

William Klinkowsky Jr.

IAM PROFESSIONAL

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Objective

Consultative IAM leader with 15+ years building and running enterprise identity programs across hybrid environments. Engagement lead and hands-on builder who drives the full delivery lifecycle—discovery, solution design, data modeling, configuration, QA, cutover, and customer enablement—while mentoring engineers and coordinating vendors. Deep in IGA/Lifecycle (JML automation, RBAC/ABAC design, SoD and certification campaigns, privileged access workflows, analytics) and integrations across HRIS⇌directories⇌SSO/MFA via REST/SCIM (e.g., Workday/ADP ⇌ AD/Entra, Okta, ServiceNow). Translates SOX/HIPAA/NIST requirements into scalable architectures and automation (PowerShell, Python, SQL) with clean documentation, change management, and training. Proven results: ~60% reduction in unauthorized access and ~40% faster time-to-access through policy rationalization, lifecycle automation, and connector tuning.

Experience

IAM Manager — The Aspen Group (TAG) • 2010–2018, 2020–2025

- Designed and operated hybrid identity: AD forest/OU/GPO strategy, DC hardening, privileged tiering; integrated with Entra ID for SSO/MFA.
- Implemented Entra ID P2 controls: Conditional Access (device compliance, location, risk), MFA enforcement, PIM for privileged roles, and scheduled access reviews to reduce standing privilege.
- Built Workday-driven JML flows as system-of-record; automated provisioning/deprovisioning via SCIM & APIs; cut time-to-access and orphaned accounts.
- Onboarded/federated 400+ SaaS apps using SAML/OAuth/OIDC; standardized certificates and SSO posture checks.
- Mapped program capabilities and evidence to NIST 800-53 Moderate and NIST CSF functions; partnered with Security/Compliance on audit packets and POA&Ms.
- Authored automation: PowerShell (Graph/Entra/Okta/Admin SDK), Python API jobs (user lifecycle, access recertification exports), and CI/CD GitHub Actions.

ServiceNow Developer / Admin — The Aspen Group • 2018–2020

- Built Access Request catalog, approvals, and audit trails; integrated with IAM to auto-provision access, reducing tickets 35% via self-service and workflow.

IT Manager (Help Desk) & JAMF Administrator — The Aspen Group • 2014–2018

- Led endpoint/security teams; integrated device compliance into access decisions and Conditional Access; automated macOS/iOS management with JAMF.

Entrepreneur, App Developer (privacy-first apps) — sudoBuiltApps • 2025–Present

- Built API-driven automations and identity microservices; CI/CD with GitHub Actions; demonstrates depth in scripting, API design, and operational rigor.

Education and Certifications

- Equivalent experience in lieu of degree (15+ years enterprise IAM & infrastructure).
- Saviynt — Identity Security for the AI Age (Certificate), 2025.
- Identity & Secure Authentication, Macquarie University (Certificate).

Selected Projects

- Privileged Access Modernization: Migrated static admin groups to PIM with approval & time-bound elevation; added justifications and logs for audit.
- NIST Alignment Sprint: Cataloged IAM controls to NIST CSF/800-53; closed gaps with CA policies, access reviews, and automated deprovisioning evidence.
- Workday Mastering: Implemented Workday-to-IAM mastering for employees/contractors; SCIM to Entra/Okta; rapid termination flows and SoD checks.

Skills & abilities

AD DS/DNS/LDAP, OU/GPO design, LAPS; Azure Entra ID P2, Conditional Access, MFA,

PIM, Identity Protection, Access Reviews; Entra Connect/Cloud Sync; Workday (HRIS) mastering, SCIM, API/RaaS; SAML, OAuth2/OIDC; PowerShell, Python, REST/Graph APIs; ServiceNow; GitHub Actions/CI; Okta (IGA/Workflows).