

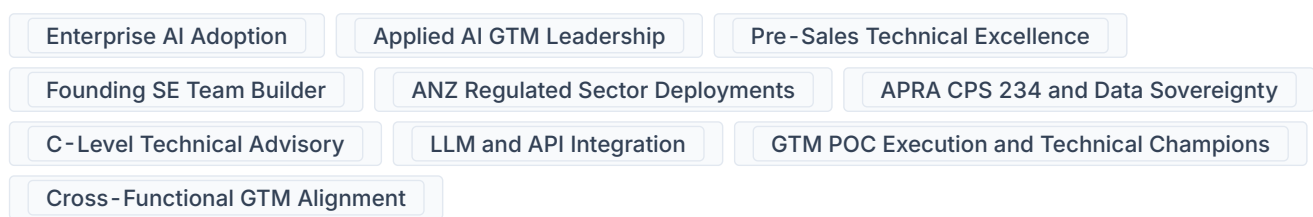
# Brian D'Souza

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## PROFESSIONAL SUMMARY

Technology executive with 15 years leading Solutions Engineering and Applied AI GTM across ANZ enterprise. As Director and Head of Solutions Engineering at Slack ANZ, built the regional SE function from zero post-acquisition, influencing \$12M+ in incremental ACV through enterprise AI adoption programs and C-level technical advisory. Specialised in regulated sector deployments across financial services and government, with deep familiarity with Australian Privacy Principles, APRA CPS 234, and data sovereignty requirements. Founding SE leader who has scaled teams, exported playbooks APAC-wide, and turned compliance complexity into a GTM advantage. Seeking to apply ANZ pre-sales leadership and regulated sector expertise to frontier AI adoption at the enterprise level.

## CORE COMPETENCIES



## WORK EXPERIENCE

**Salesforce (Slack)** Aug 2025 - Present

*Director and Head of Solutions Engineering, ANZ*

- ▶ Founded and scaled the ANZ Applied AI SE function: hired and led five senior Solutions Engineers across enterprise, commercial, and government segments, delivering pre-sales technical excellence at C-level.
- ▶ \$12M+ incremental ACV influenced through enterprise AI adoption programs, use case scoping, technical champion building, and POC execution aligned to measurable business outcomes.
- ▶ Built and scaled a region-wide demo asset library and SE onboarding program subsequently adopted across APAC, establishing repeatable best practices for technical GTM.
- ▶ Championed data sovereignty and compliance frameworks under Australian Privacy Principles and APRA CPS 234 for financial services and government accounts, turning regulatory requirements into purchase drivers.
- ▶ Established strategic SI and ISV partnerships to accelerate enterprise customer time-to-value across regulated and digital-first organisations.

**Salesforce (Slack)** Jan 2022 - Aug 2025

*Head of Solutions Engineering ANZ*

- ▶ Led the Enterprise and Commercial SE function for ANZ, managing pre-sales technical engagements across financial services, government, and technology sectors.
- ▶ Partnered with C-level stakeholders to design AI-driven workflow automation solutions with measurable ROI, building deep executive relationships with technical leaders and engineering teams.
- ▶ Expanded SE coverage to APAC Commercial: stood up SE capacity across Singapore, India, and the Philippines alongside Australia and New Zealand, delivering consistent pipeline generation across high-growth markets.

**Salesforce (Slack)** Jan 2021 - Jan 2022

*Integration SME and Pre-Sales Leadership, Slack Acquisition*

- ▶ Provided integration subject matter expertise during the Salesforce acquisition, supporting SE and Sales leadership through organisational ambiguity and rapid change.
- ▶ Produced scalable enablement content and delivered public speaking engagements on AI-driven integration strategy across ANZ enterprise audiences.

## Slack

Feb 2019 - Jan 2022

*Principal Solutions Engineer > Lead Enterprise Solutions Engineer > Senior Solutions Engineer, APAC*

- ▶ Progressed from Senior to Lead to Principal over three years, honing pre-sales craft across Australia, New Zealand, Singapore, India, and the Philippines before stepping into leadership - earning every level through performance, not tenure.
- ▶ SE Rookie of the Year 2019, SE Regional Top Performer across six consecutive quarters, and Sales Club Winner 2022.
- ▶ Closed 27 deals totalling USD \$6M in 2020 and 18 deals totalling USD \$2M in 2019 across mid-market and enterprise, building trusted relationships with enterprise and government customers as a strategic pre-sales advisor.
- ▶ Led discovery engagements to align AI-powered workflow solutions with customers' strategic business objectives across APAC.

## Citrix

Jan 2017 - Jan 2019

*Enterprise Solutions Architect, APJ*

- ▶ Senior customer-facing authority supporting digital transformation and AI-adjacent technology adoption for Citrix's top strategic APJ accounts across financial services, government, and resources sectors.
- ▶ Acting Channel and Alliance Solutions Engineer (Jan-Jun 2018): led technical enablement and pipeline generation for major partners including DXC, IBM, Fujitsu, and Dimension Data.

## ANZ Banking Group

Jan 2014 - Feb 2017

*Global Mobility Innovation and Engineering Lead*

- ▶ Accountable for stability, governance, and strategic direction of mobility platforms across 34 countries for 60,000+ employees, operating under strict data sovereignty and Australian Privacy Principles requirements.
- ▶ Delivered Digital Branch rollout across 700+ banking locations, modernising legacy workflows at enterprise scale.
- ▶ Architected convergence across IoT, Server, Desktop, Network, and Mobile technologies for one of Australia's largest regulated enterprises.

## VMware

Jan 2011 - Jan 2014

*Senior Solutions Engineer, Enterprise and Government*

- ▶ SME for AirWatch MDM across 200+ enterprise and government accounts; represented AirWatch at local and international ICT events.

## EDUCATION

### Executive Education in Leadership, Business Administration and Management

2020 - 2023

*Harvard Business School*

### Connected Strategy and Strategic Management

2020 - 2021

*The Wharton School*

### Bachelor of Computer Science, Systems Engineering and Software Development

2008 - 2012

*Deakin University · High Distinction*

## CERTIFICATIONS AND AWARDS

Google AI Essentials	GOOGLE	Agent Blazer Champion	SALESFORCE
SE Rookie of the Year 2019 and Sales Club Winner 2022	SLACK	The Leadership of Influencing Outcomes, Situational Leadership	PROFESSIONAL DEVELOPMENT
Private Aircraft Pilot Licence (multiple ratings)	CASA		