Felix Matenaar

Security, Engineering, Leadership

PROFESSIONAL SUMMARY

Engineering leader with over 12 years of experience driving innovation with security for the most demanding applications, and mentoring high-performing teams. Passionate about advancing security and enabling trusted, scalable platforms.

WORK EXPERIENCE

Asana, San Francisco
Senior Engineering Manager   2022 – 2025

- Managed 14 across **Product- Infrastructure- and Data Security**
- Set priorities for the security organization of ~30, coaching managers to deliver
- Identified top security risks highlighted to the company board, obtained funding
- Collaborated with product- and engineering directors to decide security strategy
- Grew an **AI security team for Asana's AI studio**, ensuring it is a trusted platform
- Built security- and performance guardrails for FedRAMP, **enabling $37M ARR**
- Ensured response to security incidents to preserve trust with our customers
- Increased security flaw remediation by 5x, achieving an **NPS score of 52**

Block (formerly Square), San Francisco
Software Engineer, Engineering Manager   2019 – 2022

- Built team of 12 solving critical **security engineering problems across all BUs**
- Unlocked payments in international markets with tamper-proof mobile POS
- Led threat research and delivery of unique **world class tamper detection**
- Stabilized critical payments path to 99.99% reliability, up from 99.6%
- **Reduced $10M annually lost revenue** to fraud, deploying endpoint fingerprinting
- Created industry leading SAST program, identifying 150+ critical vulnerabilities
- Improved service quality, highlighted **security metrics alongside deployments**

Google, Mountain View
Software Engineer, Technical Lead   2016 – 2019

- Created Cloud IAM Policy Intelligence, **enabling least-privilege for billions**
- On-boarded and mentored 5 engineers, led the policy intelligence team
- Led OSS prototype development, **shortening time to customer feedback by 70%**
- Partnered with ML teams to develop and launch IAM role recommendations
- Refactored ~2M QPS service, doubling team PRs, **maintaining 99.995% uptime**
- Designed and developed domain-specific language for IAM policy invariants
- Threat modeled Chrome's supply chain, preceding Googles SLSA efforts

ADDITIONAL EXPERIENCE

Bluebox, Vera, Yik Yak, Bay Area
Software Engineer   2012 – 2016

- Created MDM product, with **patented technology and conference recognition**
- Designed secure software solutions, including **FIPS 140-2 compliant protocols**
- Developed mobile, desktop and backend applications at scale
- Built abuse detection systems, **protecting millions of end users**

CONTACT

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- 🌐 LinkedIn

⛰ LEADERSHIP SKILLS

- Strategically planning for company security posture
- High performance team building and -coaching
- Engineering planning, design and delivery

💻 TECHNICAL SKILLS

- Python, C++, Java, Golang
- GCP, AWS
- Mobile Applications
- Distributed Systems
- AI Security

🎓 EDUCATION

RWTH Aachen University
Bachelor of Science
Computer Science
Aachen, Germany
2008 - 2012

- Thesis led to conference paper accepted at IEEE MALWARE Conference, (Code)

- Distinguished participation in hacking competition at Defcon Las Vegas, 2012

📣 CONFERENCES

- Review committee member for BSidesSF conference, 2025
- OWASP AppSec, 2024
- BSidesSF Presentation, 2024

📜 PATENTS

- Anti-tamper patent (Link)
- Hooking Android patent (Link)