsite)

- Upgraded the AESO Dispatch system for the Cogeneration facility.
 - Part of crisis response team for technical outages and IT related duties during site level emergencies.
 - Develop documentation about systems and processes for instructional and self-learning purposes to build the knowledge base of IT support at site.
 - Work with users to resolve issues using cost leadership and customer service focused mentality increasing organization efficiency.
 - Support IT related projects such as DCS Server upgrade and Windows 10 Deployment extensively using communication and people skills along with technical expertise.
 - Provide onsite network support for both IT and Automation Networks working to both support the day-to-day operations as well as project-based deployments.
 - Designed and managed multiple minor network upgrade and expansion projects on site.
 - Deployment Tech for Avaya IP Office upgrade at site as well as led information gathering activities.
 - Designed and deployed various small-scale Inventory Management and tracking solutions.
 - Provided operational support and deployment design for P2MP Network building skills in alternative Network Connectivity design and support.
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Education

2021 Business Administration Certificate - Human Resources
Mount Royal University, Calgary, Alberta, Canada

2021 Bachelor of Computer Information Systems
Mount Royal University, Calgary, Alberta, Canada

Certifications

2025 GRID (GIAC Response and Industrial Defense)
SANS, Medicine Hat, Alberta, Canada

2024 CISSP (Certified Information Systems Professional)

ICS2, Medicine Hat, Alberta, Canada

2024 **GCIP (GIAC Critical Infrastructure Protection)**
SANS, Medicine Hat, Alberta, Canada

2023 **Cisco Certified Network Associate**
Cisco, Medicine Hat, Alberta, Canada

2023 **Cisco CyberOps Associate**
Cisco, Medicine Hat, Alberta, Canada

2021 **CompTIA Security+**
CompTIA, Calgary, Alberta, Canada