Rick Bawcum, CAE, CISSP, AAiP

Chief Executive Officer · Founder-CEO of an Industry-Focused Consulting, Managed Services & AI Governance Firm

Orlando, FL · +1 (984) 325-3180 · rick@bawcum.net · linkedin.com/in/rickbawcum · bawcum.net

SUMMARY

CEO who founded, scaled, and sold a company, then led it for five more years under private equity ownership, growing revenue from $2.5M to a $5M+ run rate with a team of 20+, 100+ client engagements, and 90% revenue retention. Built an industry-focused firm delivering consulting, managed services, and AI governance, with deep sector expertise as the differentiator. Certified Association Executive (CAE), CISSP, and past president of two affordable-housing non-profit boards. Seeking a CEO role where strategy, financial discipline, and technology leadership drive growth.

CORE COMPETENCIES

- **Leadership & Governance:** board partnership, strategic planning, organizational design, executive team building
- **Financial & Growth:** full P&L ownership, revenue growth, mergers and acquisitions, private equity transaction
- **Technology & AI:** enterprise technology modernization, AI strategy and governance, cybersecurity and risk (CISSP)
- **Sectors:** professional services and technology consulting, associations and scientific societies, non-profits, architecture-engineering-construction, telecommunications, financial services

PROFESSIONAL EXPERIENCE

Founder, cimbiotic *September 2026 – Present*

- Founded an independent AI assurance firm for professional and trade associations, with a fixed-price AI assessment, quarterly testing, and an independence model free of vendor commissions and contingent fees.
- Built and launched the cimassure platform hands-on with Claude Code and Claude Cowork; published AI governance guidance and a Trust Readiness Scorecard.

Founder & CEO, Cimatri (acquired by Blue Cypress)

Washington DC-Baltimore Area · June 2015 – September 2026

Founder & CEO, 2015–2020 · CEO after private equity acquisition, 2020–January 2026 · Strategic Advisor to Blue Cypress through a planned nine-month transition, January–September 2026

- Founded Cimatri, an industry-focused firm delivering consulting, managed services, and AI governance, bootstrapped it to $2.5M in revenue with full P&L accountability, and led its sale to private equity acquirer Blue Cypress.
- Ran the business for five more years under new ownership, growing revenue to a $5M+ annual run rate across consulting, managed services, and enterprise AI, with 90% revenue retention.
- Led a team of 20+, supported by an offshore and contract workforce, on 100+ client engagements across associations, non-profits, and scientific and professional societies.
- Served as virtual CIO to the American Association of Physicists in Medicine and the Construction Specifications Institute, and provided IT strategy to the American Institute of Physics.
- Established the AI and Intelligence practice, advising boards and executive teams on human-in-the-loop AI adoption and data governance.
- Advised Blue Cypress leadership across its portfolio during the planned transition as the acquirer reorganized the business.

COO / CTO, Bross Group *Denver Metropolitan Area · March 2011 – June 2015*

- Senior management team member of a premier IT staffing and consulting firm: strategic planning, operations, practice development, risk management, managed services, and engagement management.

Management Consultant, Independent *Greater Wilmington Area · October 2003 – March 2011*

- Interim executive for portfolio companies; advised partners and major clients on business planning, capital formation, technology deployment, and operations.

Earlier Career, 1996–2003

- Vice President-level technology and operations roles at Iron Mountain (FORTRUST), Rhythms NetConnections, CapRock Communications, Pagenet, and Verizon Wireless (PCS PrimeCo), including P&L ownership of a managed services business unit.

BOARD & COMMUNITY LEADERSHIP

- Past President, Cape Fear Habitat for Humanity and Cape Fear Housing Land Trust
- Member, Technology Advisory Council and International Association Advisory Council, ASAE
- Volunteer with NGOs serving vulnerable children in Tanzania

EDUCATION & CREDENTIALS

- MBA, Computer/Information Technology Administration and Management, Western Governors University (in progress) · BS, Business Administration, Finance and Management, Regis University, cum laude
- Telecommunications Executive Management Program, SMU Cox School of Business · MIT Sloan Executive Education: Implications of AI for Business; AI for Business Strategy
- CAE (Certified Association Executive) · CISSP · AAiP (Association AI Professional) · Certified AI Consultant (USIDHR)

PUBLICATIONS

- Author, Ethical AI for Associations: Agentic Update (2025) · Contributing author, Ascend: Unlocking the Power of AI for Associations (2023)