Vanta — Executive Leadership Deep Dive (as of 2 September 2026)

Account: Vanta (vanta.com) — self-described "leading Agentic Trust Platform," backed by Sequoia Capital, Craft Ventures, Y Combinator, J.P. Morgan and Goldman Sachs (Vanta About page). Vanta announced it surpassed **$300M ARR** on 29 April 2026, growing 63% YoY, reaching the milestone nine months after $200M, with more than **16,000 customers** ([Business Wire, "Vanta Crosses $300M ARR as Growth Accelerates from AI"](https://www.businesswire.com/news/home/20260429269142/en/Vanta-Crosses-$300M-ARR-as-Growth-Accelerates-from-AI)).

Method / grounding note: Every claim and quote below links to the exact page fetched during this research. Where a fact could not be confirmed from a fetched source, it is marked `n.a.` LinkedIn profile pages and individual LinkedIn post pages were fetched directly and are cited as such. Note that LinkedIn self-reported titles sometimes lag or conflict with company press releases; conflicts are flagged explicitly.

Company priority codes used throughout:
(a) agentic AI product strategy · (b) multi-product platform expansion · (c) enterprise/upmarket expansion · (d) public sector/FedRAMP expansion · (e) international expansion (EMEA/APAC) · (f) finance/IPO-readiness institutionalization · (g) GTM execution/sales scaling

Executive summary — current leadership map

Vanta's public leadership page lists **only five** leaders as of this research: Cacioppo, Case, Scharf, Epling and McCauley (Vanta About page). Research surfaced several additional current senior leaders not on that page, and several departures that materially change the org chart in 2026.

Person	Current title (verified)	Source
Christina Cacioppo	CEO & Founder / Cofounder and CEO	Vanta About; LinkedIn
Jeremy Epling	Chief Product Officer — **still owns engineering, product and design**	Vanta About
Stevie Case	Chief Revenue Officer	Vanta About; LinkedIn
John McCauley	Chief Financial Officer (joined June 2026)	Business Wire, 9 Jun 2026
Sarah Scharf	Chief Marketing Officer (named 12 Aug 2026)	Business Wire, 12 Aug 2026
Chris Sander	**VP Sales EMEA** (April 2026–present; previously Head of Sales/GTM EMEA)	LinkedIn
Jonathon Coleman	General Manager, APJ — **status ambiguous** (see profile)	LinkedIn
Morgan Kaplan	Head of Public Sector	Business Wire, 28 Apr 2026
Iccha Sethi	SVP of Engineering (Jan 2026–present)	LinkedIn

Person	Current title (verified)	Source
Kelly Bray	SVP, Global Sales (Aug 2026–present)	LinkedIn
Ian Spain	General Counsel (Oct 2025–present)	LinkedIn
Stephanie Zau	Head of People (Apr 2026–present)	LinkedIn

Roles that do NOT appear to exist / are vacant at Vanta as of Sept 2026: CTO (`n.a.` — engineering sits under CPO Epling per Vanta About), COO (`n.a.`), Chief AI Officer (`n.a.`), CHRO/Chief People Officer (`n.a.` — the Chief People & Legal Officer role was vacated in April 2026 and the People function is now led by a Head of People, see below), and **CISO — apparently vacant/unannounced** after Jadee Hanson's June 2026 departure (see "Departures" section).

1. Christina Cacioppo — CEO & Co-founder

Name & current title. Christina Cacioppo is "the CEO and co-founder of Vanta" (Vanta About page); her LinkedIn lists "Cofounder and CEO, Vanta, June 2017 – Present" (LinkedIn profile).

What she owns. Company strategy and the full executive team: the CFO, CMO and CPO appointments all report directly to her — McCauley "reporting directly to Vanta CEO Christina Cacioppo" (Business Wire), Scharf "reporting directly to CEO Christina Cacioppo" (Business Wire), and Epling "reporting directly to Vanta's CEO Christina Cacioppo" (Business Wire). She personally fronts product strategy: she delivers the **Vanta Product Keynote jointly with CPO Jeremy Epling** at VantaCon UK 2026 (Business Wire, VantaCon UK 2026) and is a keynote speaker at VantaCon 2026 (VantaCon speakers page).

Background. She founded Vanta in 2018 after experiencing the SOC 2 process firsthand while leading product management for Dropbox Paper; prior to that she was on the investment team at Union Square Ventures. She holds a B.A. in Economics and an M.S. in Management Science and Engineering from Stanford (Vanta About page).

Public statements revealing how she thinks.

- **LinkedIn (post announcing the Agentic Trust Platform):** "Today we're launching the Vanta Agentic Trust Platform — a unified system that brings risk and compliance together so companies can earn and prove trust continuously, not just at audit time. At the core is Vanta AI Agent 2.0, which actually understands your security environment, anticipates what needs to happen next, and coordinates the work of people and agents across compliance, risk, and proof. It's the shift from trust as a periodic checkbox to trust as something you build and demonstrate in real time." (LinkedIn post)
- **LinkedIn ($300M ARR post, ~4 months prior to Sept 2026):** "It took us two years to grow from $10mm to $100mm in ARR and 15 months to reach $200mm. Nine months later, we crossed $300mm. Vanta's growth rate increased each of the past four quarters – compounding really is the eighth wonder of the world! ... Trust is the defining problem of the AI era. AI winners build trust with their customers and the market... 60% of the companies on the Forbes AI 50 are Vanta customers." (LinkedIn post)

- **LinkedIn (open-sourcing AI governance controls, ~1 month prior):** "This week, we open-sourced Agentic Trust Controls: 61 controls across 12 domains... We are well-versed in XKCD 927 at Vanta, and we are not trying to introduce a new standard... We don't think any single company should get to define what trustworthy AI governance looks like." (LinkedIn post)
- **LinkedIn (on her CRO's next mandate):** "Stevie is now rebuilding Vanta's GTM for the age of AI, rethinking how we sell, how we scale, and what a modern revenue organization when augmented by LLMs." Same post: "turns out that's not a GTM strategy, it's a prayer," and "she pushed us upmarket, and the work we're doing now with enterprise customers is built on a foundation she laid first." (LinkedIn post)
- **Podcast (Cheeky Pint / Stripe, "Compliance at scale and why TAM is a distraction"):** "One of the original founding hypotheses of the company is if you want to start a security company for startups, you should actually start a compliance company because your customers never ask you for security, but they do ask you for compliance." (Cheeky Pint transcript); the same conversation is dated **Mar 31, 2026** on the video listing (YouTube listing).
- **Podcast/interview (Upstarts Media, on capital vs. company building):** "If you confuse financing success with company-building success, you'll only get one of those things," and "Raising money and having some smart private market investor put a private valuation is really cool and feels good, and kind of doesn't mean more than that." Also on velocity-as-narrative: "we just blitzed through, and emoji-posted on LinkedIn constantly about new integrations and what the number was... And it built this narrative of, 'Wow, Vanta moves so fast, and is so much more automated.'" (Upstarts Media)
- **Press release quote ($300M ARR):** "Compliance was our entry point, but improving a company's overall security posture and helping them earn and prove trust has been our mission... This is exactly why we built our new third-party risk product and the Vanta Agent, and why our growth has accelerated after its rollout." (Business Wire)
- **Conference (VantaCon UK 2026 recap):** framed the event around "AI is rewriting trust" and stated "Trust isn't a compliance exercise. It's a growth strategy." (Vanta VantaCon UK 2026 recap)
- Other interviews located but not individually quoted here: Newcomer Podcast, 8 June 2026, "Christina Cacioppo Unfiltered on Fake Compliance, AI Security & Building a $4B Company" (Newcomer); HumanX 2026 speaker (HumanX).

Priority she most directly drives: (a) agentic AI product strategy and (b) multi-product platform expansion — she personally launches the platform narrative and co-delivers product keynotes — plus overall (f) institutionalization via the CFO/CMO hires she made in 2026.

2. Jeremy Epling — Chief Product Officer (product + design + engineering)

Name & current title — VERIFIED CURRENT AND UNCHANGED IN SCOPE. "Jeremy Epling is Vanta's Chief Product Officer **overseeing engineering, product and design**" (Vanta About page) — the same scope as his July 2023 appointment, "Chief Product Officer overseeing engineering, product and design, reporting directly to Vanta's CEO" (Business Wire, 20 Jul 2023). He is still billed as "Jeremy Epling CPO, Vanta" on the current VantaCon 2026 speakers page (VantaCon 2026 speakers).

Has Vanta named a CTO or Head of Engineering distinct from Epling? No CTO was found (`n.a.`). However, Vanta **does** have a distinct senior engineering leader beneath the CPO: **Iccha Sethi, SVP of Engineering since January 2026** (VP of Engineering Feb 2024–Feb 2026), described on her own profile as "Leading Vanta's engineering organization" (LinkedIn). Epling himself confirms he still runs engineering: "In my case, I also lead engineering. So for me, there's also a technical side of the job as well of understanding the architecture, how we're doing on SLAs and scale" (First Round Review, Executive Function). The formal reporting line between Sethi and Epling is not stated in any fetched source (`n.a.`).

What he owns. Product, design and engineering; the agentic product line (Vanta Agent, Trust Graph, Agent for Risk, Privacy); pricing/packaging experience from GitHub. He is the named product voice on every major 2025–2026 launch and co-presents the VantaCon product keynote with the CEO (Business Wire, VantaCon UK 2026); he authored the Agentic Trust Platform launch post as CPO (Vanta, 18 Nov 2025).

Background. Joined from GitHub, where he was VP, Product for Actions, Codespaces, npm and Packages ("all things Code to Cloud"), more than quadrupling engineering/product/design teams as GitHub Actions scaled from zero to millions of developers; before that, over 16 years at Microsoft, last as Principal Group Product Manager for Azure (Vanta About page; Business Wire, 2023).

Public statements revealing how he thinks.

- **Press release (Agentic Trust Platform, Nov 2025):** "Modern enterprises win or lose on trust... we're creating a new operating model for trust – a single, intelligent system that connects risk, compliance, and proof so teams can move faster, make smarter decisions, and stay ahead." (Business Wire)
- **Press release (Agent for Risk, 2 June 2026):** "Risk doesn't live in a single tool, and neither does the exposure that matters most... The Trust Graph makes that picture visible, and the Vanta Agent for Risk reasons across it continuously. This means security and compliance teams get a risk posture that reflects what is actually happening in their environment today rather than last quarter." (AOL/Business Wire syndication)
- **Press release (State of Trust 2025):** "AI has completely changed the security equation... The challenge now is balance—adopting AI in ways that enhance security without losing control or visibility." (Business Wire)
- **Conference (VantaCon UK 2026 keynote):** called the roadmap "the privacy operating system for the AI era," and drew the competitive line: "Most tools dump everything into one system and hope an AI can make sense of it... Vanta's Agent works from a clean, structured foundation (the Trust Graph), which is why it gives you answers you can actually act on." (Vanta recap)
- **Podcast (First Round Review, *Executive Function*, ep. 5, listed 19 Mar 2026):** "I think for me, you have to be in the details... I'd say I'm definitely on the side of the founder mode interpretations." On metrics: "win rate's like a metric that I think a lot about, especially if

we lose, why are we losing? Is it pricing and packaging related?" On why he left big-company product: "in my experience there [Microsoft], you kind of feel disconnected from the go-to-market motion. It kind of feels like it's on another planet." (First Round Review; episode listing, 19 Mar 2026)

- **Conference/interview clip (May 2026, on hiring):** "A key part of our interview process is: show us something you've built with AI," and "Even in operational roles, we're increasingly looking for people who can build an agent to run the process, not just people who can run a great process." (LinkedIn clip post)
- **LinkedIn (his own account, ~3 weeks before Sept 2026):** "Vanta Engineering just published its first post in our new Trustcraft series — on how we build AI products. Real evals. Full traceability. AI that plugs into the Trust Graph to deliver real outcomes in compliance workflows — not just great demos." (LinkedIn post)
- Other channels: AMA sessions with Vanta's community as CPO (Vanta LinkedIn post); podcast appearance "AI Agents in Your Systems: Speed, Security & New Access Risks," 2 Mar 2026 (YouTube).

Priority he most directly drives: (a) agentic AI product strategy and (b) multi-product platform expansion (compliance → TPRM → risk → privacy), with a direct hand in (c) enterprise/upmarket through the "enterprise scale" platform framing.

3. Stevie Case — Chief Revenue Officer

Name & current title. Chief Revenue Officer; "Stevie oversees Vanta's go-to-market team to support the company's rapid growth" (Vanta About page). Her LinkedIn lists CRO at Vanta from March 2022 (LinkedIn); she was Vanta's first CRO (PR Newswire, 19 Apr 2022). Cacioppo confirms she was Vanta's "first c-titled exec" (LinkedIn).

What she owns. The whole GTM organization: sales, post-sales, revenue operations, and — per her own post — public sector rolls up through her org ("We've been hard at work at Vanta in the Public Sector, lead by the super talented Morgan L. Kaplan"), including the announcement that Vanta was selected to serve on the **Federal Secure Cloud Advisory Committee (FSCAC)** (LinkedIn post). She also owns leadership promotions across revenue — e.g. promoting Kelly Bray to SVP (Stevie Case LinkedIn) — and is explicitly chartered by the CEO with "rebuilding Vanta's GTM for the age of AI" (Cacioppo LinkedIn).

Background. 15+ years in sales/BD, most recently VP of Mid-Market Sales at Twilio, where she joined as one of the first AEs, helped establish the enterprise business with Fortune 500 customers generating >$400M ARR, and helped grow the sales team from a dozen to over 1,000 (Vanta About page). Former professional gamer ("KillCreek") turned tech executive (Wikipedia; Pulse 2.0 interview).

Public statements revealing how she thinks.

- **Podcast (First Round Review, *Executive Function*):** "In 2028, CROs will need to be systems-first instead of human capacity-first. That's not to say we won't have large go-to-market teams, but we're going to have to have CROs who know both sides of that equation. And I think less than 10% of current CROs are capable of making that transition." On hiring: "the right profile for a first sales hire in your company is probably not that big logo person. You need what we call a Renaissance rep." (First Round Review)

- **LinkedIn (RevOps as a product org):** "We're rebuilding Revenue Operations at Vanta to look less like a service team and more like a product team... AI-native workflows for sellers, marketers, and CS... AI as a first-class primitive, not an add-on... The goal isn't 'better reporting.' It's compounding revenue efficiency at scale." (LinkedIn post)
- **LinkedIn ($300M ARR, ~3 weeks before Sept 2026):** "Vanta just crossed $300M in ARR, 9 months after hitting $200M, and we're growing faster every quarter. And the story behind it? AI. Fully and completely... 70% of companies now have Shadow AI operating in their environments without formal security review... The annual audit model was never going to survive this. So we rebuilt the stack." (LinkedIn post)
- **Podcast (GTMnow, GTM 158):** "Every business is subject to the laws of physics and math. It looks magical from the outside... We had 40 plus copycat competitors. It was wild. **Execution is the only moat. Nobody cares if you were first.**" And on what she inherited: "It was 100% inbound, not using CRM in a meaningful way, no forecast cadence... The vibes were high but the structure was not really existing yet." (GTMnow)
- **Interview (Pulse 2.0):** "Our philosophy is human-first, supported by AI, not the other way around. We've built AI directly into our workflows to remove hours of manual work." (Pulse 2.0)
- Additional channels located: "Why leading CROs in 2028 will be technical" (YouTube); First Round's own promotion of the "2028 CRO is a hybrid operator" thesis (First Round Capital LinkedIn); Union Square Consulting "CRO Stories: Competing, Scaling, and Making Enterprise Bets" (link).

Priority she most directly drives: (g) GTM execution/sales scaling, plus (c) enterprise/upmarket expansion (the CEO credits her with pushing Vanta upmarket) and umbrella ownership of (d) public sector and (e) international revenue teams.

4. John McCauley — Chief Financial Officer

Name & current title. Chief Financial Officer, announced **9 June 2026**; "McCauley will oversee finance and accounting, reporting directly to Vanta CEO Christina Cacioppo" (Business Wire). His LinkedIn shows "Chief Financial Officer, Vanta, June 2026 – Present" (LinkedIn). The Vanta About page confirms the same scope: "overseeing finance and accounting" (Vanta About).

What he owns. Finance and accounting today. The press release signals broader latitude: "In addition to finance leadership, McCauley has overseen operational functions spanning IT, people, legal, corporate development and security and compliance, bringing a broad operational perspective to Vanta" (Business Wire). Note the timing: he replaced a CFO seat that traces back to David Eckstein, named CFO in February 2023 (Business Wire, 2023).

Background. Joined from Calendly, where he was CFO (June 2022–Nov 2024) then **COO** (Nov 2024–June 2026), helping expand the business past 20 million users in 230+ countries. Previously CFO at Seismic, where he grew annual revenue from ~$100M to >$300M, **led IPO preparation efforts**, and guided the company through Permira's 2021 majority investment;

earlier he was in finance leadership at ServiceNow from ~$100M revenue through its IPO and beyond $800M (Business Wire; role dates and scope per LinkedIn). Inactive CPA; Master of Accountancy, San Diego State (Vanta About).

Public statements revealing how he thinks.

- **Press release (appointment):** "Vanta sits at the center of one of the most important shifts happening in software right now. As AI accelerates how companies build and deploy, the trust infrastructure underneath that has to keep pace. Vanta has built a category-defining platform with enormous market opportunity ahead, and I'm excited to join Christina and the team at such a pivotal moment in the company's growth." (Business Wire)
- **LinkedIn (his own announcement, ~2 weeks after joining):** "I've joined Vanta as Chief Financial Officer. Vanta sits at the center of something important — as AI changes how companies build and operate, the trust infrastructure underneath has to keep pace... the momentum speaks for itself: $300M ARR, with growth accelerating each of the past four quarters." (LinkedIn post)
- **LinkedIn (~3 weeks before Sept 2026), terse but revealing of where he anchors the equity story:** "Vanta's Trust Graph = Effective Agents." (LinkedIn post)
- He also amplified Vanta's First Round Review culture piece ("Firsthand: Six Years at Vanta, My Reinvention is the Only Constant") (LinkedIn post).
- **Podcast appearances as Vanta CFO:** `n.a.` — none found as of this research. **Conference talks as Vanta CFO:** `n.a.`

Priority he most directly drives: (f) finance/IPO-readiness institutionalization — an IPO-prep CFO (Seismic, ServiceNow IPO) hired at $300M ARR, explicitly framed as bringing "the financial and operational depth we need for our next chapter of growth" by the CEO (Business Wire).

5. Sarah Scharf — Chief Marketing Officer

Name & current title. Chief Marketing Officer, appointment announced **12 August 2026**: "Joining the executive team and reporting directly to CEO Christina Cacioppo, Scharf will oversee the entire marketing organization, including product marketing, brand, communications, content, growth, and revenue marketing" (Business Wire). Confirmed on the Vanta leadership page: "Sarah Scharf is Vanta's Chief Marketing Officer, leading Vanta's efforts to expand global awareness of its market-leading Agentic Trust Platform" (Vanta About). **Data-quality flag:** her LinkedIn profile still shows the role title "VP of Revenue Marketing, April 2026 – Present" in the experience section while the headline reads "CMO at Vanta" (LinkedIn) — treat the press release as authoritative.

What she owns. All of marketing (PMM, brand, comms, content, growth, revenue marketing) per the appointment release; she also "most recently steer[ed] the company's own AI transformation, giving her firsthand experience building an AI-native organization" (Business Wire). Her own account of her scope arc: "PMM, to leading marketing, then Head of Product Marketing, then adding in Comms and Brand, then VP Revenue Marketing, leading company-wide AI transformation, and now CMO" (LinkedIn post). She owns category positioning: she "named and built out Vanta's original category, Trust Management" (Vanta About) and "has led the company's positioning through three category shifts, from automated compliance, to trust management, to agentic trust" (Business Wire).

Background. Joined Vanta in 2020 as its first product marketer; before that, seven years at Google in product marketing across Privacy and Security, Next Billion Users, and Android/Google Play, including leading the platform's global rebrand. B.A. from Stanford (Vanta About; Business Wire).

Public statements revealing how she thinks.

- **Press release (appointment):** "Trust is the defining problem of the AI era. Solving it takes a brand that's earned trust itself, and helps others earn it, too. At Vanta, the story and the product move forward together, and right now that means transforming how we work with and for AI, without losing the 'with a wink' spirit that our customers love." (Business Wire)
- **Press interview (Business Insider / CMO Insider, Aug 2026)** — her top two priorities: "How can we capture the moment and also reposition Vanta in a way to showcase how we help businesses of all sizes instill and maintain that trust in a world where AI makes it harder to come by and maintain?" On brand tone: "We're a compliance company, we're giving you security information. Some of that is going to be bland and boring, but what can we do to make it just a little zingier?" On authority content and LLM discovery: "That's what people want to watch and engage with, and also has the added benefit now that LLM search is blowing up, and high-authority, owned content is very additive for LLM discovery." (Business Insider)
- **LinkedIn (own announcement, ~2 weeks before Sept 2026):** "Nearly six years ago, I joined Vanta as its first Product Marketer. Today, I'm stepping into the role of Chief Marketing Officer... we've repositioned Vanta 3 times, launched viral billboards, built out the largest conference for GRC professionals, and pioneered new forms of 'debrandgen' aka brand performance advertising." (LinkedIn post)
- **Long-form interview (First Round Review, "Inside Vanta, where reinvention is the only constant"):** "While it felt like a big leap, this reinvention only exists because of all the smaller ones. Each time I'd remade myself and it worked, I'd banked a little more of the company's trust, and that trust is what bought me the next, larger reinvention," and "Trust compounds, but only if you stay put long enough to let it." (First Round Review)
- **CEO's framing of her mandate (LinkedIn):** "She's been the person most responsible for architecting the shift from automated compliance to trust management (<-- those were Sarah's words!) to agentic trust." (Cacioppo LinkedIn)
- Earlier podcast appearance (as Head of Product Marketing): "Product Marketing That Doesn't SOC" (Apple Podcasts). **Conference talks as CMO:** `n.a.` (appointment is <1 month old).

Priority she most directly drives: (a) agentic AI product strategy narrative + (b) multi-product platform expansion via category repositioning; secondarily (c) enterprise/upmarket ("help businesses of all sizes" repositioning) and (g) GTM through revenue marketing.

6. Chris Sander — EMEA sales leader (title has changed: now VP Sales EMEA)

Name & current title — TITLE IN THE BRIEF IS OUTDATED. His LinkedIn shows **"VP Sales EMEA, Vanta, April 2026 – Present, London Area, United Kingdom,"** preceded by **"Head of Sales EMEA, Vanta, February 2025 – April 2026"** (LinkedIn). He was quoted as "Head of GTM for EMEA at Vanta" in a 24 September 2025 announcement (SecuritySenses, 24 Sep 2025) and billed as "Head of Sales, EMEA, Vanta" as a London Tech Week speaker (London Tech Week) — so "Head of GTM EMEA" was accurate in 2025 but **VP Sales EMEA is the current title.** Note his surname is rendered both "Sander" and "Sanders" across sources; LinkedIn and Vanta press use "Sander."

What he owns. EMEA sales, hiring and market entry: the UK/London HQ expansion, plus team build-out in London and Dublin. "In the eight months I've been with Vanta, we've grown to a team that's bigger, faster, and scaling across the UK and beyond" (SecuritySenses). He personally recruits EMEA sales leadership: "We are hiring sales leaders in Dublin ⊠⊠ and London ⊠⊠" (LinkedIn post), and a "Senior Manager, Sales (UKI ⊠⊠) in London to join us and help shape the next chapter of our growth story" (LinkedIn post). He also fronts VantaCon UK demand generation (LinkedIn post). Vanta lists offices in London and Dublin (Vanta About).

Background. Head of Sales Europe at Faire (Mar 2021–Feb 2025, rising to Sr. Director), where he was the "first hire in Europe" and "built a team of 8 leaders, 45 AEs and 22 SDRs"; before that Sales Director at Behavox, and roles at Dropbox including Sales Manager, Nordics and Chief of Staff, EMEA (LinkedIn). London Tech Week describes him as "a dynamic sales leader with a proven track record of accelerating revenue growth and building high-performing EMEA teams for rapidly scaling American" companies (London Tech Week).

Public statements revealing how he thinks.

- **Press release / press coverage (London HQ, Sept 2025): "London is our acceleration lane…** With incredible customers like Synthesia, Granola, Mistral, and Engine by Starling already trusting us, this new UK base positions Vanta to continue helping European businesses grow faster and prove trust from day one." And: "We're here to match the pace of the London security market, partner with operators, and help raise the bar on trust across European tech." (SecuritySenses, 24 Sep 2025)
- **LinkedIn ($300M ARR):** "I speak to customers everyday about how AI is shifting the risk landscape in a way that makes compliance and building trust more urgent than ever. We spent years building the answer to that problem. Seeing it resonate with 16K customers makes all of it worth it." (LinkedIn post)
- **LinkedIn (hiring philosophy):** "Vanta is growing like crazy, we have so many interesting problems to solve and you get to do that with a team of absolute A players who are giving it their all every single day. In other words, this is an opportunity to do your life's best work," and "A players attract A players." (LinkedIn post)
- **LinkedIn (on joining):** "I'm very happy to share that I'll be joining Vanta to lead the European sales team after taking a short break with my family. Vanta is an amazing business with an important mission, inspiring customers and unreal" [text truncated on page] (LinkedIn post)

- **Conference talks:** London Tech Week 2025 masterclass with Frontline and Notion's former EMEA GM, "The Myths Startups Tell Themselves (And What It Costs Them)" (London Tech Week agenda); a DCU careers event alongside CRO Stevie Case (DCU). **Podcast appearances:** `n.a.` — none found.

Priority he most directly drives: (e) international expansion (EMEA) and (g) GTM execution/sales scaling.

7. Jonathon Coleman — General Manager, APJ/APAC (status requires verification)

Name & current title — AMBIGUOUS, FLAGGED. His LinkedIn headline is "APJ Revenue Leader | Team Builder | Full Cycle CX," his current company is shown as **Vanta**, and his Vanta experience entry reads **"General Manager, APJ — Vanta — May 2022 – April 2026, Sydney, NSW"** — i.e. the role's date range appears closed even though Vanta is listed as current employer (LinkedIn). No successor GM for APAC/APJ was found in any fetched source (`n.a.`), no departure announcement was found (`n.a.`), and Vanta's own leadership page does not list any APAC leader (Vanta About). **Recommendation: confirm live before outreach.** Third-party press continues to identify him as "APAC General Manager at Vanta" (CFOtech Australia; Dynamic Business), but those pages do not display publication dates (`n.a.`).

What he owns. APJ revenue and regional GTM build-out, including market entry into Japan, the Sydney office and the ANZ data-residency story. In his own words: "It's been a huge few weeks for Vanta APJ. Last week, I was fortunate enough to meet with Customers, Partners, and the wider Tech Ecosystem in Tokyo. It was so cool to pound the pavement with our Chief Revenue Officer, Stevie Case, and understand more about the market challenges/opportunities in Japan... This week, coinciding with Vanta's sponsorship of SXSW Sydney, we officially launched our new Sydney office." (LinkedIn post). He hires the regional post-sales org: "I'm on the hunt for a proven Post Sales Leader to oversee the entire APAC Post Sales Customer Journey" (LinkedIn post). Vanta lists a Sydney office (Vanta About).

Background. General Manager, APAC at JRNI (Jan 2018–May 2022); Country Manager ANZ at ReadiNow; Managing Director for Sydney and Melbourne at Meltwater; earlier enterprise sales at Recall (LinkedIn).

Public statements revealing how he thinks.

- **Press release (ANZ data centre expansion):** "As Vanta continues expanding our presence in the ANZ region, we're ensuring that our customers have more control over where their data is stored and can provide confidence that their data is safe, secure, and accessible." (Business Wire)
- **Press interview (CFOtech Australia):** "AI has the potential to completely transform the way businesses work, but it comes with a significant amount of risk as well. For example, using customer data to train AI could lead to AI hallucinating or worse, resurfacing personal information inadvertently or damaging customer trust." And on the commercial wedge: "while AI can be the problem, it can also be the solution. AI can now automate up to 85% of compliance processes... And once you can prove compliance, you start to foster greater trust with your customers." (CFOtech Australia)

- **Press interview (Dynamic Business):** "As privacy regulations tighten, businesses must adapt quickly to ensure they are using AI responsibly and compliantly. Proving compliance, however, remains a challenge." (Dynamic Business)
- **LinkedIn (on the APAC bet paying off):** "3 years ago Ari Shahdadi, Jessie Bunting, and I discussed opening the Australian market at Vanta. If he told me we'd be at $4.15B valuation 36 months later, I'd have done my best Darryl Kerrigan impression... Sure enough, here we are: □ 12,000 customers □ 1,000 Vanta'ns □ $150M Series D at a $4.15B valuation" (LinkedIn post)
- **Podcast appearances / conference talks:** `n.a.` — none found.

Priority he most directly drives: (e) international expansion (APAC/APJ) and (g) regional GTM execution.

8. Morgan Kaplan — Head of Public Sector

Name & current title. "Morgan Kaplan, Head of Public Sector, Vanta" (Business Wire, 28 Apr 2026); confirmed again as "Head of Public Sector at Vanta" on 10 July 2026 (Manila Times / GlobeNewswire, 10 Jul 2026) and as "Morgan L. Kaplan, our Head of Public Sector" by Vanta's own account (Vanta LinkedIn). His earlier title was **Director of U.S. Government Strategy & Affairs** (Vanta CMMC resource; Business Wire, 26 Jun 2025); The Org dates that role from October 2024 (The Org).

What he owns. The entire public sector business, expanded from government affairs. Per CRO Stevie Case: "Morgan came on to lead Gov Affairs, but given he's a unicorn he's now leading our full Public Sector effort! And we're making material progress" — in the same post announcing Vanta's selection to the **Federal Secure Cloud Advisory Committee (FSCAC)**, with Public Sector PM Zack Fasnacht representing Vanta (LinkedIn post). His remit visibly includes FedRAMP 20x authorizations (Low July 2025 for commercial cloud; **Moderate for Vanta Government Cloud, announced 28 Apr 2026**), CMMC/NIST framework coverage, the Carahsoft procurement partnership, and community/AMA work (Business Wire; Vanta LinkedIn AMA). He also drove Vanta joining the Alliance for Digital Innovation (Vanta LinkedIn).

Background. Previously "the senior policy lead at Palantir Technologies" (Vanta CMMC resource); Term Member at the Council on Foreign Relations since June 2021 (The Org).

Public statements revealing how he thinks.

- **Press release (FedRAMP 20x Moderate, Apr 2026):** "Vanta is incredibly proud to be an early adopter of the FedRAMP 20x program, both as a pilot participant and in support of others seeking FedRAMP authorization through the 20x pathway... By leveraging the benefits of automation, the FedRAMP 20x program is able to shrink the costs and timeline of authorization, while improving continuous control monitoring and transparency. **This is ultimately a win-win for government and industry** – federal agencies gain greater access to the commercial cloud services they need to deliver on their missions, while industry gains a more viable pathway to do business with the federal government." (Business Wire)
- **Press release (Carahsoft / FedRAMP 20x Class C, 10 Jul 2026):** "This authorization enables agencies to leverage our automated trust management platform to enhance continuous compliance, streamline risk management and increase visibility across their security

ecosystems. It will also help Vanta better serve our commercial customers who may be pursuing their own Government compliance efforts." (Manila Times / GlobeNewswire)

- **Press release (STATION DC partnership, Jun 2025):** "DC is rapidly becoming one of the most unique and inventive tech communities globally because this is where innovators can address real-world policy challenges with the newest and most disruptive technology... In partnering with STATION DC, Vanta supports the entire ecosystem—from agencies safeguarding the public interest to startups advancing new technologies—**so trust, security and compliance become the launchpad, not the roadblock** to public-private partnership." (Business Wire)
- **Owned content / thought leadership (Vanta CMMC Q&A):** "as commercial providers become more integral to Defense work and supply chains, they also expand the attack surface of national security-related information and cybersecurity risk," and his policy thesis: "how can we ensure that commercial vendors are held to necessary cybersecurity standards while also ensuring a strong and healthy DIB where more providers want to do business with the DoD? This is where I think companies like Vanta can help make a difference. By leveraging automation and continuous monitoring capabilities, we believe that software can help firms—big or small—lower the cost of achieving and verifying their compliance." (Vanta CMMC resource)
- **LinkedIn (via Vanta's account, Alliance for Digital Innovation):** "By adopting AI and automation, government agencies and industry partners can streamline compliance and accelerate acquisition timelines, all while strengthening cybersecurity outcomes, improving transparency, and building trust." (Vanta LinkedIn)
- **Community/AMA channel:** hosted a live FedRAMP 20x AMA in Vanta's Community Slack on 9 June (Vanta LinkedIn; corroborated by a Vanta colleague's post). **Posts from his own LinkedIn account:** `n.a.` — I could not locate or fetch a first-person LinkedIn post from Morgan Kaplan's own profile; all of his LinkedIn presence surfaced in this research is via Vanta's company account or colleagues' posts.

Priority he most directly drives: (d) public sector/FedRAMP expansion — and, notably, (a)+(d) combined: he sells automation-based continuous compliance *as* the FedRAMP modernization argument.

Additional executives discovered (not in the original list)

9. Iccha Sethi — SVP of Engineering *(this is the closest thing Vanta has to a Head of Engineering; there is no CTO)*

- **Title:** "Senior Vice President of Engineering, Vanta, January 2026 – Present," "Leading Vanta's engineering organization"; previously VP of Engineering at Vanta Feb 2024–Feb 2026 (LinkedIn).
- **What she owns:** Vanta's engineering organization (and, on joining, "their Engineering and Support organization" per her own announcement post: "I'm thrilled to share that I've joined Vanta as VP of Engineering, leading their Engineering and Support organization" —

LinkedIn post). Note the org overlap with Epling, whose remit still formally covers engineering (Vanta About).

- **Background:** Senior Director of Engineering, Compute Products (Actions, Codespaces, npm, Packages, Pages) at GitHub, Sept 2020–Feb 2024, managing 200+ engineers and managers; earlier Director of Engineering and Principal Engineer at InVision, Principal Developer at Atlassian (Stride), and engineering roles at Rackspace (LinkedIn). Same GitHub lineage as CPO Epling.
- **Public statements:** Podcast, *Modern CTO*, "Why Software Is Never 'Done' Anymore with Iccha Sethi, SVP of Engineering" — the episode covers "why software is never truly done in the age of AI, how engineering leaders can manage model drift through evaluation frameworks" (Modern CTO; YouTube). Podcast, 20 July 2026: "A Newer Model Isn't Always Better | Iccha Sethi, Vanta" — "on why a newer model isn't automatically better for your product, what her team learned from watching where token spend actually goes" (YouTube, 20 Jul 2026). Also interviewed alongside the CEO by Amplify Partners on how Vanta builds AI internally (Amplify Partners) and by OpenSourceCEO on Vanta's AI design principles (OpenSourceCEO). Verbatim quotes beyond her joining post: `n.a.` from the pages fetched.
- **Priority:** (a) agentic AI product strategy — specifically the engineering discipline (evals, model selection, token economics) behind it.

10. Kelly Bray — SVP, Global Sales *(the "Head of Sales" the brief asked about)*

- **Title:** "SVP, Global Sales, Vanta, August 2026 – Present"; previously SVP, Post Sales (April 2026) and VP, Customer Success & Account Management (June 2024–April 2026) (LinkedIn). Her promotion to SVP was announced by CRO Stevie Case (LinkedIn).
- **What she owns:** Global sales as of Aug 2026; previously the entire post-sales org. Her prior scope, in the CRO's words: "Kelly Bray is my VP of Customer Success and Account Management. She handles the entire post-sales world, which includes customer success—focusing on adoption, onboarding, and customer health—and account management" (OpenSourceCEO interview with Vanta's growth leaders). She is cited as a Vanta buyer/owner of support tooling decisions (Fin.ai case study) and internal AI tooling adoption (Granola case study).
- **Background:** Founding Partner at 20SALES; prior roles per The Org. Full prior-company history: `n.a.` from fetched sources.
- **Public statement (LinkedIn, $300M ARR):** "AI has fundamentally changed what security and compliance teams are up against. 70% of companies have Shadow AI in their environments... The annual audit model was never going to be enough for this moment. The Trust Graph and Vanta Agent exist because of exactly that reality." (LinkedIn post)
- **Priority:** (g) GTM execution/sales scaling and (c) enterprise/upmarket retention & expansion.

11. Ian Spain — General Counsel

- **Title:** "General Counsel, Vanta, October 2025 – Present"; previously Head of Legal at Vanta from January 2023 and Associate General Counsel from December 2021. Self-described as "Business-first in-house counsel with over a decade of varied experience. Helping guide Vanta through hypergrowth" (LinkedIn). Also listed as General Counsel on The Org's Vanta page.
- **Background:** Partner at Kirkland & Ellis (2018–2021), associate at Kirkland & Ellis and Kasowitz Benson Torres (LinkedIn).
- **Public statements (LinkedIn/podcast/press/conference):** `n.a.` — none found.
- **Priority:** (f) IPO-readiness institutionalization (legal function professionalized under a dedicated GC after the Chief People & Legal Officer role was vacated).

12. Stephanie Zau — Head of People *(the People function today; there is no CHRO/CPO title)*

- **Title:** "Head of People, Vanta, April 2026 – Present"; previously Senior Director, People Business Partners & Programs (Jan 2025–Apr 2026), "Leading the global People Business Partner, Talent Management and People Enablement teams at Vanta," and People Business Partner roles at Vanta from March 2022 (LinkedIn).
- **Context:** Her promotion coincides with the April 2026 departure of Vanta's Chief People and Legal Officer (below), i.e. the C-level People seat appears to have been replaced with a Head of People plus a dedicated GC.
- **Public statements:** `n.a.` — none found.
- **Priority:** (f) organizational institutionalization; supports (a) via AI-era workforce/role redefinition, though no public statement confirms this scope (`n.a.`).

13. Shannon Hogue — Head of Global Solutions (Engineering)

- **Title:** "Head of Global Solutions" at Vanta, announced by her in her own post ("Excited to share my new role as the Head of Global Sol[utions]...") (LinkedIn); Vanta refers to her as "Vanta's Head of Global Solutions Engineering" (Vanta LinkedIn) and "Global Head of Solutions at Vanta" (SolutionExec Live podcast). She was named as an ELT (executive leadership team) member visiting Sydney by the APJ GM (LinkedIn post).
- **What she owns:** Global solutions engineering; she is hiring SEs "who thrive at the intersection of security, compliance, and complex enterprise" work and "planting flags in Sy[dney]..." (LinkedIn post).
- **Public statement (Vanta channel):** she "breaks down the costs teams tend to underestimate, and why owning software is very different from shipping it" on build-vs-buy (Vanta LinkedIn); podcast: SolutionExec Live on forward-deployed engineers (Apple Podcasts).
- **Priority:** (c) enterprise/upmarket expansion (technical pre-sales for complex enterprise deals).

14. Nathan Hunstad — Director, Security *(most senior named security leader found post-CISO departure)*

- **Title:** "Director, Security at Vanta," focused on "Security Engineering and Security Operations" (LinkedIn; personal site). He is Vanta's public security voice on podcasts, e.g. CISO Series (LinkedIn post) and Absolutely AppSec in January 2026 (personal site).
- He is a director, not an executive; included because **no current CISO could be identified** (see below).

Departures and vacancies that change the 2026 org chart

Person	Former Vanta role	Status	Source
Jadee Hanson	Chief Information Security Officer, Dec 2023 – **June 2026**; owned security strategy, IT, privacy, enterprise engineering, AI strategy and enablement (drove company AI adoption from 32% to 89% in four months; grew team from 7 to 77; led FedRAMP Low and Moderate authorization and ISO 42001)	**Departed**; now Advisor/Consultant at Jadee Hanson Advisory (June 2026–present). Her farewell post: "After 2.5 incredible years, I am stepping away from my CISO role at Vanta." She was still listed as "Jadee Hanson CISO, Vanta" on the VantaCon UK 7 May 2026 agenda. **No successor CISO was found — treat the seat as vacant/unannounced (`n.a.`).**	LinkedIn profile; her departure post; VantaCon UK 2026 speakers; original appointment PR
Ari Shahdadi	Chief People and Legal Officer, July 2021 – **April 2026**; led People, Legal, and Corp Dev/Strategic Partnerships, and moderated VantaCon AI-governance panels	**Departed**; Chief People Officer at Chainlink Labs since June 2026	LinkedIn; The Org; Vanta VantaCon panel page
Scott Holden	Chief Marketing Officer, announced **15 July 2025** ("As CMO, Holden will oversee the en[tire marketing organization]")	**Superseded by Sarah Scharf (Aug 2026).** Scharf's own post calls him "my mentor, friend, and now Vanta Advisor Scott Holden." **Conflict flag:** his LinkedIn still lists "CMO, Vanta, July 2025 – Present."	Business Wire, 15 Jul 2025; Scharf LinkedIn post; Holden LinkedIn
Elliot Goldwater	SVP, Global Sales & Sales Development (Jan 2026 – April 2026); earlier SVP Sales & Partnerships leading "Vanta's NAMER Sales, Global Channel and Global Sales Development"; at Vanta from May 2022	**Departed** April 2026; now leads GTM/Revenue at Reducto. His global sales scope now sits with Kelly Bray.	LinkedIn
Deb Kawamoto	VP of Design, from January 2023	**Departed**; her profile headline reads "VP of Design (formerly @ Vanta, Affirm)," and Vanta posted a **Head of Design (VP)** backfill on 23 June 2026 to "lead our design organization — setting direction for a ~40-person team"	LinkedIn; Head of Design job posting, 23 Jun 2026
David Eckstein	Chief Financial Officer, "coming onboard in February [2023]"	Succeeded by John McCauley (June 2026); Eckstein's current status: `n.a.`	Business Wire, 2023

Roles searched for and not found (confirmed `n.a.`): CTO; COO; Chief AI Officer; CHRO/Chief People Officer (replaced by Head of People); a named current CISO. A "Vaibhav Narayanam — Head Of Corporate Development" entry appears on a third-party org-chart aggregator (The Org) but could not be corroborated from Vanta or LinkedIn, so treat as unverified.

Caution on name collisions: several search results for "Vanta" return **Vanta Holdings Inc. (CSE: VNTA)**, an unrelated Canadian food/beverage company whose CEO is Marcello Leone (MarketScreener; Simply Wall St). None of that data belongs to vanta.com.

Priority-to-executive mapping (sales-usable)

Company priority	Primary owner(s)	Evidence anchor
(a) Agentic AI product strategy	Epling (product), Cacioppo (narrative), Sethi (engineering)	Agentic Trust Platform PR; Agentic Trust Controls post
(b) Multi-product platform expansion	Epling, Scharf (positioning)	Agent for Risk; "privacy operating system for the AI era"; 3 category shifts
(c) Enterprise/upmarket	Case (pushed Vanta upmarket), Bray, Hogue	Cacioppo on Case
(d) Public sector/FedRAMP	Kaplan (reporting into Case's org)	FedRAMP 20x Moderate PR; Case's post on Kaplan
(e) International (EMEA/APAC)	Sander (EMEA), Coleman (APJ, status to verify)	"London is our acceleration lane"; Sydney HQ post
(f) Finance/IPO-readiness	McCauley (with Spain, Zau on G&A institutionalization)	CFO appointment PR
(g) GTM execution/sales scaling	Case, Bray, Sander	"rebuilding Revenue Operations… like a product team"

Open items a seller should verify before outreach

1. **Is Jonathon Coleman still Vanta's GM APJ?** His LinkedIn Vanta role reads "May 2022 – April 2026" while Vanta remains his listed current company (LinkedIn); no successor and no departure notice found.
2. **Who is Vanta's CISO?** Jadee Hanson left in June 2026 (LinkedIn); no replacement announced. The most senior named security leader located is Director, Security Nathan Hunstad (LinkedIn).
3. **Scott Holden's exact status** — press release says Scharf is CMO (Business Wire) and Scharf calls Holden a "Vanta Advisor" (LinkedIn), but his LinkedIn still says CMO/Present (LinkedIn).
4. **Head of Design is an open req** as of 23 June 2026 (job posting) — an active buying trigger for design/product tooling.
5. **Sethi vs. Epling engineering reporting line** is not documented publicly (`n.a.`).