Cam Sourani

Transformational Technology Executive

Oakville, Ontario | +1 647 878 7810 | hakams@hotmail.com | linkedin.com/in/hakams | camsourani.com

SUMMARY

Transformational technology executive with 27+ years in CIO, VP and director roles across the Middle East, Europe and Canada, and project work in 34 countries. Turns fragmented systems, sites and companies into one governed, automated operation that cuts waste and raises service levels in logistics, manufacturing, warehousing, new builds and hospitality. Owns budgets up to $50M and the roadmaps behind them, and puts AI to work where it pays off.

CORE COMPETENCIES

IT strategy and governance | AI and machine learning | Process automation and RPA | ERP, CRM and integration | Data, analytics and BI | Cybersecurity and compliance | Infrastructure and cloud | New-build technology fit-out | In-house software development | M&A integration | ITIL service management | Budgets, vendors and contracts

PROFESSIONAL EXPERIENCE

Vice President IT, Systems and Integrations

ASL Distribution Services and Precision, Fastfrate Group | Oakville | Aug 2022 - Present

Transportation, 3PL, last mile, warehousing and fulfillment across 24 locations nationwide

- Led IT transformation across ASL Distribution and Precision, aligning systems, data and operations within the Fastfrate Group.
- Led the rollout of AI and machine learning route optimisation, planning routes and driver allocation from historical delivery data and predictive analytics: 17% cost savings, less planning time and fuel, and higher driver pay at a lower cost per delivery.
- Launched enterprise AI across customer service, billing and the warehouse, targeting a 40% cut in support workload. A voice agent answers calls in English and Québécois French and hands complex calls to the right team.
- Migrated key systems to cloud and led the invoicing automation recognised in the 2026 IDC CIO Awards Canada: an orchestrated, auditable pipeline that carries 300K to 500K scan events a day through to settlement.
- Built a NIST-aligned security programme with MFA, EDR and PAM enterprise-wide, then aligned policy across the group's operating companies, where AI governance surfaced as the largest gap to close.
- Leads the in-house development team behind the business's own portals and tools: reporting, track and trace, warehouse label printing and scheduled exports, with SDLC, UAT and release control across 24 locations.

Vice President Technology and Security

The Marco Corporation | Brantford | Feb 2020 - Aug 2022

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

- Set the IT strategy and roadmap, with ITIL service catalogues and SLAs for internal and external customers.
- Strengthened IT and physical security controls, and managed the IT budget and technology investments.
- Improved vendor management, contract negotiation and outsourcing decisions to keep costs under control.

Director, Information, Data and Digital Transformation

Motion | Toronto | Apr 2019 - Feb 2020

Manufacturing and retail distribution of healthcare and medical supplies across 40 locations

- Designed a digital transformation roadmap and delivered its first two major milestones on schedule.
- Built KPI frameworks for application and infrastructure performance across 40 locations.
- Created and tested a full business continuity plan, and put PIPEDA, PCI and ISO security practices in place.

Vice President, Solutions and Services

IG2 Group | Toronto | Dec 2016 - Apr 2019

Managed services, infrastructure, cybersecurity and analytics: 110 projects across Ontario

- Partnered with the Ontario Ministry of Education and Ministry of Transportation on province-wide IT initiatives.
- Achieved ISO 27001 certification, strengthening security governance and risk management.

Global Corporate IT Senior Consultant

Four Seasons Hotels and Resorts | Toronto | Oct 2011 - Dec 2016

110 hotels and residences worldwide, 45,000+ employees

- Led global IT projects across 105 properties in four regions, keeping all 105 PCI compliant.
- Built the repeatable framework for bringing acquired and rebranded properties onto shared systems.
- Deployed global data breach response protocols, cybersecurity training and risk assessment programmes.

Chief Information Officer

Kempinski Hotels, Emirates Palace | Abu Dhabi | Dec 2006 - Oct 2011

80 hotels worldwide, 24,000+ employees

- Led 45 IT and AV professionals and a $20M budget; the strategy lifted profitability 15% and cut operating costs 27%.
- Delivered $800K in process re-engineering savings, and roughly doubled ticket-resolution throughput with an Altiris rollout.
- Passed a rigorous government IT audit within six months and kept 50+ systems running to 24/7 SLAs.

Area IT Director, Levant and CIS

Starwood Hotels and Resorts | Amman and Brussels | Jan 2001 - Dec 2006

11 brands, 1,200 hotels worldwide, 180,000+ employees

- Directed IT for six grand hotel openings, every system live three months ahead of schedule.
- Integrated acquired hotels across multiple brands without breaking continuity of operations.
- Drove profitability through Six Sigma DMAIC programmes, positioning IT as a strategic partner to regional leadership.

Systems Administrator to IT Director

Early career | 1996 - 2000

Three roles in five years: systems administrator, IT manager, then IT director

- Self-driven from the start: learned the systems hands-on, then ran the IT function.

EDUCATION AND CERTIFICATIONS

B.Sc., Computer Engineering and Automatic Control Systems, 1997

MBA, Washington Global University, 2010

ITIL Foundations, 2008

AI Professional

Certified Project Manager (CPM), 2005

Six Sigma Green Belt, 2004

AWARDS AND RECOGNITION

IDC CIO Awards Canada, Precision Parcel and Package Deliveries, Fastfrate Group, 2026

Excellence Award, GCC Summit, 2011

CIO of the Year, Hotelier Middle East, 2010

Top 10 CIO of the Year, Top 5 IT Hospitality Deployment, Computer News Middle East, 2010

Cover story, "Royal Ambition", Computer News Middle East, Issue 223, 2010

Certificate of Appreciation, White House Communications Agency, one of two, 2008

Top 5 IT Team of the Year, Computer News Middle East

Proactive IT Certificate of Achievement, Starwood Hotels and Resorts

TECHNICAL SKILLS

Infrastructure: Azure, VMware, Linux, Hyperconverged on-prem, SolarWinds, Telecom

Business systems: Dynamics 365, Salesforce, CRM, Odoo ERP, TMS, WMS, Last-mile systems, Property management systems

Construction and new builds: Autodesk, Structured cabling, Low-voltage systems, Smart-building systems

Data and integration: SQL Server, PostgreSQL, Oracle, Power BI, APIs and iPaaS, Azure Integration Services, EDI, Cleo Integration Cloud, Apache Airflow, dbt

Apps and automation: Microsoft .NET, In-house apps and tools, Azure DevOps, Power Platform, UiPath, Conversational AI, OpenAI SDK, Anthropic, Automated sortation, Robotics

Workplace and security: Microsoft 365, Entra ID, Intune, MDM, Okta, SentinelOne XDR, FortiGate, FortiPAM, Exabeam SIEM, Penetration testing, Honeypots, KnowBe4