

CAM SOURANI

Transformational IT Executive

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EXECUTIVE PROFILE

Senior IT executive with 27+ years of progressive leadership across logistics, hospitality, healthcare, and managed services. Proven track record of unifying and transforming IT operations across multi-entity organizations, aligning technology strategy with group-level business objectives, driving M&A integration, and converting fragmented IT environments into cohesive, governance-led platforms.

Equally fluent in boardroom strategy and hands-on execution. Known for building high-performing IT teams, securing executive trust, and delivering measurable ROI through technology enablement, automation, infrastructure modernization, and cybersecurity transformation without losing sight of the people and culture that make it sustainable.

CORE COMPETENCIES

- IT Strategy & Governance
- M&A Integration & Multi-Entity Alignment
- AI, Automation & Digital Transformation
- Enterprise Infrastructure & Cloud Migration
- Cybersecurity Architecture & Compliance
- ERP, Systems & Service Delivery
- Business Continuity & Risk Management
- Executive Stakeholder Engagement
- Change Management & Cultural Transformation
- Data Analytics & Business Intelligence
- Team Building & Leadership Development

PROFESSIONAL EXPERIENCE

Vice President IT, Systems and Integrations

August 2022 – Present | Oakville



Transportation, 3PL, Last Mile, Logistics, Warehousing, Fulfillment
18 Locations across Canada

Achievements

- Led IT transformation across ASL Distribution and Precision, aligning systems, data, and operations across multi-entity logistics environments within the Fastfrate Group ecosystem
- Collaborated with senior IT leadership across the Fastfrate Group, aligning priorities, standards, and strategic direction across business units.
- Launched enterprise AI initiatives across customer service, billing, and warehouse operations, driving targeted 40% reduction in support workload and establishing foundation for group-wide automation
- Developed and executed a comprehensive cybersecurity strategy aligned with NIST, incorporating MFA, EDR, PAM, and vulnerability management enterprise-wide backed by a security awareness programme that positioned employees as an active line of defence.
- Migrated key systems to cloud, implemented BI and automation tools, and advanced data analytics capabilities, enabling real-time operational insights and measurably improving decision-making across departments.
- Established enterprise IT governance including SDLC, ITIL-based change and release management, and agile delivery frameworks improving SLAs, reducing delivery times, and elevating service quality across 18 locations.
- Built and developed a high-performing IT team through strategic hiring, mentoring, and career development, while driving vendor consolidation and strategic sourcing to reduce costs without compromising service
- Supporting a multi-company group structure with distinct operating models, systems, and technology priorities

Vice President Technology and Security

Feb 2020 – August 2022 | Brantford



Warehousing, fulfillment, co-packaging, technology, logistics services and merchandise

Achievements

- Established a comprehensive IT strategy and roadmap, elevating IT services and enhancing client offerings.
- Developed IT service catalogues and SLAs using ITIL practices, strengthening accountability with internal and external customers.
- Strengthened security posture, enhancing both IT and physical security controls.
- Improved vendor management, contract negotiation, and outsourcing decisions to optimize cost control.
- Launched a digital marketing strategy that increased online visibility and generated new revenue streams.
- Managed financial planning and execution of IT budgets and technology investments

Director Information, Data and Digital Transformation

April 2019 – Feb 2020 | Toronto



Manufacturing and Retail Distribution of Healthcare and Medical Supplies - 40 locations across Canada

- Designed and executed a digital transformation roadmap, completing the first two major milestones on schedule.
- Created and tested a full Business Continuity Plan, safeguarding data integrity and operational resilience.
- Implemented PIPEDA, PCI, and ISO security best practices, reducing organizational compliance risk.
- Developed KPI frameworks to measure application and infrastructure performance across 40 locations.
- Overhauled IT service delivery methods, significantly improving employee and customer satisfaction.

Vice President Solutions and Services

Dec 2016 – April 2019 | Toronto



IT solutions, Managed Services, Digital Technologies, Infrastructure, Cyber Security, Analytics Solutions, IT Architecture (110 projects across Ontario)

- Partnered with Ontario Ministry of Education and Ministry of Transportation to lead major province-wide IT initiatives.
- Achieved ISO 27001 certification, strengthening security governance and enterprise risk management.
- Executed IT growth strategy focused on value creation, innovation, and alignment with corporate goals.
- Mentored and developed IT Solutions & Support team, cultivating a results-driven culture of accountability.

Global Corporate IT Senior Consultant

October 2011 – Dec 2016 | Toronto



FOUR SEASONS
Hotels and Resorts

110 hotels and residences worldwide with more than 45k employees

- Delivered strategic IT consultancy and led global projects across 105 properties in North America, Europe, the Middle East, and Asia, driving technology adoption, systems consistency, and operational improvement at scale.
- Led IT integration for newly acquired and rebranded properties, establishing repeatable onboarding frameworks that ensured seamless systems alignment and brand compliance across each transition.
- Achieved and maintained PCI compliance across all 105 properties globally, introducing KPI-driven governance and audit frameworks that became standard practice across the portfolio.
- Developed and deployed global data breach response protocols, cybersecurity training, and risk assessment programmes, materially reducing organisational risk exposure.

- Designed enterprise-wide frameworks for compliance, IT governance, security awareness, and project delivery, building institutional capability that scaled across 40 countries

Chief Information Officer

December 2006 – October 2011 | Abu Dhabi



80 hotels worldwide with more than 24k employees

- Served as CIO for one of the world's most iconic luxury properties, leading a team of 45 IT and AV professionals and owning a \$20M technology budget spanning infrastructure, security, applications, and business continuity.
- Designed and executed a comprehensive IT and digital strategy that increased property profitability by 15%, cut overall operating costs by 27%, and delivered \$800K in process reengineering savings, all while elevating Emirates Palace to global recognition.
- Drove IT integration and inter-company process alignment across the Kempinski portfolio, establishing governance frameworks and change control processes that reduced operational costs by \$310K.
- Passed a rigorous government IT audit within 6 months of appointment, avoiding penalties of up to \$100K, and delivered security and operational policies 10 months ahead of schedule.
- Built and enforced enterprise-wide SLAs, ensuring 24/7 operational reliability across 32+ applications and 50+ systems in one of the most demanding hospitality environments in the world.

Area IT Director (Levant and CIS)

Jan 2001 – Dec 2006 | Amman-Brussels



11 brands, 1200 hotels worldwide with more than 180k employees

- Provided strategic IT leadership across 14 properties in Europe and the Middle East, governing a \$3M budget and aligning regional technology execution with global brand and business objectives.
- Led IT integration for hotel acquisitions across multiple brands, ensuring seamless technology onboarding, systems alignment, and continuity of operations through each transition.
- Directed end-to-end IT deployment for six grand hotel openings across multiple countries, delivering all systems three months ahead of schedule.
- Established regional IT governance, audit frameworks, and business continuity plans, strengthening compliance and resilience across all properties.
- Drove profitability through Six Sigma DMAIC programmes, positioning IT as a strategic business partner to senior regional leadership.

AWARDS

- 2010 CIO of the Year / Hotelier Middle East
- 2011 Excellence Award - GCC Summit
- Certificate of Achievements as a Proactive IT, Starwood
- Two certificates of Appreciation from the White House

EDUCATION AND CERTIFICATION

2010
2008
2005
2004
1997

MBA, Washington Global University



ITIL Foundations



Certified Project Manager (CPM)



Certified Six Sigma Green Belt



B.Sc. Computer Engineering and Automatic Control Systems