



Steve is a leading authority on cyber security, digital identity, privacy and data protection. For over 25 years he has provided strategic cybersecurity research, analysis and advice to governments, big businesses, startups, peak bodies and NFPs, across the world and across most industries. His security advice is informed by highly original R&D in data protection, which has been partially supported by competitive grants awarded by AusIndustry and the U.S. Department of Homeland Security.

After completing double degrees in physics and electrical engineering, Steve spent the early part of his career developing embedded software for medical devices in Australia and the U.S. He moved into cybersecurity in 1995, holding R&D leadership and Principal Consultant roles with Baltimore Technologies (formerly Security Domain), KPMG, PwC and SecureNet Limited. He founded the independent Lockstep Group in 2004, and over 2013-25 held a conjoint role as Principal Analyst with Silicon Valley-based Constellation Research.

Steve has particular experience guiding small-to-medium size businesses through continuous security improvement, drawing on frameworks including the Australian federal government's *Essential Eight* and ISO/IEC 27001 (see below). He has himself been responsible for Gatekeeper Accreditation (which encompasses much of the Australian Information Security Manual, ISM) at the Australian Digital Health Agency, ATO, and SecureNet.

Steve is an active member of the security community and regular contributor to security publications and conferences. Among many industry activities, he was a member of the Australian Law Reform Commission emerging technologies committee, the APEC eSecurity Task Force, the National Blockchain Roadmap Cybersecurity Working Group, the NSW Digital Identity Ministerial Advisory Council, and the Data Standards Advisory Council, and is an honorary lifetime member of the Australian Information Security Association.

Selected engagements

- [Rush Gold](#), **2014-now**: Chief Information Security Officer (CISO) for this award-winning fintech operating a unique digital trading platform for precious metals; responsible for the organisation's security Threat & Risk Assessment, information security policy, Risk Register and Risk Committee.
- **Multinational medical device company (confidential), 2024**: engaged by the board for a security gap analysis against the Australian Signals Directorate *Essential Eight* with strategic recommendations for security investment.
- **Telehealth business (confidential), 2023**: engaged to independently review the security posture of this emergency medical service, with reference to multiple best practice frameworks including the ASD *Essential Eight* and the AICD Cyber Security Governance Principles. Drafted a new enterprise information security policy, and a costed six-month security uplift plan to ready the business for security accreditation.
- [ID Support NSW](#), **2021**: Undertook the initial privacy impact assessment (PIA) for this world-first government agency established to help customers recover from identity theft.

- **International medical research institute (confidential) 2021:** information security policy review and update, in the context of a major cloud migration of research data collection, analytics, clinical trial and product development systems.
- **E-health startup (confidential) 2019:** developed a security & privacy roadmap over a three-year planning horizon, with a governance plan matched to the company's sales growth and investment profile, plus costed estimates for security policy and privacy compliance activities.
- **My Health Record security review, 2014 & 2018.** Contracted by the Office of the Australian Information Commissioner (OAIC) to undertake two successive APP 11 [security reviews](#) of the e-health records vendor relative to the Privacy Act; my review uncovered a critical breach in the system's deidentification measures.
- **Dept of Homeland Security (U.S.) 2016-19:** Awarded a three-stage competitive grant to develop a novel [Mobile Device Attributes Verification](#) (MDAV) digital credential wallet for First Responders. Lockstep was the only Australian cyber security company in the DHS Cybersecurity Directorate program.
- **Australian Treasury, 2019:** Provided an [independent review of the initial Privacy Impact Assessment](#) (pdf) of the new *Consumer Data Right*.
- **NSW Digital Driver Licence, Service NSW, 2018:** Independent security review of the Digital Driver Licence platform.
- **Health sector peak body (confidential) 2016-2017:** Privacy road map and PIA for a new cloud-based analytics platform to improve professional services for healthcare providers.
- **Bemis Corporation (U.S.) 2014-15:** Retained by the Office of the CIO to evaluate, uplift and redesign the information security function of this multi-billion dollar packaging corporation.
- **NSW Office of ICT, 2004:** Developed a new statistical *Return on Security Investment* (ROSI) model, based on Monte Carlo techniques (this work was cited by U.S. defence researchers in "[A model to quantify the return on information assurance](#)", The Journal of Defense Software Engineering, 2009).
- **Telstra e-Business Services, 2004:** developed and delivered a comprehensive one-day security training program for 150 general office staff and managers.
- **Ozdocsonline, 2002-04:** Acting CISO for this startup which developed and launched the first web communications platform for GPs and patients.

Selected cybersecurity publications & presentations

See also <http://lockstep.com.au/library>.

- *Gen AI and Gen PI*, Asian Law Schools Association (ALSA) Law and Technology Conference, Sydney, July 2025
- [A Privacy Engineering Primer](#), Cybercon, Melbourne, Nov 28, 2024
- [How to create an infostructure to protect data as a utility](#), Aust. Quarterly, 93(3), 2022
- [Optus breach: What next for digital credentials?](#) Innovation Australia, October 7, 2022
- [Why this privacy expert has the COVIDSafe app](#), Sydney Morning Herald, May 4, 2020
- [How Data Supply Chains Must Be Safeguarded](#), Constellation Research, 27 Nov 2018
- [How Healthy is Blockchain Technology?](#) HIMSS Asia Pac Conference, Singapore, Sept 13, 2017 (awarded Best Paper of the conference)

- [*Biometric Standards, Large and Small*](#) “Biometrics and Regulation” Tenth Workshop on Social Implications of National Security (SINS17), Sydney, 2017
- [*Blockchain - The Hype Machine*](#), AusCERT 2016, Gold Coast, May 2016
- [*Seeing privacy through the engineer's eyes*](#), Privacy Law Bulletin, March 2015
- [*The collision between Big Data and privacy law*](#), Australian Journal of Telecommunications and the Digital Economy, Vol 2.3, 2014
- [*Security isn't secure*](#), AusCERT, Gold Coast, 2014
- *Designing Privacy by Design*, AusCERT, Gold Coast, 2013.

Career summary

- 2004-now Lockstep Group – Managing Director and Principal Consultant
- 2013-2025 Constellation Research (USA) – Vice President & Principal Analyst
- 2001-2003 SecureNet – Chief Security Specialist & Professional Services Mgr
- 1999-2001 PwC beTRUSTed – Director of Strategy & Policy
- 1997-1999 KPMG Consulting – Associate Director, Certification Authority
- 1995-1997 Security Domain – Software Development Manager
- 1993-1995 Teletronics (USA) – Head of Software Engineering
- 1992-1993 Teletronics (USA) – International Strategic Product Marketing Mgr
- 1987-1992 Teletronics – Senior SW Engineer, Team Leader, Section Head
- 1986-1987 CSIRO Division of Wool Technology – Experimental Scientist.