

**FOR IMMEDIATE RELEASE**

January 13, 2026

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**Norm Ayubi Promoted to Chief Information Officer**

*Pape-Dawson Proudly Announces the Promotion of Norm Ayubi*

**SAN ANTONIO, Texas** (January 13, 2026) – Pape-Dawson is pleased to announce the promotion of Norm Ayubi to Chief Information Officer.

Norm brings more than 25 years of experience in enterprise technology, cybersecurity, and digital transformation. With two decades in senior leadership roles, he has led complex modernization initiatives, strengthened organizational resilience, and built high-performing technology teams across a range of industries.

Before joining Pape-Dawson, Norm held executive leadership roles at a national IT services and systems integration firm, where he led large-scale technology integrations and developed cybersecurity programs aligned with industry-leading frameworks. Earlier in his career, he spent more than a decade at a Fortune 100 financial services organization supporting global operations and mission-critical infrastructure.

In his new role as Chief Information Officer, Norm will oversee Pape-Dawson's technology strategy, cybersecurity posture, enterprise systems, and IT operations. He will focus on delivering secure, scalable, and innovative technology solutions that support the firm's national growth and continued commitment to excellence.

“As Pape-Dawson continues to expand our national presence, it's critical that we leverage technology to enhance project delivery, operational efficiency, and security,” said Michael Preiss, Chief Operating Officer, Texas Region. “Norm's extensive experience will be key in helping us deliver and maintain innovative, reliable solutions for our teams across the country.”

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**About Pape-Dawson**

Founded in 1965, Pape-Dawson is a leading provider of comprehensive professional engineering and consulting services. The firm provides civil engineering, environmental, landscape architecture, planning, and surveying services for development and critical infrastructure projects. The firm's network of engineers, surveyors, technicians, landscape architects, environmental specialists, biologists, planners, and construction management professionals produce projects that positively impact both the quality of life and economic opportunities in the communities they serve. To learn more, visit [www.pape-dawson.com](http://www.pape-dawson.com).