

CARLO MENCARELLI

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Security & Infrastructure Engineer

Designs and operates security and cloud infrastructure for high-growth SaaS with deep experience in AWS, incident response, and detection engineering.

Professional Experience

Senior Manager, Detection and Alerting

August 2025 – Present

Hackerone – San Francisco, California (Remote)

Bootstrapped HackerOne's detection and response function, then grew and led the team. Responsibilities frequently included technical advising to the executive team, including the legal, data, professional services, and engineering departments. Served as an escalation point for all things security-related. Reported directly to the CISO, owning cloud security, detection/response, and CSPM for the organization.

- Implemented a CSAT program for incident response for tracking effectiveness and internal satisfaction
- Designed and scaled an endpoint detection process that delivered 30+ new detections from past incidents, significantly reducing noisy alerts and improving response quality
- Owned the organization's cloud security posture management program, integrating CSPM findings into detection workflows and driving down critical misconfigurations across AWS accounts
- Deployed and centrally managed endpoint firewall policies across macOS devices, tightening ingress and lateral movement paths while preserving developer usability
- Partnered with product and engineering leadership to make risk-based decisions, explicitly trading off security controls vs. delivery speed for high-impact features
- Formalized HackerOne's incident response program (incident severity model, on-call, runbooks) and common playbooks, reducing MTTR and eliminating large classes of repetitive operational work.

Staff Engineer / Tech Lead, Infrastructure

June 2022 – August 2025

Hackerone – San Francisco, California (Remote)

Most senior engineer and tech lead for HackerOne's infrastructure team, architecting core cloud, networking, and observability systems, and partnering with product teams to deliver features quickly and safely.

- Frequent point of contact for the executive leadership team for all things infrastructure-related
- Realized over \$250,000 in savings for various monitoring and observability tooling.
- Architected and implemented multi-region disaster recovery for core services using AWS primitives, achieving sub-5-minute RPO and sub-1-hour RTO during regional failures.
- Primary POC and contract negotiator for over a dozen vendors, including AWS, SumoLogic, and DataDog.
- Primary architect and leader for migration from EC2 to Kubernetes for core services and applications.
- Led design reviews and incident postmortems across infrastructure and product teams, driving architectural improvements and codifying best practices into runbooks and templates.

Senior Engineer / Tech Lead Manager, Cloud Engineering

November 2020 – June 2022

BillGO – Fort Collins, Colorado (Hybrid)

Lead architect for AWS and Azure production environments in a fintech, designing Terraform-based infrastructure for hundreds of cloud resources while supporting 150+ engineers and financial institution customers.

- Built and managed a cloud engineering team of seven from scratch, including defining roles, hiring, onboarding, and conducting performance reviews and promotion recommendations.
- Reduced RDS failover from 5 minutes to 2 seconds, utilizing RDS Proxy and recommended code changes.

Senior Systems Engineer

October 2018 – November 2020

NationBuilder – Los Angeles, California (Remote)

Led automation and security improvements for NationBuilder's platform, acting as the primary engineer for migrating 10,000+ customer domains from Akamai to Cloudflare and implementing a secure edge layer with WAF and DDoS protections to reduce fraud and abuse.

Network and Systems Engineer

May 2013 – October 2018

Harris Corporation – Melbourne, Florida

Supported the Harris Data Exchange (DEX) and FAA System Wide Information Management (SWIM) programs, which provide an infrastructure for Air Traffic Control data to be dispersed across the country. Frequent responsibilities involved planning, coordinating, and conducting maintenance events; researching and implementing cost and time-saving measures; designing system architectures; as well as serving as the highest escalation point for technical issues.

Education

Master of Science, Applied Data Science

May 2019

Syracuse University

Focus on large-scale data systems and statistical modeling

Military Service

The United States Marine Corps (E4/Corporal, Honorable Discharge)

August 2009 – August 2013

Roles: Maintenance Management Chief, Key Control Officer, Armory Custodian

Awards: Navy-Marine Corps Achievement Medal, Good Conduct Medal, National Defense Medal

Certifications

Numerous certifications, including:

AWS Certified Solutions Architect Professional

Expires May 2026

AWS Certified Security Specialty

Expires January 2026

Expertise and Skills

- Day-to-day use of AWS core services
 - EC2, EKS, RDS, S3, IAM, Lambda, ALB/ELB, VPCs, GuardDuty, SecurityHub, Inspector, CloudWatch
- Detection and Alerting
 - SIEM/EDR, alert tuning, incident handling, playbook automation, endpoint hardening
- Experience with Infrastructure as Code (IaC) and configuration management tooling
 - Terraform, Packer, Ansible, Helm, Kustomize
- Data & Observability
 - Large-scale log aggregation and analysis (SumoLogic, OpenSearch, CloudWatch Logs, Datadog)
 - Building and tuning detection logic and data pipelines for security telemetry
- CI/CD
 - GitLab CI, GitHub Actions
 - Designing secure build and deployment pipelines with secrets management and policy enforcement
- Application Security
 - Secure SDLC, threat modeling, code review patterns, and SAST/DAST integration
- Data Security
 - PII and sensitive data in SaaS; data classification, encryption in transit/at rest, key management, access governance